
DoCS DEIA Newsletter: December 2024

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To DoCS Class 1 Directory <directory1@docs.rutgers.edu>



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DoCS DEIA

December DEIA Event

Register for the upcoming DEIA event through docshr.rutgers.edu. Login and click on the training tab to view available sessions and register.

If you do not have access to the docshrm portal, and would like to attend an event, please email deia@docs.rutgers.edu

Join Us for the DEIA Dive Workshop at December All DoCS Day!

Date: December 10th

Location: In-Person (LLC)

In this session, discover the opportunities within the DEIA Committee and gain insights into its mission, initiatives, and meaningful impact. This workshop is your chance to explore committee roles and responsibilities and how you can contribute to advancing diversity, equity, inclusion, and accessibility. Bring your questions and curiosity—whether you're exploring membership or want to learn more, this session is designed to inform, connect, and hopefully inspire you to get involved and make an impact!

Film: *Everything Everywhere All at Once*



Date: December 18th

Time: 3:00 - 5:30 PM

Location: In-Person (LLC Cinema)

Join us for the screening of [Everything Everywhere All at Once](#) following the story of a middle-aged Chinese immigrant swept up into an insane adventure in which she alone can save existence by exploring other universes and connecting with the lives she could have led.

[Register Here](#)

Announcements

DEIA Food Drive

As we approach the conclusion of our year-long food drive, we want to extend our heartfelt gratitude to everyone who has generously contributed to this meaningful initiative. Your kindness and support have made a tangible difference in the lives of those facing food insecurity. With the holiday season fast approaching, now is a critical time to make a final, strong push to contribute and help those less fortunate. Together, we can ensure that our collective efforts leave a lasting impact on our community. Thank you for your continued generosity and commitment to making a difference!

To view the LLC second and third floor status donation tracker please [click here](#).

Cultural Dessert Event: Interest Call

We're planning to host a **cultural dessert event**, led by staff volunteers eager to share their heritage through food and conversation. If you're interested in sharing a part of your culture and connecting with colleagues over delicious treats, we'd love to hear from you!

[Sign Up to Participate](#)

Virtual Book Club: Interest Call

We are excited to host a virtual book club on *What If I Say The Wrong Thing?* by Vernā Myers and we invite staff to join us. This learning community will focus on recognizing challenges, developing tools for more meaningful interactions across differences, and fostering stronger connections. Most importantly, participants will have an opportunity to learn and grow together in a supportive environment where they can challenge their fears and build confidence along the way.

Please fill out the form to express your interest in participating:

[Sign Up to Participate](#)

VERNĀ A. MYERS

WHAT IF I SAY THE WRONG THING?

25 HABITS FOR CULTURALLY
EFFECTIVE PEOPLE

A Companion to Moving Diversity Forward



Share Your Favorite Holiday Recipes and Traditions!

The holiday season is a time to come together, celebrate, and enjoy the flavors that make this time of year so special. We'd love for you to share your favorite holiday recipes! Whether it's a traditional dish from your culture, a family favorite passed down through generations, or something you love making during the holidays, we want to celebrate the rich diversity of our staff's culinary traditions.

These recipes will be shared with everyone on the [DEIA website](#), creating an opportunity to learn about and appreciate the unique traditions that make this season meaningful to each of us.

If you'd like to contribute, please submit your recipe and a short description or story. Photos of the dish are welcome, too! Let's make this season even more special by sharing the tastes and traditions that bring us joy. We can't wait to see and try your creations – click below to add your recipe:

[Add Your Recipe](#)



Do You Have a Story to Share?

We believe that everyone has a unique story that can inspire, teach, and bring us closer together. If you have experiences or insights related to diversity, equity, inclusion, and accessibility that you'd like to share, we'd love to hear from you. Your story could be featured in our next newsletter, helping to broaden perspectives and strengthen our community. If you're interested, please reach out to us at deia@docs.rutgers.edu.

December Monthly Awareness Celebrations

To see a full list of important dates in December, visit our website for the **December Dates to Remember**.

- **Universal Human Rights Month**
December is dedicated to promoting awareness of human rights around the world and advocating for equality and justice for all people.
- **International Day of Persons with Disabilities (December 3)**
A day to promote understanding of disability issues and mobilize support for the dignity, rights, and well-being of persons with disabilities.
- **National Stress-Free Family Holiday Month**
Encouraging stress management and maintaining mental well-being during the holiday season, fostering healthy family relationships.

- **Safe Toys and Gifts Month**
Raising awareness about the importance of purchasing safe toys and gifts, especially during the holiday season, to prevent accidents and injuries in children.

December Holidays

- **Bodhi Day (8):** Commemorates the enlightenment of Siddhartha Gautama, who became the Buddha. Buddhists meditate, reflect on Buddha's teachings, and decorate their homes with lights and ficus trees to symbolize the Bodhi tree under which Buddha achieved enlightenment.
- **St. Lucia's Day (13):** Celebrated in Sweden and honors St. Lucia, a young girl who brought food to persecuted Christians. Girls wear white dresses with red sashes and crowns of candles, singing songs and bringing treats like saffron buns to family and friends.
- **Las Posadas (16 - 24):** A Mexican holiday that reenacts Mary and Joseph's search for shelter before Jesus' birth. Each night, there are processions with candles, songs, and a final celebration with food, piñatas, and prayers when "shelter" is found.
- **Soyal (21):** A Hopi Native American celebration of the Winter Solstice. It involves rituals to welcome back the sun, including dancing, storytelling, and feasting. It's a time to renew friendships and hope for the future.
- **Winter Solstice (21):** Celebrated across cultures, the Winter Solstice marks the shortest day and longest night of the year. Many cultures celebrate with festivals of light, bonfires, and feasts to mark the return of longer days. It's a time to honor nature and the changing seasons.
- **Yule (21 - January 1):** A pagan holiday celebrating the Winter Solstice. Traditions include burning a Yule log, decorating with evergreen boughs, and feasting. It's a time to honor nature, welcome the return of the sun, and spend time with loved ones.
- **Christmas (25):** Celebrated by Christians to honor the birth of Jesus Christ. Traditions include decorating Christmas trees, exchanging gifts, singing carols, and attending church services. Santa Claus is a popular figure who delivers presents to children.
- **Hanukkah (25 - January 2):** Hanukkah, or the "Festival of Lights," is an eight-day Jewish holiday that celebrates the miracle of the oil that burned for eight days in the ancient Temple. Families light a menorah, play dreidel, and eat fried foods like latkes.
- **Kwanzaa (26 - January 1):** A week-long celebration honoring African heritage, focusing on the "Seven Principles of Kwanzaa," which include unity, self-determination, and collective work. Families light the kinara, share feasts, and celebrate with music and storytelling.
- **Omisoka (31):** The Japanese New Year's Eve, a time for cleaning and purification. Families thoroughly clean their homes, have a special meal, and

visit shrines. As midnight approaches, they listen to temple bells ringing 108 times to cleanse the past year's sins.

- **Hogmanay (31):** The Scottish celebration of New Year's Eve, featuring traditions like singing "Auld Lang Syne," lighting bonfires, and performing "first footing"—where the first visitor of the new year brings gifts like coal or shortbread for good luck.

2024 End of Year Reflections & Looking Ahead

As we close out 2024, let's reflect on the progress and contributions that defined this year. From challenges met to opportunities embraced, this is a time to honor the collective effort that strengthens our workplace and fosters inclusion.

This December, take a moment to recognize and uplift a colleague who has made a meaningful difference—whether by offering a helping hand, sharing words of encouragement, or advancing DEIA initiatives in impactful ways. Acknowledging their contributions inspires positivity and highlights the power of small, thoughtful actions to drive lasting change.

Let's carry these reflections forward as we work together to build a more inclusive and supportive community. Wishing you a joyful holiday season and a fantastic New Year!

Warmly,
The DEIA Committee

DEIA Resources



DEIA Library



DEIA Cultural Cookbook



DEIA University Events &
Workshops



Volunteer Opportunities

[View in SharePoint](#)

