

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter





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

Ya Vanca 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 3, March 2019

Four Freedoms Week Diversity Poster Contest Winner



Marissa Salamoni

"I decided to do this piece, "Language is Universal," because of my personal experience with a diverse society. I am myself, in the LGBTQ + community. I want the LGBTQ +community to be known as inclusive with ethnicity and race, hence the people stick figures in my art sayings "hello" in different languages. I am proud of who I am and wanted to do something that is personal to me but also everyone else can relate to in the LGBTQ+ community, minority or not. Through my art, I like to express what I feel should be seen by many others, ultimately showing the truth of the world." ~~ Marissa Salamoni

Women's HISTORY MONTH

Diversity Committee Presents

#YesSheCanCampaign

March 12, 2019

11 AM - 12:30 PM

BAC 500



Zaniya Lewis

Speaker / Activist / Writer

Zaniya Lewis is the Founder/CEO and Executive Director of the YesSheCan Campaign, a 501(c)(3) youth-led non-profit that uses live events and technology to provide educational resources and professional development to girls and young women nationwide.



Zaniya Lewis Title: Founder/CEO and Executive Director
YesSheCanCampaign, Speaker, Activist, and Writer.

Social Media

Instagram and Twitter: [@zaniyaklewis](#)

Email: zaniyaklewis@gmail.com

Website: www.niyaninspire.com

YesSheCanCampaign Website: www.yesshecancampaign.com

ZANIYA LEWIS is the Founder/CEO and Executive Director of YesSheCanCampaign, a 501(c)(3) youth-led non-profit that uses live events and technology to provide educational resources and professional development to girls and young women nationwide. Zaniya is a junior at The George Washington University, majoring in Political Science with a minor in Human Services and Social Justice. She has been featured in *Seventeen*, 6abc Action News, Fox 29 Good Day, NBC10 News, Good Day DC, Sports Illustrated Kids, Courier Post, CBS News Dear President Trump Campaign, MAKERS Women and more.

In the summer of 2015, Zaniya was chosen 1 out of 3 student athletes in the United States to travel with the NBPA and NBA on an amazing community service trip to South Africa. In 2016, Zaniya was a co-winner of Former First Lady Michelle Obama and *Seventeen* Better Make Room National Contest and appeared on the cover of the May 2016 issue of *Seventeen with Former First Lady Michelle Obama*. In 2016, Zaniya won the MTV and CoverGirl Prom #covermoment Contest. In 2017, Zaniya also won two 1,000 Dream Fund contests.

Lewis served on the NJ National Guard Teen Panel for six years, and she interned in the office of Assemblyman Troy Singleton. Lewis also served on the Ronald McDonald House for Teens Advisory Council for two years. She co-founded The Kindness Project, a community service club at her high school, and served as a Day of the Girl Action Team member. She is a Student Advisory Board Member for 1,000 Dreams Fund and the Community Service Chair for the Black Student Union at George Washington University.

In June 2015, she received the President Obama Volunteer Award. In June 2016, she received the New Jersey Civilian Meritorious Service Medal in honor of the community service she has done in New Jersey. In February of 2018, she was selected as a recipient of Young, Gifted and Woke Influential Speakers To Watch In 2018. Zaniya is also a two time Taco Bell Foundation Live Mas Scholar. Zaniya is involved in different clubs and volunteer opportunities at her school and in her community. Zaniya mission is to inspire others to keep climbing and to use their passions to make a difference in the world.

Student Illustrations Representing Women Around the World



Dèvon E. Downes

Art Major

Lauren Malamut

Biology Major



Getting involved and educated during Women's History Month!



- Write a thank you note to the important women in your life.



- Do random acts of kindness for women. You can do things like write compliments on sticky notes and hand them out.



- Read up on inspiring women throughout history. Check out this link!

46 Books About Women Who Changed The World

<https://www.penguinrandomhouse.com/the-read-down/books-about-women-who-changed-the-world>



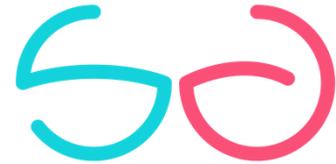
- Watch the documentary called "Girl Rising" <https://girlrising.org>

ybrooks@rcgc.edu



- Here is a link to a playlist of 20 TED Talks that are inspiring for women!

https://www.youtube.com/watch?v=Ks-_Mh1QhMc&list=PLKHKb13CdsGHhioVkmPb4B9dQi9hAiEFl



I SUPPORT THE GIRLS

- Donate your time to an organization that supports girls. Here is a list of some organizations you can reach out to!

1. Girls Who Code
2. Women for Women International
3. The Malala Fund
4. Invisible Girl Project
5. Equality Now
6. Global Fund for Women
7. Girls Write Now
8. Girls On The Run

Issue 3, March 2019



March 28th, 2019 from 12:15 pm to 1:30 pm

"Women's Power: Educating Minds, Keeping Culture, and Forging New Paths."

Namorah Gayle Byrd, Ph.D. is a Rowan College at Gloucester County Professor of English. Dr. Byrd will deliver a lecture, "**Women's Power: Educating Minds, Keeping Culture, and Forging New Paths.**" Dr. Byrd will share stories about and photographs of her national and international research trips and professional presentations. The lecture will highlight the work and contributions of women in national and international institutions and locations such as the American Creativity Academy and United States Embassy in Kuwait City, Kuwait; Native Nations Dance Theater and Native American Women's Singing Circle; University of Pennsylvania and New Mexico State Universities' Museums and the NM Park Service; National Association of University Women; the United States Smithsonian's National Museum of the American Indian; and on the Rosebud Lakota Indian Reservation in South Dakota.

Dr. Byrd was a radio broadcast personality for many years on WDAS, WMMR, and WURD AM Talk Radio stations in Philadelphia and will discuss what is involved with delivering academic information on-air on live radio programs. She has also been interviewed by numerous major newspapers and featured on television, including appearing on CNN.



SUIT A Student



A Career Readiness and Fashion Show Event

Featuring the students of
Rowan College at Gloucester County

Proceeds from the event fund the
AAWCC RCGC Scholarship Endowment

Thursday
April 11, 2019
7 p.m.

\$10 General Admission
Free with student ID

Rowan College at Gloucester County
Performing Arts Center

For tickets and information: RCGC.edu/SuitAStudent

in cooperation with corporate sponsors:





The Diversity Committee Presents

Diversity Committee &
Student Life

Activities

March 12th, 2019

#YesSheCanCampaign

April 10th, 2019

Autism Awareness Activity

April 22nd, 2019

Earth Day Activity

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

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

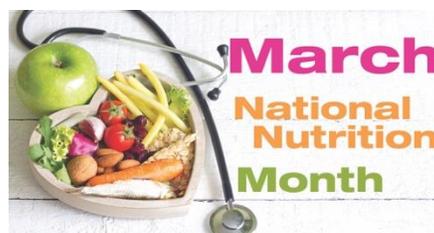
Calendar of Observances – March 2019

- 1) March is Women's History Month
- 2) March is National Nutrition Month
- 3) Zero Discrimination Day – 3/1/2019
(<https://www.wincalendar.com/Zero-Discrimination-Day>)
- 4) World Wildlife Day – 3/3/2019
(<https://www.wincalendar.com/World-Wildlife-Day>)
- 5) World Kidney Day – 3/14/2019
(<https://www.wincalendar.com/World-Kidney-Day>)
- 6) International Day of Happiness – 3/20/2019
(<https://www.wincalendar.com/International-Day-Happiness>)
- 7) Purim – 3/21/2019
(<https://www.wincalendar.com/Purim>)
- 8) Holi – 3/21/2019
(<https://www.wincalendar.com/Holi>)
- 9) Cesar Chavez Day – 3/31/2019
(<https://www.wincalendar.com/Cesar-Chavez-Day>)

Diversity and Inclusion Resource Center

- Ways to incorporate Women's History in the classroom
<http://www.nea.org/tools/lessons/womens-history-month.html>
- How March became Women's History Month
<http://time.com/4238999/womens-history-month-history/>

ybrooks@rcgc.edu



National Nutrition Month

National Nutrition Month is an annual nutrition education and information campaign created by the Academy of Nutrition and Dietetics. The campaign, celebrated each year during the month of March, focuses on the importance of making informed food choices and developing sound eating and physical activity habits. In addition, National Nutrition Month® promotes the Academy and its members to the public and the media as the most valuable and credible source of timely, scientifically-based food and nutrition information.

Registered Dietitian Nutritionist Day is also celebrated during National Nutrition Month, on the second Wednesday in March. This occasion increases awareness of registered dietitian nutritionists as the indispensable providers of food and nutrition services, while recognizing both RDNs and nutrition and dietetic technicians, registered for their commitment to helping people enjoy healthy lives.

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 3, March 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/Clery 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 Clery 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

ybrooks@rcgc.edu

Issue 3, March 2019

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.

QuotesBlog.net

"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 <p>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.</p> 	 Religion or Belief <p>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.</p>	 Sexual Orientation <p>The Equality Act 2010 protects lesbian, gay, bisexual and heterosexual people.</p>
 Disability <p>'Disability' includes people with physical, learning and sensory disabilities, people with a long-term illness, and people with mental health problems.</p>	 Sex (Gender) <p>Both males and females are protected under The Equality Act 2010.</p>	 Gender Reassignment <p>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.</p>
 Race <p>Under The Equality Act 2010 'race' includes colour, nationality and ethnic or national origins. It also includes Gypsy Travellers.</p>	 Pregnancy and Maternity <p>The law covers pregnant women or those who have given birth within the last 26 weeks, and those who are breast feeding.</p>	 Marriage and Civil Partnership <p>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'.</p>

Everyday Democracy Articles to Support Diversity, Inclusion and Civility

DIVERSITY DOESN'T STICK WITHOUT INCLUSION

Leaders have long recognized that a diverse workforce of women, people of color, and LGBT individuals confers a competitive edge in terms of selling products or services to diverse end users. Yet a stark gap persists between recognizing the leadership behaviors that unlock this capability and actually practicing them.

<https://hbr.org/2017/02/diversity-doesnt-stick-without-inclusion>

DIVERSITY AND INCLUSION: 8 BEST PRACTICES FOR CHANGING YOUR CULTURE

A strong diversity and inclusion strategy can help your organization attract top talent and drive innovative results. Here's how to launch a D&I initiative that works.

<https://www.cio.com/article/3262704/diversity-and-inclusion-8-best-practices-for-changing-your-culture.html>