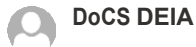




DoCS DEIA Newsletter: January 2025



Announcements

Celebrating DEIA Stories: Strength, Resilience, and Cultural Connection

We are thrilled to share inspiring DEIA stories highlighting our staff members' incredible strength and resilience. This year, one of our DEIA goals has been to highlight these personal narratives, and we've had the privilege of hearing accounts that genuinely inspire. Watch the videos by visiting this link: <https://deia.rutgers.edu/deia-staff-clips>

- **Warren Nevins**
- **Marialaine Potts**

These stories showcase the transformative power of diversity within our community. Thank you to Laura Transue and her team for bringing these stories to life with care and creativity.

Additionally, Adrian Cameron and Gerard Chua have begun creating *community videos* that feature staff members sharing their holiday celebrations and traditions in their native languages. These videos, complete with English closed captions, celebrate cultural connections and bring our diverse voices to the forefront. Watch the videos by visiting this link: <https://deia.rutgers.edu/deia-staff-clips>

- **Olga Chaban**
- **Hyun-Ja Lee**

We encourage you to explore these videos, celebrate the richness of our community's diversity, and honor the incredible individuals who courageously shared their stories, allowing us a glimpse into their lives and experiences.

DEIA Year-Long Food Drive: A Heartfelt Success

This year, we embarked on a mission to make a difference in our community through the DEIA Year-Long Food Drive. With an ambitious goal of collecting 250 pounds of food, we are thrilled to announce that the total collected for the year was incredible **629.7 pounds!**

Here's how the donations were distributed:

- **Rutgers Pantry:** 94 lbs
- **Food Bank Network of Somerset County:** 187 lbs
- **Food Bank of North Brunswick:** 348.7 lbs

A special highlight of the drive was our friendly LLC competition between the 2nd and 3rd floors. Visit <https://deia.rutgers.edu/food-drive> to view the results!. This added a fun and spirited energy to an already meaningful initiative.

A huge *thank you* to everyone who contributed! Your generosity has made a tremendous difference in the lives of so many. Together, we've shown the power of community and compassion.

Upcoming 2025 DEIA Calendar of Events

Explore our comprehensive 2025 DEIA Calendar of Events, now available on our website! To register for upcoming DEIA events through docshr.rutgers.edu. Log in and click on the training tab to view available sessions and register.

If you do not have access to the DoCSHRM portal or have any questions, please email us at deia@docs.rutgers.edu.

Complete Your DEIA Badge Reflection Form

Have you attended a DEIA workshop, film screening, or tour offered through DoCS? Participated in a DEIA initiative on campus? Taken a DEIA-related course or volunteered in your community? If so, remember to complete a DEIA Badge Reflection Form!

The Fundamentals & Engagement reflection forms are on our website:

<https://deia.rutgers.edu/learning-badge>

Check out our [Submission Hours Matrix](#), which explains how your participation translates into submission hours. It can be found under the DEIA Learning Badge link in the FAQs section, specifically the last question.

Don't hesitate to contact us via email (deia@docs.rutgers.edu) if you need assistance verifying what DoCS offered initiative you attended in 2024.

Thank you for your engagement!

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!

Introducing the DoCS Book Club: Starting This March!

We are excited to announce the launch of the DoCS Book Club this March! Our first book will be *What If I Say The Wrong Thing?* by Vernā Myers, a thought-provoking guide to creating inclusive and welcoming environments.

We are thrilled to share that Kaylin Padvano, Director of University Equity & Inclusion, has generously offered her expertise in providing prep support and a “book grant” to ensure all participants receive a copy.

Tentative Schedule:

- **When:** Thursdays, 12:00 PM – 1:00 PM (Bring your lunch!)
- **Where:** Room 226 or join virtually
- **Start Date:** Thursday, March 6th

If you're interested in this enriching experience, please sign up [here](#) and look for more details in February. Let's come together to learn, grow, and share meaningful conversations.

We can't wait to see you there!

Around Campus with Scarlet & Black

Take a virtual journey through Rutgers history with *Around Campus with Scarlet & Black*, an exploration of sites across all campuses connected to the university's legacy of slavery, dispossession, and the enduring fight for racial justice. This virtual tour, curated by the Scarlet and Black research team, sheds light on the university's complex past while honoring the resilience and

contributions of those who came before us. Take advantage of this opportunity to deepen your understanding of Rutgers' history and ongoing commitment to equity and inclusion.

Save the date for the 4th annual Education as Disruption Intensive on April 9, 2025!

The Education as Disruption Hybrid Intensive is an annual opportunity for Rutgers University staff, faculty, and students to deepen the knowledge and skills required to support critical self-reflection and learning, foster positive relationships, and enable institutional transformation. Content changes from Intensive to Intensive, but all offerings equip attendees to work toward inclusion in their learning and workplace environments.

The 4th Annual Education as Disruption Intensive

For questions, please contact Kaylin Padovano at kaylin@rutgers.edu.

January Monthly Awareness Celebrations

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

- ♦ **National Blood Donor Month**

January emphasizes the importance of blood and platelet donations to save lives and support healthcare needs. It's a time to recognize regular donors and encourage others to contribute to this vital cause.

- ♦ **Cervical Health Awareness Month**

A month dedicated to raising awareness about cervical cancer prevention, including the importance of regular screenings and the benefits of HPV vaccination to protect against this disease.

- ♦ **National Slavery and Human Trafficking Prevention Month**

This month highlights the need to educate and raise awareness about human trafficking, while promoting efforts to end exploitation and support survivors.

- ♦ **International Creativity Month**

Celebrating creativity in all forms, this month encourages individuals to embrace creative thinking and innovation in both personal and professional life.

- ♦ **Healthy Weight Awareness Month**

Promoting healthy lifestyle choices, January is a time to focus on nutrition, physical activity, and overall well-being to achieve and maintain a healthy weight.