

# Diversity, Equity & Inclusion Insights



## DECEMBER

- 1 - [World AIDS Day](#)
- 3 - [International Day of People with Disabilities](#)
- 10 - [International Human Rights Day](#)
- 10–26 - Hanukkah
- 25 - Christmas
- 26–Jan 1 - Kwanzaa

## NOVEMBER

- [Native American Heritage Month](#)
- [Transgender Awareness Month](#)
- [National Veterans and Military Families Month](#)
- 11 - [Veterans Day](#)
- 17 - [International Students Day](#)
- 20 - [Transgender Day of Remembrance](#)
- 25 - [Native American Heritage Day](#)

For more observances and celebrations, [click here](#).

# FALL 2022 IN REVIEW

## Get Involved & Stay Involved

There are many ways to advance and support an inclusive campus culture. At RCBC, one way is to join an advocacy or resource group. **Information below.**

*Spring 2023 meeting times to be announced.*

### Black, Indigenous, People of Color (BIPOC) Advocacy Group

Chair: Dr. Corvena Francis-Denton ([cfrancis-denton@rcbc.edu](mailto:cfrancis-denton@rcbc.edu))  
 Open to faculty, staff and students.

### Disability Advocacy Group

Chair: Jonathan Weisbrod ([jweisbrod@rcbc.edu](mailto:jweisbrod@rcbc.edu))  
 Open to faculty, staff and students.

### Faculty and Staff Advocacy Committee

Chair: Allison Millward ([amillward@rcbc.edu](mailto:amillward@rcbc.edu))  
 Open to faculty and staff.

### Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, Asexual, + (LGBTQIA+) Advocacy Group

Chair: Renita Brady ([rbrady@rcbc.edu](mailto:rbrady@rcbc.edu))  
 Open to faculty, staff and students.

### Women's Advocacy Group

Chairs: Dr. Tiffany Ruocco ([truocco@rcbc.edu](mailto:truocco@rcbc.edu)) and Dr. Brooke Mailhiot ([bmailhiot@rcbc.edu](mailto:bmailhiot@rcbc.edu))  
 Open to faculty, staff and students.

## News & More

### Looking back on a great Fall semester!

PACDEI is excited to continue working toward fostering a diverse, equitable, inclusive campus environment here at RCBC. If you are interested in joining PACDEI, contact us at [dei@rcbc.edu](mailto:dei@rcbc.edu).

**Welcome, Andrew!** Last month, we welcomed Andrew Bamford (*pronouns: he/him/his*) to the new role at RCBC of Coordinator, President's Advisory Council on Diversity, Equity and Inclusion (PACDEI). Andrew will work with PACDEI to research, develop and implement DEI initiatives that build on inclusive excellence for everyone at RCBC. If you have any questions about PACDEI, please don't hesitate to contact him at [dei@rcbc.edu](mailto:dei@rcbc.edu).



**Welcome, Dr. Mueyesser!** This semester, we welcomed Dr. Meral Mueyesser (*pronouns: she/her/hers*) as the new Faculty Co-Chair of PACDEI for the 2022-2023 academic year. In addition to volunteering her time on the Council, Dr. Mueyesser is a Communications and Humanities Instructor at RCBC and the ESL Program Chair.

## News & More (Continued)

### Want to make a change?

#### Join the PACDEI Disability Advocacy Group!

Help make campus a more welcoming, accessible space by joining PACDEI Disability Advocacy Group. For more information or to jump in and get involved, please send your inquiries to Jonathan Weisbrod, chair, at [jweisbrod@rcbc.edu](mailto:jweisbrod@rcbc.edu), or to us directly at [dei@rcbc.edu](mailto:dei@rcbc.edu).

#### Conversation Partners

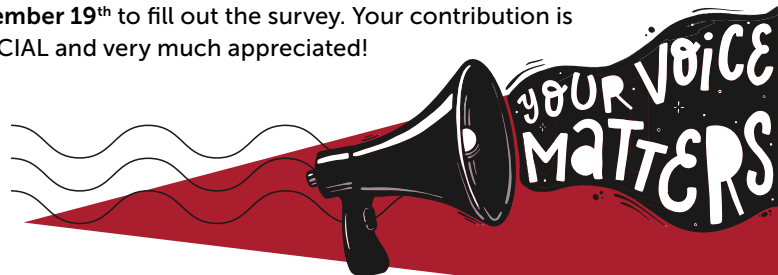
We are excited to announce that our first Conversation Partners sessions started in November. Conversation Partners bring ESL/International students and native English speakers together in our newly opened Saxbys cafe to chat over a drink or snack. These interactions and collaborations not only provide opportunities for language use and cultural exposure, but they also create a sense of community, which aligns with our campus-wide goal to "promote an inclusive and equitable campus and community climate."

#### PACDEI's College-Wide Update on DEI took place on November 30.

In Votta Hall and virtually, PACDEI provided the RCBC community with an update on how far our diversity, equity and inclusion efforts have come over the last semester. We highlighted crucial events and initiatives, checked in with PACDEI subcommittee projects and provided opportunities to get involved in our mission to foster a safe, welcoming RCBC experience for everyone.

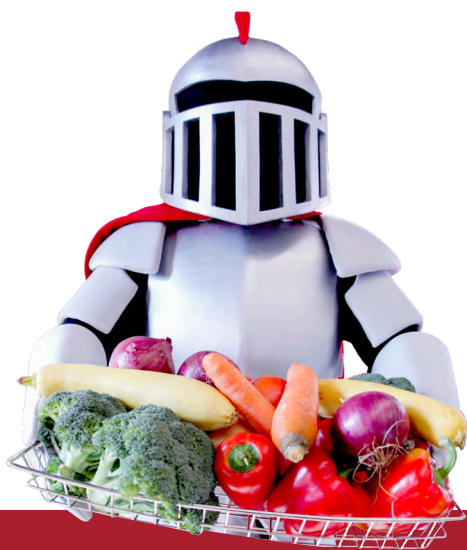
### Your voice and experiences matter to us.

Campus Climate Surveys launched on October 24 to identify gaps, as well as better understand and establish tools and practices to ensure all faculty, staff and students feel welcome and supported in their professional development, advancement and education here at RCBC. You have until December 19<sup>th</sup> to fill out the survey. Your contribution is CRUCIAL and very much appreciated!



#### ESL/ International Student Thanksgiving Holiday Celebration, Fall 2022

Did you know ESL/International students who attend RCBC speak over 34 languages while representing 48 countries? However, not all of our students have families and friends here in the United States to celebrate Thanksgiving, and we have students from various countries who are experiencing their first Thanksgiving in the USA. Therefore, to show our appreciation, make them feel at home, and enable them to share their cultures with our community, we celebrated Thanksgiving with our students! We invited cultures from all over the world to take a seat at the table of our American holiday and celebrated the unique diversity of our institution.



## RCBC RESOURCES

### AVAILABLE TO YOU

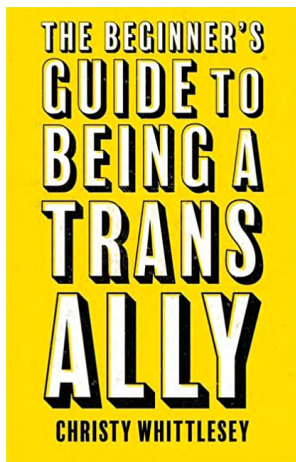
Struggling with money or food? Struggling in class? Looking for other services? Your safety is our priority and responsibility. We're here to help and support you.

Click [here](#) for more information.



## Read, Watch, Listen

Books, films, podcasts, articles, videos and more. Storytelling values the sharing of voices, perspectives and experiences. Share them with us by emailing [dei@rcbc.edu](mailto:dei@rcbc.edu).



Source: Amazon

### Book

#### **The Beginner's Guide to Being a Trans Ally (2022)**

by Christy Whittlesey

"This contains practical advice, suggestions and resources for those seeking to gain a better understanding of gender identity and become a better ally to the trans community. With case studies, FAQs, terminology and more, it will help readers to understand identities and experiences, navigate respectful conversations and gain the confidence to create inclusive spaces and relationships."

—Available at the [RCBC Library](#).

### Movie

#### **The Warrior Tradition**

by PBS

"The film tells the astonishing, heartbreaking, inspiring, and largely-untold story of Native Americans in the United States military. It chronicles the accounts of Native American warriors from their own points of view."

—Available at the [RCBC Library](#).



Source: IMDb

### Podcast

#### **The Baroness**

by RCBC's Women's Advocacy Group

**October's Episode 8 - "I Want To Live,"** Dr. Brooke Mailhot recognizes Breast Cancer Awareness Month and speaks with two survivors within our RCBC Family. How can we find support, lead the change and help spread the word about early detection to save lives? Dr. Montalto, Dean of Health Sciences, and Patrice Fields, RCBC Accountant Analyst, inspire us with their cancer journeys and ways to fight the unknown and live as survivors.

**The Baroness Episode 9** launched in November "A Veterans Voice," - Dr. Tiffani Worthy is an authentic leader and combat veteran with a diverse background that spans over 20 years across various industries. The common thread in all she does is her commitment to helping people and organizations reach their fullest potential. Dr. Worthy shares her connection to life and how being a veteran has influenced her career and personal life.

Listen to The RCBC Baroness Podcast now -

<https://thebaronesspodcast.podbean.com>



Dr. Karen Montalto



Patrice Fields



Dr. Tiffani Worthy



**About DEI Insights** | Thank you for taking the time to explore this issue of DEI Insights.

Posted monthly online, DEI Insights update the RCBC community about DEI initiatives, news, resources and opportunities. Created by the President's Advisory Council on Diversity, Equity and Inclusion to ensure regular and open communication, an email notification goes out campus-wide when the newest issue is available.