

CONNECTIONS

The Business of Relationships

Diversity and Inclusion

Newsletter

We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.



- Maya Angelou

COMMUNITY
COLLABORATION
LEVERAGE
CULTURE
CREATIVITY
INTERCONNECTED
SYNERGY
UNDERSTANDING
STRATEGIC
CULTURE
EQUITY OPPORTUNITY
PERSPECTIVES
VALUE
ADVOCACY
BETTER SOLUTIONS
INNOVATION
BUSINESS IMPERATIVE
VALUE
BUSINESS IMPERATIVE
COMMON GOOD
ENGAGE
AWARENESS
RESPECT

INCLUSION
DIVERSITY
INTERCONNECTED
BETTER SOLUTIONS
SYNERGY
COMMON GOOD
INNOVATION
UNDERSTANDING
BUSINESS IMPERATIVE
STRATEGIC
IMPACT
CULTURE
EMPOWER

INCLUSION
EMPOWER
COMMON GOOD
COMMUNITY
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CREATIVITY
CULTURE
COLLABORATION



A Note from the Chair

Welcome back to another exciting school year filled with promise and opportunities to promote campus wide diversity and inclusion. The Diversity Committee and Student Life will be working together to celebrate and highlight multicultural activities throughout the school year. 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.

If Not Us, Who? If Not Now, When? Everyday acts of love and Courage point to remarkable promise that every human life is of substantial value.

Best regards,

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 9, September 2017



HISPANIC HERITAGE

From Sept. 15 to Oct. 15, the United States celebrates the heritage and culture of Hispanic and Latino Americans. Originally established by President Lyndon Johnson in 1968, and only week long it was changed by Ronald Reagan in 1988.

Latino and Hispanic are broad terms that can refer to Central or South American, Puerto Rican, or other Spanish cultures and origins.

Population 56.6 million

The Hispanic population of the United States as of July 1, 2015, making people of Hispanic origin the nation's largest ethnic or racial minority. Hispanics constituted 17.6 percent of the nation's total population.

Source: The U. S. Census

About 17.6 % of the United States is Hispanic, so it is incumbent upon us to celebrate this multicultural group, especially as its size and influence grows.



30 Facts for Hispanic Heritage Month

- ✚ Started as Hispanic Heritage Week in 1968 by President Lyndon Johnson
- ✚ Expanded to a month by President Ronald Reagan
- ✚ Enacted into law on August 17, 1988, on the approval of Public Law 100-402
- ✚ Hispanic Heritage Month goes from September 15 to October 15
- ✚ September 15th is the anniversary of independence for Costa Rica, El Salvador, Guatemala, Honduras and Nicaragua
- ✚ Mexico's independence day is on September 16th
- ✚ Chile's independence day is on September 18th
- ✚ Celebrates Hispanic heritage through festivities that highlight the music and food that represents the countries' history and rich culture
- ✚ The term Hispanic or Latino, as defined by the U.S. Census Bureau, refers to Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race
- ✚ Hispanic population in the U.S. is around 55 million
- ✚ California has the largest Hispanic population
- ✚ There are 1.2 million Hispanics serving in the U.S. armed forces
- ✚ Hispanics are the largest ethnic or race minority in the United States
- ✚ The projected Hispanic population of the United States in 2060 is 119 million
- ✚ 73.3% of Hispanics 5 and older speak Spanish at home
- ✚ Spanish is the second most spoken language in the United States
- ✚ There are roughly 12.2 million Hispanic family households in the United States
- ✚ Roughly 64% of those of Hispanic origin in the United States who are of Mexican background
- ✚ Dr. Ellen Ochoa was the first Hispanic woman astronaut to go into space
- ✚ Mario Molina won a Nobel Prize for his crucial work in understanding how the ozone layer is formed and depleted
- ✚ Roberto Clemente was not only a famous baseball player, he was also a humanitarian who worked in the off-season organizing charity drives, donating his time and money
- ✚ Octaviano Larrazolo was the first Hispanic woman U.S. Senator
- ✚ Joseph Marion Hernández was the first Hispanic Member of U.S. Congress in 1822
- ✚ In 1990, Oscar Hijuelos was the first Hispanic writer to win a Pulitzer Prize for Fiction for his novel *The Mambo Kings Play Songs of Love*
- ✚ Romualdo Pacheco was the first Hispanic U.S. Representative, elected in 1876
- ✚ José Ferrer was the first Hispanic to win an Oscar for Best Oscar in 1950 for the film *Cyrano de Bergerac*
- ✚ Carlos Juan Finlay solved the mystery of what caused yellow fever in 1881
- ✚ Ezequiel Cabeza de Baca, New Mexico's second governor, was the first ever elected Latino governor in the United States.
- ✚ Tom Fears was the first Hispanic Football Hall of Fame inductee
- ✚ Carlos Santana was the first Hispanic Rock & Roll Hall of Fame inductee in 1998

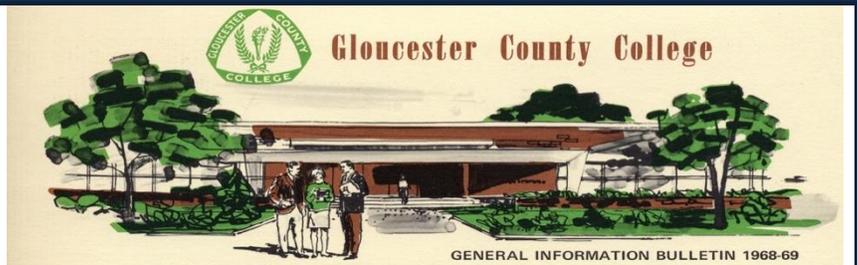
Dates for your Diary- September 2017

- 1) Labor Day – 9/4/2017
(<https://www.dol.gov/general/laborday/history>)
- 2) RCGC's Welcoming Tent – 9/5/2017 to 9/8/2017
Let's greet our new and returning students back to campus!
- 3) International Day of Charity – 9/5/2017
(<http://www.un.org/en/events/charityday/>)
- 4) International Literacy Day – 9/8/2017
(<http://en.unesco.org/themes/literacy-all/literacy-day>)
- 5) Rosh Hashanah – 9/20/2017 to 9/22/2017
(<http://www.jewfaq.org/holiday2.htm>)
- 6) International Day of Peace – 9/21/2017
(<http://internationaldayofpeace.org>)
- 7) Islamic New Year – 9/21/2017
(<https://www.timeanddate.com/holidays/muslim/muharram-new-year>)
- 8) Yom Kippur – 9/30/2017
(<http://www.jewfaq.org/holiday4.htm>)

Diversity and Inclusion Resource Center

- [Cultural Diversity in the Workplace](#)
- [25 Most influential Hispanics in America](#)

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September 2017 marks a significant milestone for our college as Gloucester County College (GCC)/Rowan College at Gloucester County (RCGC) celebrates its 50th anniversary. As we look back on half a century of education and innovation, the College's core mission to cultivate student success remains unfailing as RCGC continues to establish itself as a leader in higher education.

During the past 50 years, the College has changed — not only in name but also by expanding educational programs, offering cost-saving initiatives with our premier partner Rowan University and by changing the purpose and perception of community colleges. The outstanding dedication, knowledge and farsightedness of our faculty and staff throughout the GCC and RCGC years have produced a growing campus that provides students with the opportunity to excel and create better lives.

Please join me on Wednesday, Sept. 27, at 12 p.m. on the campus plaza for an employee appreciation barbeque to celebrate 50 years of making a difference within the community and in the lives of RCGC students — past, current and future. RCGC employees will receive a complimentary 50th anniversary polo shirt and are encouraged to wear them to the event. (Rain date is Oct. 4.)

Thank you for helping RCGC to achieve 50 years of student success. I look forward to celebrating with you on this historic occasion.

- Frederick Keating, Ed. D.

President

Rowan College at Gloucester County

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 9, September 2017

50 Rowan College GLOUCESTER COUNTY



Jeanne Bruneau

50th Anniversary Art Exhibit

September 5 — October 13

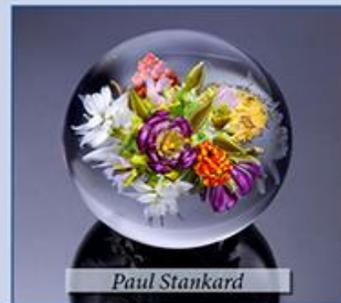
Dr. Ross Beitzel Art Gallery
Rowan College at Gloucester County



Amanda McCutcheon

Meet the Artists

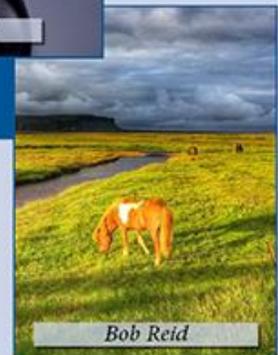
Wednesday, September 27
12 p.m. – 2 p.m.



Paul Stankard

Featured Artists

- Jeanne Kirby Bruneau
- Dan Dennison
- Amanda McCutcheon
- Bob Reid
- Khalilah Sabree
- Paul Stankard



Bob Reid



Khalilah Sabree

Additional Information

 Dr. Ross Beitzel Art Gallery
Rowan College at Gloucester County
1400 Tanyard Road
Sewell, New Jersey 08080

For questions, contact:

Eoin Kinnarney, *Gallery Director*
ekinnarn@rcgc.edu

Gallery Hours:

Mon. – Fri., 8 a.m. – 9 p.m.



Dan Dennison

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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.



What does Social Justice mean in Education?

What is a "social justice framework"?

According to Marilyn Cochran-Smith, a leading scholar in education, a social justice framework is one that "actively address[es] the dynamics of oppression, privilege, and isms, [and recognizes] that society is the product of historically rooted, institutionally sanctioned stratification along socially constructed group lines that include race, class, gender, sexual orientation, and ability [among others]. Working for social justice in education means guiding students [and often being guided by students] in critical self-reflection of their socialization into this matrix of unequal relationships and its implications, analysis of the mechanisms of oppression, and the ability to challenge these hierarchies."

Basically, a social justice framework is a way of seeing and acting aimed at resisting unfairness and inequity while enhancing freedom and possibility for all. It pays primary attention to how people, policies, practices, curricula, and institutions may be used to liberate rather than oppress those least served by our decision making.

Some examples (there are many more, some of which are contested) of principles guiding social justice work in education including the belief that:

- Schools often reproduce rather than remedy the patterns of social exclusion and oppression seen in the larger society.
- There are very real differentials in access to social and institutional power between relationally positioned group members, and those differentials exist in education settings.
- While all people have socialized prejudices and can discriminate, only the dominant group is backed by social and institutional power, which is multidimensional and constantly operating, being contested, and renegotiated, especially within schools.

- Those who claim to be for social justice must also be engaged in self-reflection on their own socialization into patterns of oppression and continually seek to counter those patterns. This is a lifelong project and is not achieved at the completion of an article, workshop, or conference.

The above text was excerpted and adapted from Sensoy, O. & DiAngelo, R (2009). Developing social justice literacy: An open letter to our faculty colleagues. Phi Delta Kappan, 90(5), p. 350.

<http://education.csuci.edu/justice-conference/faq.htm>

Understanding Education for Social Justice- St. John University

<http://www.stjohns.edu/sites/default/files/documents/adminoffices/asl-understanding-education-social-justice.pdf>