



DoCS DEIA Newsletter: November 2024



DoCS DEIA

November DEIA Events

Register for upcoming DEIA events 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

November Lunch 'n Learn

[Fundamentals Reflection Form](#)

Have you attended a DEIA event or volunteered in your local community but haven't had time to complete the form? Join us for a slice of pizza, and let our DEIA committee members help you with the completion process.

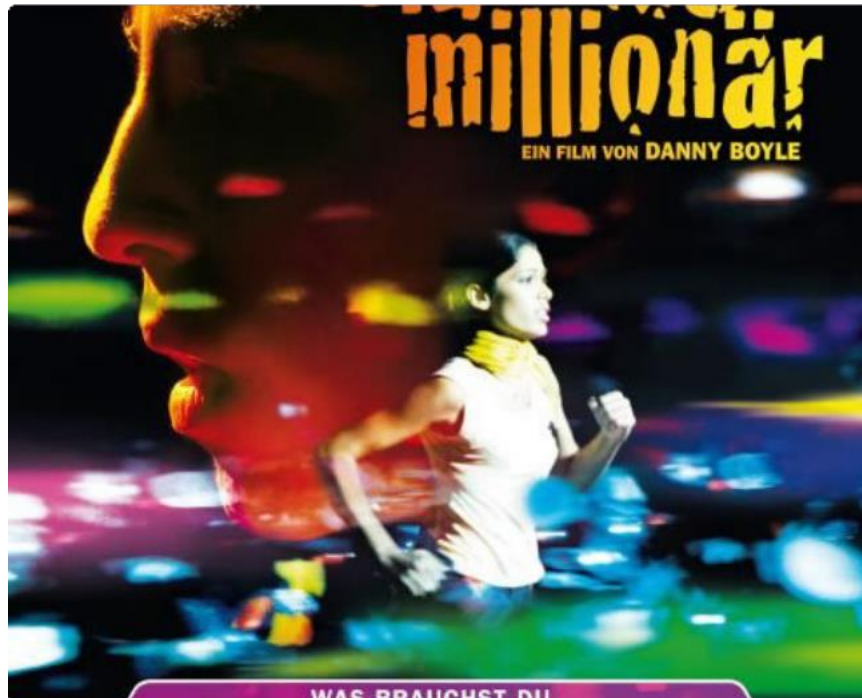
- ♦ Date: November 14th
- ♦ Time: 12:00 - 1:30 pm
- Location: In-Person (LLC Room 150) & Online

[Building Inclusive Communities: Learning & Leading in Conflict](#)

Join us for the Leading & Learning Through Conflict training! In this session participants will examine how harm is apart of the development of cultural competencies and it is important to learn and develop leadership skills in navigating harm while healing of the self and others.

- ♦ Date: November 20th
 - ♦ Time: 12:00 - 2:00 pm
 - ♦ Location: In-Person (LLC Room 150) & Online
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November Film Screening: Slumdog Millionaire



Join us for [Slumdog Millionaire \(2008\)](#), a gripping story of resilience and fate. This 2008 film follows 18-year-old Jamal Malik, who, after being accused of cheating on India's *Who Wants to Be a Millionaire?*, recounts the life events that led him to answer each question correctly. Screening at the LLC Cinema will be followed by a brief discussion and snacks.

- ♦ Date: November 13th
- ♦ Time: 3:00 - 5:30 pm
- ♦ Location: In-Person (LLC Cinema)

Announcements

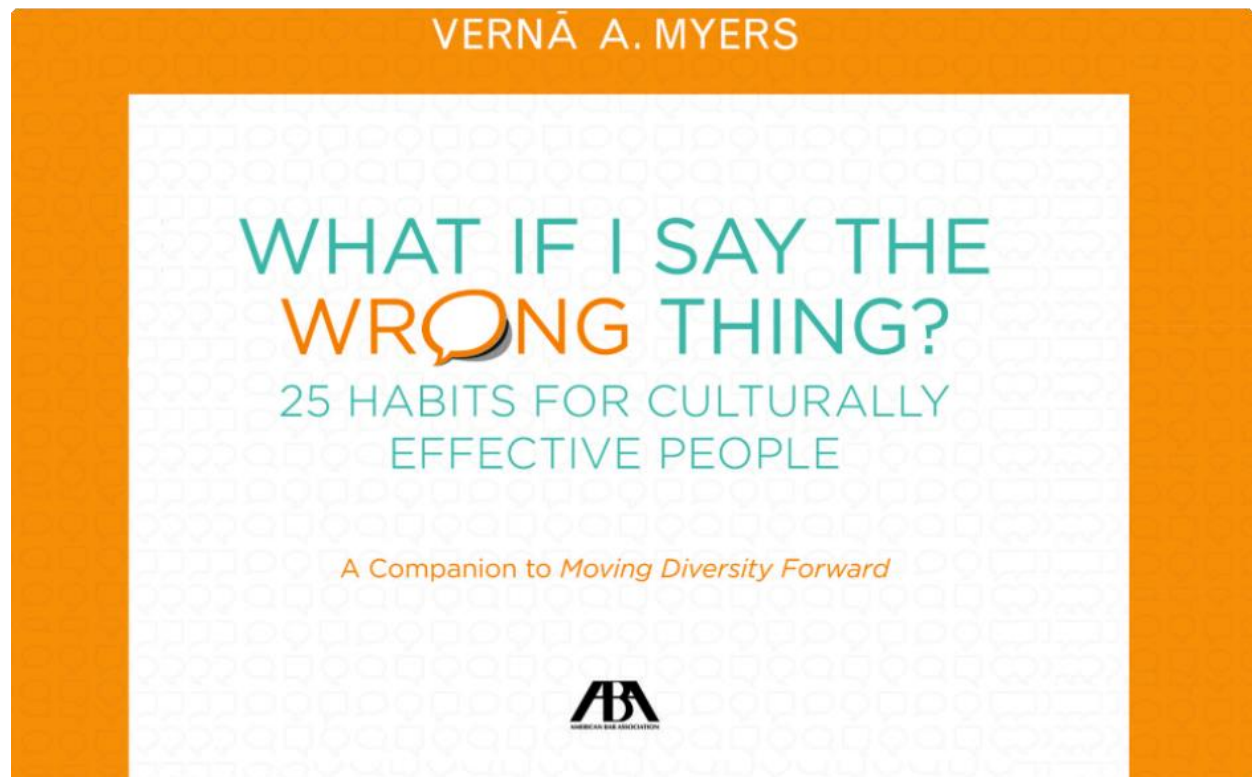
Cultural Dessert Event Interest Call

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!

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

Cultural Dessert Event Interest Form



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:

Virtual Book Club Interest Form

DEIA Dive: Explore Committee Opportunities at the December All DoCS Day

Join us at the upcoming December All DoCS Day for the DEIA Dive workshop! In this interactive session you'll have the chance to explore the opportunities available within the DEIA Committee. This interactive session will provide an overview of the committee's mission, initiatives, and impact on our organization. Attendees will be encouraged to ask questions about committee roles, responsibilities, and how they can contribute to our efforts in promoting diversity, equity, inclusion, and accessibility. Whether you're curious about becoming a member or simply want to learn more about our work, this workshop is the perfect opportunity to engage, connect, and discover how you can make a difference!

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.

Make a Difference with Your Donations!

We're just **two months** away from achieving our goal – help us close the gap and achieve the remaining 14%.

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 helps us take another step closer toward 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 we've already achieved **86% of our goal!** Let's keep up the momentum going and finish strong. Every contribution 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](#).

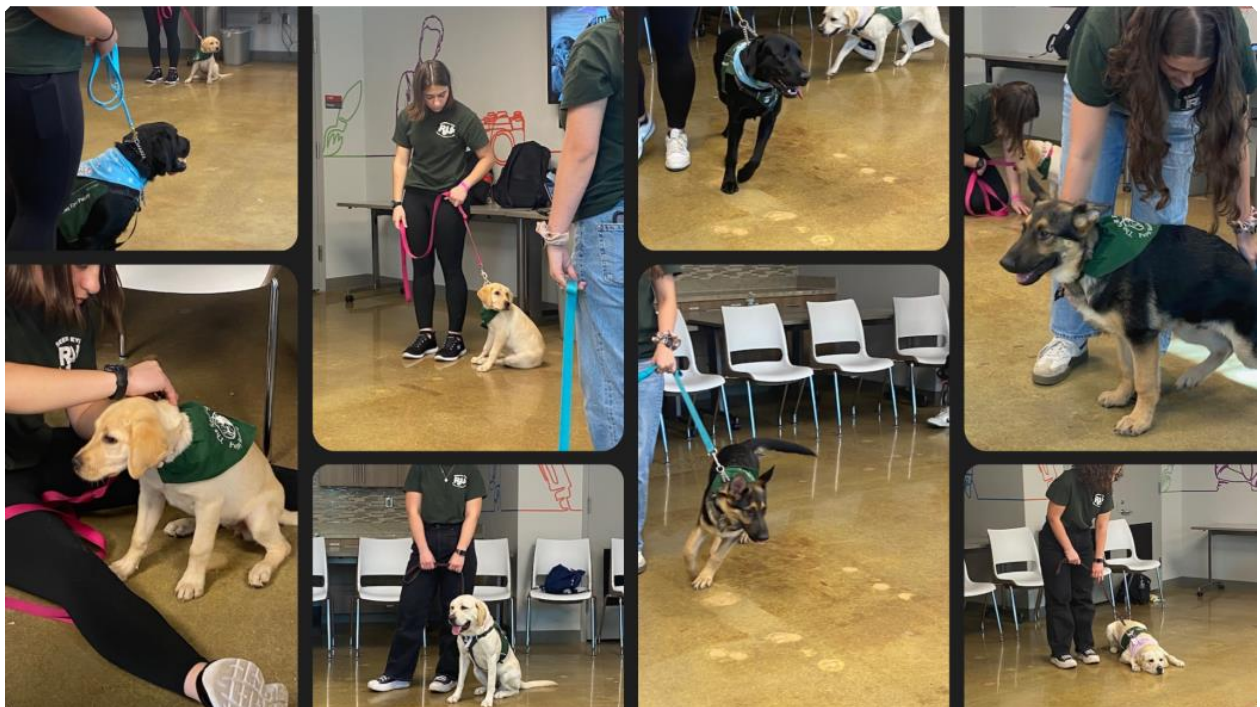
Spotlight on Service: RUSEPRC Guide Dog Training Demonstration

In celebration of **World Blindness Awareness Month**, we recently hosted an engaging demonstration by the **Rutgers Seeing Eye Puppy Raising Club (RUSEPRC)**. This informative session offered attendees a unique look at the incredible involved in training future guide dogs. Participants learned about the **history and mission of The Seeing Eye, Inc.**, a nonprofit dedicated to empowering blind individuals through the use of service dogs. Event included live demonstrations of the puppies' training commands, opportunities for attendees to interact with the puppies, and a Q&A session that provided insights into the profound impact guide dogs have on the lives of the those they assist.

Support the Cause

The RUSEPRC welcomes donations to support their ongoing efforts in training future guide dogs.

[Click here to donate!](#)



November Monthly Awareness Celebrations

November is a time to reflect, learn, and celebrate diverse cultures and important causes. Below are a few key observances this month:

- ♦ **Native American Heritage Month**

A time to honor the rich histories, cultures, and contributions of Native peoples across the U.S.

- ♦ **National Diabetes Month**

November highlights the growing impact of diabetes on Americans' health, affecting over 30 million people. This month focuses on making healthy changes to reduce the risk of type 2 diabetes and addressing the physical, emotional, and financial effects of the disease.

- ♦ **Diwali (November 12)**

The Festival of Lights, celebrated by millions around the world, symbolizing the victory of light over darkness and good over evil.

- ♦ **Veterans Day (November 11)**

Honoring those who have served in the military and their contributions to the country.

- ♦ **Transgender Awareness Week (November 13-19)**

Raising awareness about the issues faced by the transgender community and celebrating trans visibility.

For More Dates and Events:

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

What's the difference between cultural appropriation and appreciation?

Cultural appropriation is taking elements of one culture by another (usually dominant) culture without consent. This is more harmful when the source culture is from a minority group that has been oppressed or exploited in other ways or when the object of appropriation is particularly sensitive, e.g. sacred objects. **Cultural Appreciation** seeks to gain a knowledge and understanding of another culture, to honor and respect the culture, its practices and history.



DEIA Library



Volunteer Opportunities



DEIA University Events &
Workshops



DEIA Cultural Cookbook

[View in SharePoint](#)



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