



DoCS DEIA Newsletter: October 2024



DoCS DEIA

October DEIA Events

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

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

October Workshops

[d/Deaf and Hard of Hearing](#)

- Date: October 2nd
- Time: 12:00 - 1:30 pm

[Rutgers Seeing Eye Puppy Raising Club](#)

- Date: October 9th
- Time: 12:00 - 1:30 pm

[Building Inclusive Communities: Building Trust Across Identities](#)

- Date: October 23rd

October Film Screening



October 16th - Stamped from the Beginning (2023)

- Time: 12:00 - 2:00 pm

October Monthly Awareness Celebrations

ADHD/ADD Awareness Month

- ADHD is a neurodevelopmental disorder affecting both children and adults. It is described as a “persistent” or ongoing pattern of inattention and/or hyperactivity-impulsivity that gets in the way of daily life or typical development.
 - Individuals with ADHD may also have difficulties with maintaining attention, executive function (or the brain’s ability to begin an activity, organize itself and manage tasks) and working memory.
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Breast Cancer Awareness Month

- **1 in 8 women** in the United States will be diagnosed with breast cancer in her lifetime. In 2024, an estimated **310,720 women and 2,800 men will be diagnosed with invasive breast cancer.**
 - The entire month is often referred to as “Pink October” due to the widespread use of pink ribbons and pink-themed events. Buildings, landmarks, and even sports teams often turn pink to show their support.
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Bullying Prevention Month

- October was first declared as National Bullying Prevention Month in 2006. Since then, October has been a time to acknowledge that bullying has devastating effects on children and families such as school avoidance, loss of self-esteem, increased anxiety, and depression.

- The National Child Traumatic Stress Network (NCTSN) has compiled a list of helpful resources for parents and caregivers, children and teens, mental health providers, educators and school staff, and policy makers.
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Disability History and Awareness Month

- Disability Awareness Month is an opportunity for our community to recognize, bring awareness to, and learn about disabilities and the disability community.
 - Interested in learning more? Below are a list of Rutgers events open to faculty and staff:
 - October 7th - **3rd Annual Neurodiversity Summit & (NEW) Resource Fair**
 - October 10th - **Life with Down Syndrome Discussion Panel**
 - October 10th - **SparkNight: Disability Awareness**
 - October 11th - **Developmental Disabilities Lecture Series – Cultivating Change through an Intersectional Lens**
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LGBTQIA+ History Month

- LGBT History Month was first proposed by in 1994 by Rodney Wilson, the first openly gay history teacher at a Missouri public high school. Rodney realized that students weren't learning about the history of LGBTQ+ people or the rights movement. When notable LGBTQ+ people were mentioned, their identities were often ignored. The result: few people understand how deeply woven LGBTQ+ individuals are throughout history and the important marks they have left.
 - To learn more about notable LGBTQ+ people visit <https://lgbthistorymonth.com/>
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World Blindness Awareness Month

- According to the World Health Organization (WHO), 2.2 billion people globally have near or distance vision impairment, and 36 million are blind.
- There are many causes of blindness, including refractive error, cataracts, glaucoma, and diabetic retinopathy. The WHO estimates that about 80% of all cases of blindness are preventable. This means that with proper screenings and treatment, we can significantly reduce the number of blind or visually impaired people.

Dates to Remember

October 10th

- **World Mental Health Day:** Started in 1992 to raise awareness and fight the social stigma against mental health disorders.

October 11

- **Indigenous Peoples' Day:** This day recognizes that Native people are the first inhabitants of the Americas, including the lands that later became the United States of America and urges Americans to rethink history.
- **National Coming Out Day:** A day intended to celebrate the act of “coming out” - when an LGBTQ person decides to publicly share their gender identities or sexual orientation - on the anniversary of the National March on Washington For Gay and Lesbian rights in 1979.

October 21

- **LGBTQIA+ Spirit Day:** An anti-bullying campaign started in 2010 that encourages all to wear purple to visibly show solidarity for LGBTQ youth who disproportionately face bullying and harassment because of their identities.

October 31

- **Halloween:** A celebration originated by the ancient festival of Samhain. Also known as All Hallows Eve, this tradition includes costumes, trick-or-treating, and jack-o-lanterns.
- **Samhain:** A pagan festival of Gaelic origins marking the end of the harvest season and beginning of the winter of “darker-half” of the year.
- **Dia de Los Muertos:** A celebration of deceased loved ones. It is believed that the gates of heaven are opened every year late on Oct. 3, and the spirits of deceased relatives visit their family until Nov. 2nd.

Announcements

Cultural Dessert Event Interest Call

We're looking to host a **cultural dessert event** led by staff volunteers who are passionate about sharing their heritage through food and conversation. If you're interested sharing something about your culture and connect with colleagues through food, we'd love to hear from you!

Fill out the form to express your interest in participating:

Cultural Dessert Event Interest Form

Do You Have a Story to Share?

We believe that everyone has a unique story that can inspire, teach, and connect us. 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.

Make a Difference with Your Donations!

We have **three months left** to achieve our goal – help us meet the remaining 37% to get there!

Let's keep the giving spirit alive by contributing to our year-long food drive. Whether it's a can of soup, a bag of rice, or any non-perishable item, every donation brings us one step closer to making a meaningful difference in

someone's life. Together, we can create a positive impact in our community and support those in need. Thanks to your generosity and commitment, we've already reached 63% of our goal! Let's keep up the momentum and finish strong. Every bit counts, and with your continued support, we're confident we'll reach 100%.

Thank you for being part of this important effort!

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

Defining Equity

The term "equity" refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances.

DEIA Resources

[Volunteer Opportunities](#)[DEIA University Events &...](#)[DEIA Library](#)[DEIA Cultural Cookbook](#)