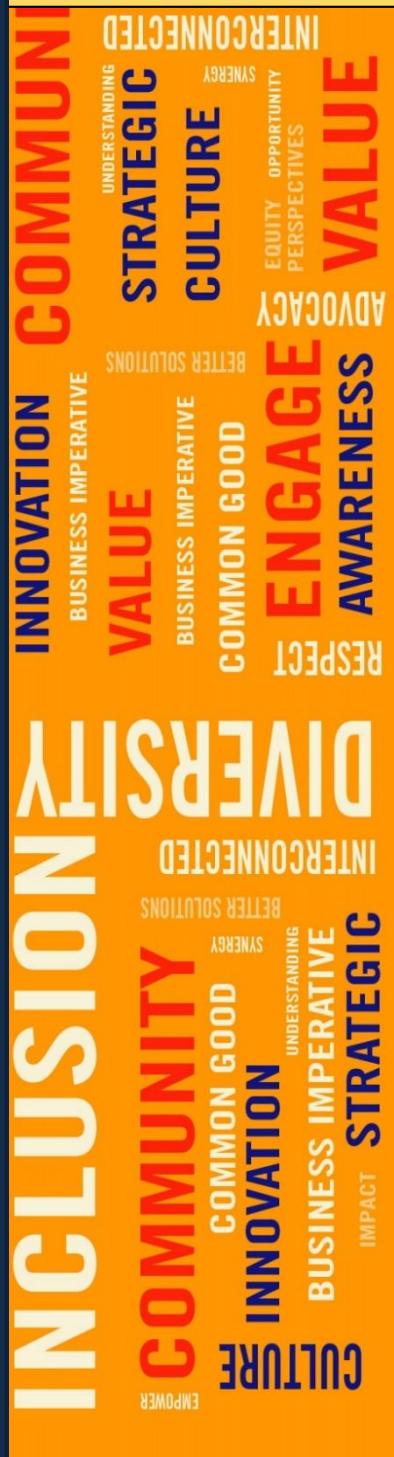


CONNECTIONS

The Business of Relationships

Diversity and Inclusion

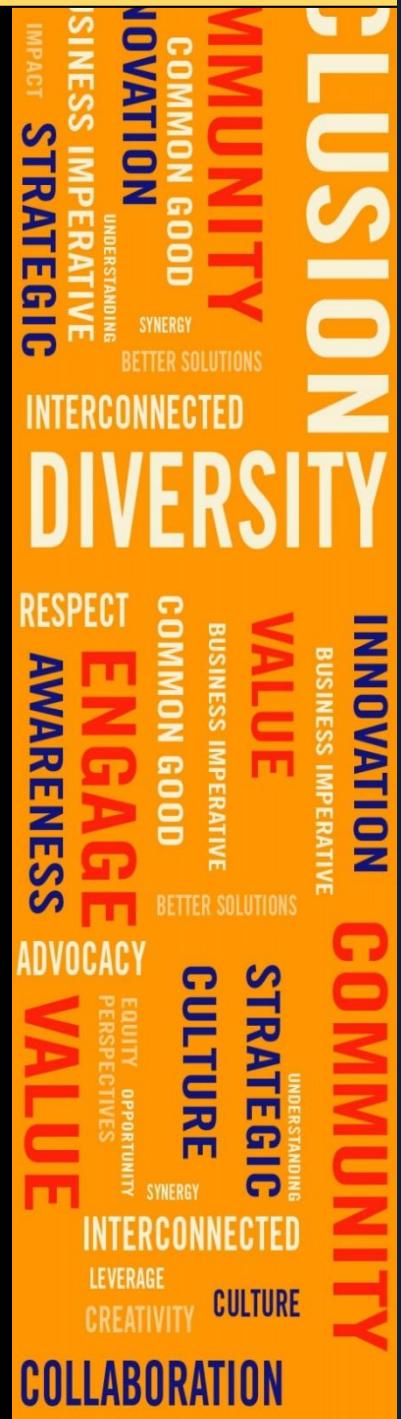
Newsletter



and we must understand that all the threads
of the tapestry are equal in value
no matter what their color.



- Maya Angelou





A Note from the Chair

Welcome back to school everyone!! The Diversity Committee remains steadfast in our goals to continually advocate for campus wide diversity and inclusion. The Diversity Committee and Student Life will maintain an on-going partnership to ensure that we observe and recognize the cultural diversity on campus. Our hope is to increase mutual understanding and respect among the various religious, ethnic and cultural groups on campus. RCGC's Diversity Committee strives to build upon the diversity of our community to establish a more inclusive educational environment. RCGC's Diversity Committee remains steadfastly committed to upholding equality, diversity and inclusion.

The heinous acts of violence against U.S. citizens of various colors, cultures, religions, and political groups have reached new levels. Instead of giving in to the powerlessness we may feel to stop racism and opposing political views, every institution must examine its own role in perpetuating (inadvertently and advertently) racist thinking and policies. We cannot truthfully construct equal opportunities for all until our institutions take specific actions to end that thinking and those policies. Despite the most recent horrific events taking place across our nation, we must continue to be diligent in our pursuit of true democracy for all.

Colleges, Universities and other organizations have found that achieving real and sustained diversity and inclusion programs, initiatives, and committees has been a multifaceted task— one that requires a more concentrated approach. We will continue to publish “**CONNECTIONS**” as an instrument to augment awareness and sensitivity about religious obligations as well as ethnic and cultural festivities that may affect students, colleagues and neighbors. RCGC strives to build a culture that values meritocracy, openness, fairness and transparency for its staff and students.

“To be kind is to respond with sensitivity and human warmth to the hopes and needs of others. Even the briefest touch of kindness can lighten a heavy heart. Kindness can change the lives of people.” Kyi

Yvonne Brooks, Chair of Diversity

ybrooks@rcgc.edu

Diversity Committee's Mission

RCGC wishes to express its strong commitment to the goal of diversity, respect, civility and inclusion on our campus. The promotion and retention of a diverse faculty/staff and student body is essential to the success of our institution as a collective body as well as our respective professional pursuits. Diversity brings to our campus a broader and richer environment, which produces creative thinking and solutions. As such, RCGC embraces and encourages diversity in all aspects of its activities. RCGC is committed to creating and maintaining a culture that supports and promotes diversity and inclusion.

Purpose & Intent

Diversity Committee: serves as a review advisory and recommending body to the appropriate Vice President to promote diversity in all RCGC activities— academic, co-curricular and administrative. The Diversity Committee also provides strategies for infusing multiculturalism into all aspects of the campus community and encourages a respectful workplace.

Issue 2, February 2019

African American History is American History

Black History Month began as “Negro History Week,” which was created in 1926 by Carter G. Woodson, a noted African American historian, scholar, educator, and publisher. It became a month-long celebration in 1976. The month of February was chosen to coincide with the birthdays of Frederick Douglass and Abraham Lincoln. On February 12, 2009, the NAACP marked its 100th anniversary. Spurred by growing racial violence in the early twentieth century, and particularly by 1908 race riots in Springfield, Illinois, a group of African-American leaders joined together to form a new permanent civil rights organization, the National Association for the Advancement of Colored People (NAACP). February 12, 1909, was chosen because it was the centennial anniversary of the birth of Abraham Lincoln.

Jack Johnson became the first African-American man to hold the World Heavyweight Champion boxing title in 1908. He held onto the belt until 1915.

John Mercer Langston was the first black man to become a lawyer when he passed the bar in Ohio in 1854. When he was elected to the post of Town Clerk for Brownhelm, Ohio, in 1855 Langston became one of the first African Americans ever elected to public office in America. John Mercer Langston was also the great-uncle of Langston Hughes, famed poet of the Harlem Renaissance.

Thurgood Marshall was the first African American ever appointed to the U.S. Supreme Court. He was appointed by President Lyndon B. Johnson, and served on the court from 1967 to 1991.

George Washington Carver developed 300 derivative products from peanuts among them cheese, milk, coffee, flour, ink, dyes, plastics, wood stains, soap, linoleum, medicinal oils and cosmetics.

Hiram Rhodes Revels was the first African American ever elected to the U.S. Senate. He represented the state of Mississippi from February 1870 to March 1871.

Shirley Chisholm was the first African American woman elected to the House of Representatives. She was elected in 1968 and represented the state of New York. She broke ground again four years later in 1972 when she was the first major party African-



American candidate and the first female candidate for president of the United States.

Madam C.J. Walker was born on a cotton plantation in Louisiana and became wealthy after inventing a line of African-American hair care products. She established Madame C.J. Walker Laboratories and was also known for her philanthropy.

In 1940, **Hattie McDaniel** was the first African-American performer to win an Academy Award—the film industry's highest honor—for her portrayal of a loyal slave governess in *Gone With the Wind*.

In 1992, **Dr. Mae Jemison** became the first African American woman to go into space aboard the space shuttle Endeavor. During her eight-day mission, she worked with U.S. and Japanese researchers, and was a co-investigator on a bone cell experiment.

THE DIVERSITY COMMITTEE PRESENTS:

BLACK HISTORY MONTH

FRANKLIN D. ROOSEVELT
FOUR FREEDOMS
FEBRUARY 11-14, 2019

PosterMyWall.com

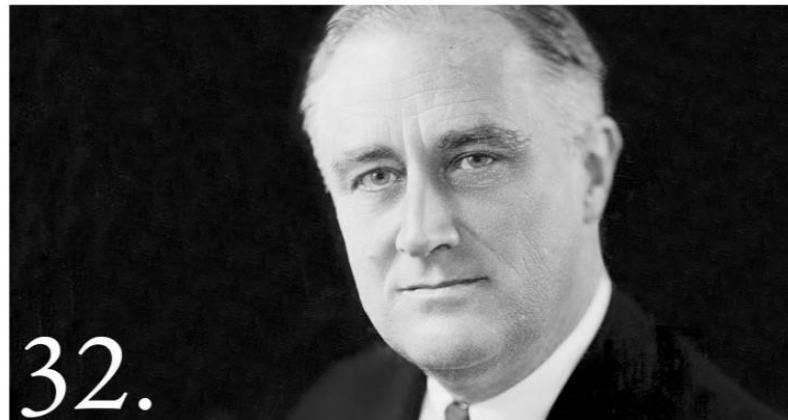
SAVE FREEDOM OF SPEECH

FREEDOM FROM WANT

TAKE A SEAT AT THE TABLE

SAVE FREEDOM OF WORSHIP

FREEDOM FROM FEAR



32.

The Four Freedoms were goals articulated by United States President Franklin D. Roosevelt on Monday, January 6, 1941. In an address known as the Four Freedoms speech (technically the 1941 State of the Union address), he proposed four fundamental freedoms that people "everywhere in the world" ought to enjoy:

- 1) Freedom of speech
- 2) Freedom of worship
- 3) Freedom from want
- 4) Freedom from fear

Roosevelt delivered his speech 11 months before the surprise Japanese attack on U.S. forces in Pearl Harbor, Hawaii that caused the United States to declare war on Japan, December 8, 1941. The State of the Union speech before Congress was largely about the national security of the United States and the threat to other democracies from world war that was being waged across the continents in the eastern hemisphere. In the speech, he made a break with the tradition of United States non-interventionism that had long been held in the United States. He outlined the U.S. role in helping allies already engaged in warfare.

In that context, he summarized the values of democracy behind the bipartisan consensus on international involvement that existed at the time. A famous quote from the speech prefacing those values: "As men do not live by bread alone, they do not fight by armaments alone." In the second half of the speech, he lists the benefits of democracy, which include economic opportunity, employment, social security, and the promise of "adequate health care". The first two freedoms, of speech and religion, are protected by the First Amendment in the United States Constitution. His inclusion of the latter two freedoms went beyond the traditional Constitutional values protected by the U.S. Bill of Rights. Roosevelt endorsed a broader human right to economic security and anticipated what would become known decades later as the "human security" paradigm in social science and economic development. He also included the "freedom from fear" against national aggression and took it to the new United Nations he was setting up.



FOUR FREEDOMS WEEK PRESENTS:

Diversity *Poster Contest*

Create a piece of art based on your own diverse background as it relates to respect, civility, and inclusion.

**MON. FEB. 11 | 10AM - 2PM
COLLEGE CENTER LOBBY**

Winner will receive a \$25 gift card and be featured in
The Diversity Committee's *Connections* Newsletter!

Sponsored by  & The Diversity Committee



Presentation: African American History is American History: Our Shared History as Americans Committed to Civil Rights

Speaker: Dr. Cheryl Renée Gooch is an academic leader, professor and historical researcher. Gender, race, ethnicity and inclusive social history are central themes in the courses she teaches and her published books and articles. She serves as the Dean of Arts and Humanities at Cumberland County College and teaches *Cultural Diversity in the U.S.* every semester.

She is a Life member of ASALH (Association for the Study of African American Life and History), the founders of Black History Month, and serves on its Executive Council.

She conducts interpretive work with museums and cultural heritage sites, including the National Park Service, to ensure more inclusive narratives of our diverse experiences as Americans.

Her newest book, *Hinsonville's Heroes; Black Civil War Soldiers of Chester County, Pennsylvania*, interprets the lives of men from this free black community who served in the war to end slavery, and their families' efforts to ensure they are remembered for their role in re-unifying this country.

Date: February 21, 2019

Time: 11:00AM

Location: The Business and Corporate Center (BAC500)

Sponsor: The Office of Diversity and Equity



The Diversity Committee Presents

Diversity Committee & Student Life

Activities

February 11, 2019: Freedom of Speech and Expression

February 12, 2019: Freedom of Every Person to Worship

February 13, 2019: Freedom from Want

February 14, 2019: Freedom from Fear

February 21, 2019: Lecture on "African American History is American History" at 11 AM (location to be announced)

February 11 – 14, 2019: All activities in the College Center Lower Lobby

The Diversity Committee presents **Ted Talks Tuesdays!**

TED began in 1984 as a conference - an acronym for Technology, Entertainment and Design. Ted Talks are short compelling videos covering global issues from science to social justice topics.

We invite all faculty, staff and students to participate. This could be an excellent way to openly and honestly spark a conversation about domestic and global issues at the same time bring together diverse voices and questions relevant in higher education and the world at large.

There will also be an opportunity for a short panel discussion after each Ted Talk.

Be on the lookout around campus for the Tuesday Ted Talk flyers!

Thank you RCGC Family for your continued support.

Ted Talk Tuesdays Dates:

September 11th, 2018

October 9th, 2018

November 13th, 2018

December 11th, 2018

January 8th, 2019

February 14th, 2019

March 12th, 2019

April 9th, 2019

May 14th, 2019

June 11th, 2019

July 9th, 2019

August 13th, 2018

Stay tuned for the fall 2018 line-up of Ted Talks, Lecture Series & other Activities sponsored by the Diversity Committee

Calendar of Observances – February 2019

- 1) February is Black History Month!
- 2) National Freedom Day –
2/1/2019
(<https://www.timeanddate.com/holidays/us/national-freedom-day>)
- 3) World Cancer Day – 2/4/2019
(<https://www.wincalendar.com/World-Cancer-Day>)
- 4) Chinese New Year – 2/5/2019
(<https://www.wincalendar.com/Chinese-New-Year>)
- 5) World Day of Social Justice –
2/20/2019
(<http://www.un.org/en/events/socialjusticeday/>)



National Homemade Soup Day is observed annually on February 4th. Before the era of modern transportation, soup was a product of regionally available foods. For this reason, there are thousands of soup recipes available today. Many soups also have medicinal purposes. What was once considered a wives' tale, chicken soup now has the backing of the scientific community with helping relieve the symptoms of the common cold. Scientists believe that a bowl of the soup may reduce inflammation of the lungs. It is thought that chicken soup slows down the activity of white blood cells that can cause the inflammation.

Diversity and Inclusion Resource Center

- The History of Black History Month
<https://blackpast.org/perspectives/history-black-history-month>
- America is Losing the Real Meaning of Black History Month
<http://time.com/5162808/black-history-month->

ybrooks@rcgc.edu

Diversity Website is under college overview

<https://www.rcgc.edu/Diversity>

Send us your thoughts, comments, publications, planned events, announcements, and your campus wide Diversity initiatives.

CONNECTIONS will be circulated on the 2nd Monday of every month. Please make all submissions by the 1st Monday of the month to ybrooks@rcgc.edu

Issue 2 , February 2019



October 24, 2018

Greetings to Faculty and Staff,

Fall 2018 Annual Mandatory On-line Training through EverFi

The Office of Diversity and Equity wishes to announce the upcoming Title IX and other important courses for this academic year. You will receive an email from this office within the next few weeks with the launch date and detailed instructions for accessing the training.

Please note that this year's training is from EVERFI, so the access and sign-on will differ from that of our previous provider.

Below are the three courses you will be expected to complete.

Bridges: Building a Supportive Community - Title IX/Clergy Primary Prevention Federal Regulations

This course was developed for colleges to comply with employee education requirements related to sexual misconduct under Title IX of the Education Amendments Act of 1972 and Section 304(a)(5) of the Violence Against Women Act, a component of the Clergy Act.

Diversity: Inclusion in the Modern Workplace

This course is designed to help all employees successfully work together in a diverse environment by encouraging respectful behavior and reducing bias. The course also identifies the challenges and opportunities arising from diversity and helps employees understand the critical importance of a respectful workplace.

Family Educational Rights and Privacy Act (FERPA) Basics

This course provides an overview of FERPA which protects the privacy of education records and to review and challenge the content of those records.

The launch letter will contain the detailed information regarding access and completion requirements.

Sincerely,

Almarie J. Jones, Executive Director
Diversity and Equity
Affirmative Action and Title IX Officer

THE SOCIAL JUSTICE CORNER

The Definition of Social Justice

What is the true definition of Social Justice? The Urban Dictionary suggests that ‘Social Justice’ advocates promoting tolerance, freedom, and equality for all people regardless of race, sex, orientation, national origin, handicap, etc..., but here are some of the common definitions:

“A state or doctrine of egalitarianism (Egalitarianism defined as 1: a belief in human equality especially with respect to social, political, and economic affairs; 2: a social philosophy advocating the removal of inequalities among people) – [Merriam-Webster Dictionary](#)

“The fair and proper administration of laws conforming to the natural law that all persons, irrespective of ethnic origin, gender, possessions, race, religion, etc., are to be treated equally and without prejudice. See also civil rights.” – [Business Dictionary](#)

“ The distribution of advantages and disadvantages within a society” – [Dictionary.Com](#)

“...justice exercised within a society, particularly as it is exercised by and among the various social classes of that society. A socially just society is defined by its advocates and practitioners as being based on the principles of equality and solidarity; this pedagogy also maintains that the socially just society both understands and values human rights, as well as recognizing the dignity of every human being.” – [Wikipedia](#)

“Social justice is the view that everyone deserves equal economic, political and social rights and opportunities.” – [National Association of Social Workers](#)



“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”

-- Dr. Martin Luther King, Jr, “Letter from Birmingham Jail,” April 16, 1963.

“Social Justice is the virtue which guides us in creating those organized human interactions we institutions. In turn, social institution when justly organized provide us with access to what is good for the person, both individually and in our associations with others. Social justice also imposes on each of us a personal responsibility to work with others to design and continually perfect our institutions as tools for personal and social development “- [Center for Economic and Social Justice](#)

Despite the varying definitions of the term ‘Social Justice’ the common thread that exist among them all are the ideas of: human rights; dignity; political, economic, social, and other equality; equal distribution personal responsibility; and creating access to opportunity and chance through action.

Keeping that in mind, it becomes apparent why incorporating Social Justice into pedagogical methods should be a key component of Education.

THE SOCIAL JUSTICE CORNER

Protected Characteristics

 **Age**
The Equality Act 2010 protects people of all ages. Aberdeenshire Council has divided this into two groups- age (younger) and age (older). Please note that there is no fixed boundary between age (younger) and age (older) as this will depend on the context.

 **Religion or Belief**
In The Equality Act 2010, religion includes any religion. It also includes a lack of religion. Belief means any religious or philosophical belief or a lack of such belief.

 **Sexual Orientation**
The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people.

 **Disability**
'Disability' includes people with physical, learning and sensory disabilities, people with a long-term illness, and people with mental health problems.

 **Sex (Gender)**
Both males and females are protected under The Equality Act 2010.

 **Gender Reassignment**
The Equality Act 2010 provides protection for transgender people. A transgender person is someone who proposes to, starts or has completed a process to change his or her gender.

 **Race**
Under The Equality Act 2010 'race' includes colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.

 **Pregnancy and Maternity**
The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breast feeding.

 **Marriage and Civil Partnership**
Marriage is defined as a union between two people of different or of same sexes. In addition to same sex marriage, same sex couples can also have their relationship legally recognised as 'civil partnerships'.

Everyday Democracy Articles to Support Diversity, Inclusion and Civility

CURRICULUM: BLACK CITIZENSHIP IN THE AGE OF JIM CROW

Racism is rooted in our country's history and is embedded in our culture, and yet the history of structural racism is rarely taught or portrayed. Racism is still one of the greatest barriers to fulfilling the promise of our democracy. That is why Everyday Democracy uses a racial equity lens in all the work we do.

https://www.everyday-democracy.org/resources/curriculum-black-citizenship-age-jim-crow?utm_source=Everyday-Democracy.org+Subscribers&utm_campaign=26423bb902-jan_newsletter_2019&utm_medium=email&utm_term=0_949dabd79d-26423bb902-133632393&mc_cid=26423bb902&mc_eid=fc94a5ce66

RACIAL EQUITY AND THE POWER OF VOICE AT THE CORE OF THE INAUGURAL INSTITUTE FOR COMMUNITY CHANGE LEADERS

People from all backgrounds and geographic areas, nonprofits, government agencies, community based organizations and educational institutions – came together for a week to explore what it means to be a leader in the 21st Century. Everyday Democracy's first Institute for Community Change Leaders was held in December 2018, in Southbury, Connecticut. Forty-seven community leaders were selected from 15 states through a competitive application process.

https://www.everyday-democracy.org/news/racial-equity-and-power-voice-core-inaugural-institute-community-change-leaders?utm_source=Everyday-Democracy.org+Subscribers&utm_campaign=26423bb902-jan_newsletter_2019&utm_medium=email&utm_term=0_949dabd79d-26423bb902-133632393&mc_cid=26423bb902&mc_eid=fc94a5ce66