



Inclusive Excellence Newsletter April 2022

Welcome to the Inclusive Excellence Newsletter. The Office of Inclusive Excellence is excited to share interesting Diversity, Equity and Inclusion (DEI)-related news and information with you.

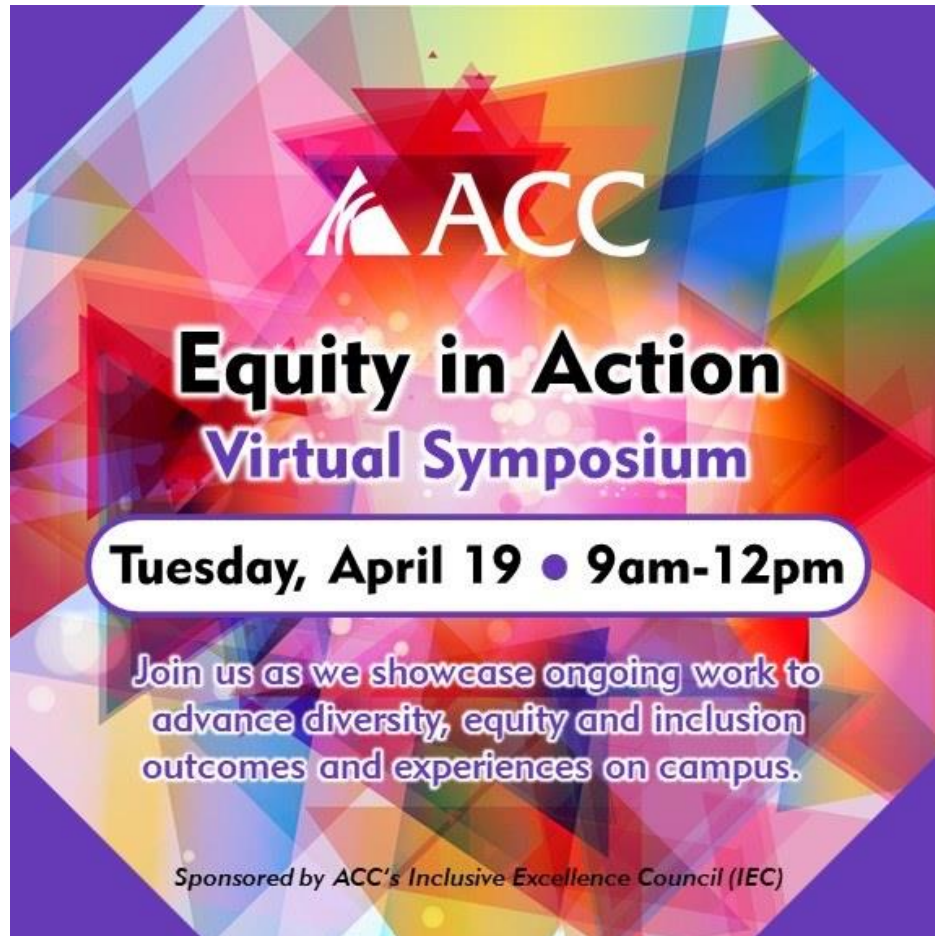
Equity Statement

At ACC, we welcome and value the identities and experiences of our students, staff, faculty, and surrounding communities. We seek to engage and support historically marginalized groups whom higher education has traditionally failed to serve. We work to foster an equitable and inclusive learning and work environment that supports our students and employees through professional development, programming, reflection, and transformational change of ACC practices, procedures, services, and teaching. We collectively commit to holding ourselves accountable to our equity goals through assessing these efforts with multiple strategies that include voices of those impacted by this work.

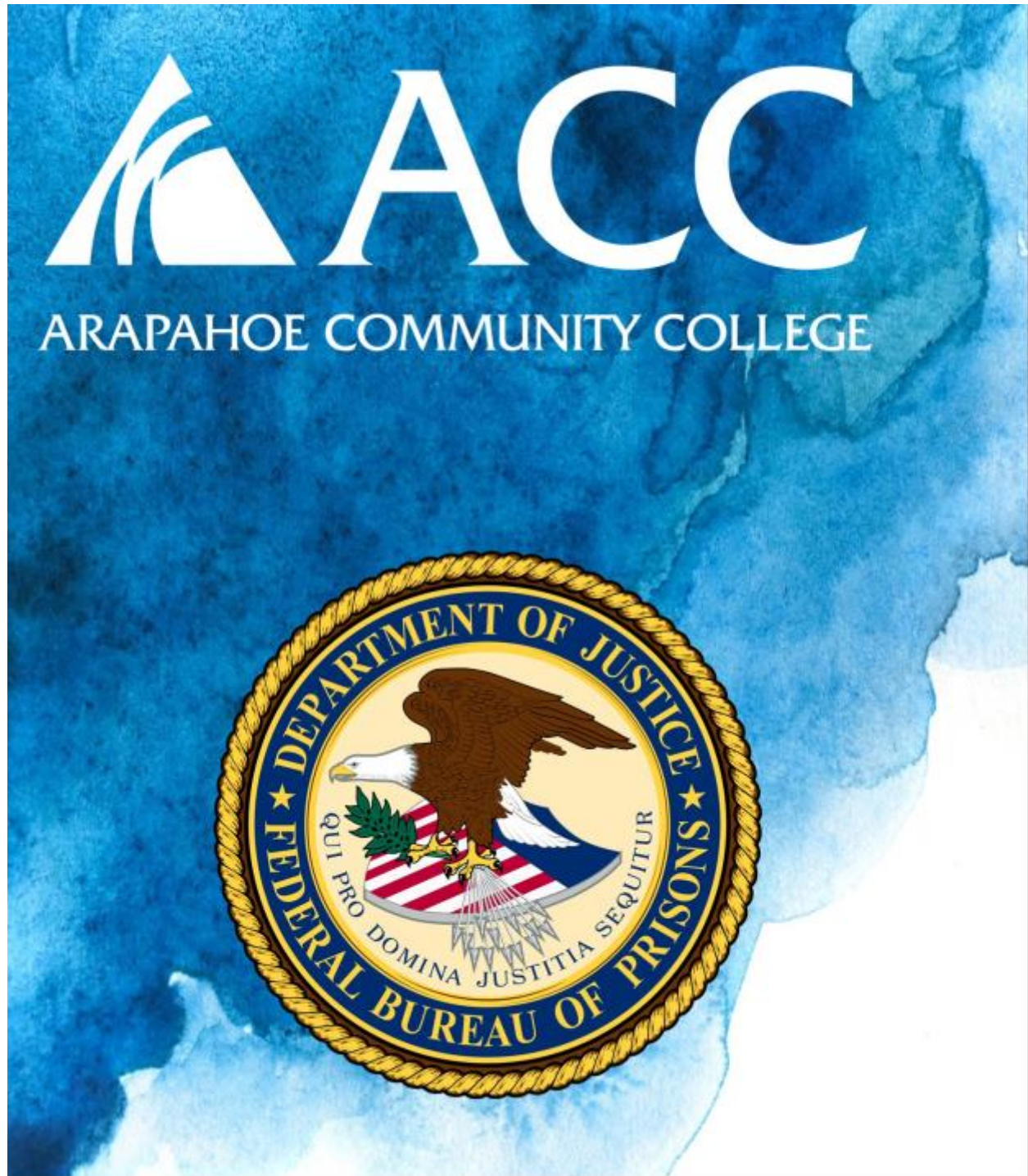
Additional Resources:

<https://www.arapahoe.edu/about-acc/college-leadership/inclusive-excellence/inclusive-excellence-resources>

Inaugural Equity in Action Symposium



EQUITY IN ACTION FUTURE FREEDOM THROUGH EDUCATION



Joelle Milholm Instructor and program liaison for ACC-FCI Englewood

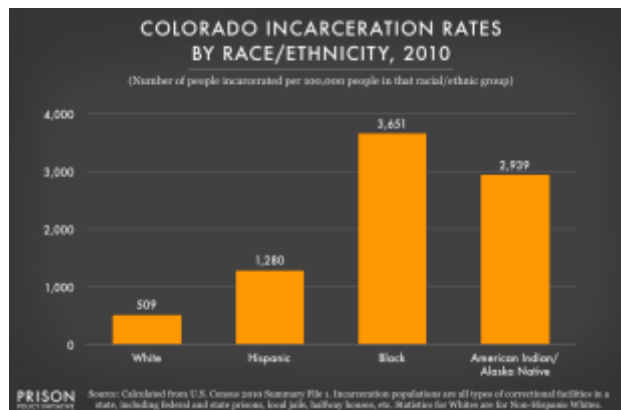
David Armstrong Instructor, Business for ACC-FCI Englewood

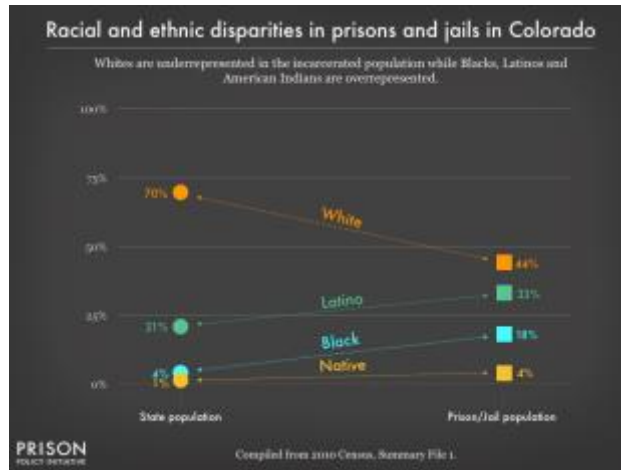
Chris Fortney Instructor, Economics for ACC-FCI Englewood

Today's session

We Will Cover

- The Why - Understanding the Needs
- The What - An Opportunity to Take Action
- The When – Classes and Our Results
- The How – In Their Words
- Questions & Ideas





THE WHY - UNDERSTANDING THE NEEDS

- About 1.9 million people in American prisons (Sawyer and Wagner).
- 1 out of 3 (70 million) of adults in the United States have a criminal record that will show up on background checks by employers (9 out of 10 employers do background checks), which also disproportionately negatively affects African American and Latinx populations (Emsellem and Rodriguez).
- While more businesses seem to be open to hiring people with criminal records, and movements like “Ban the Box” (a movement to exclude asking about crimes on job applications) and sealing criminal records for non-violent/non-sex offenses are growing, formerly incarcerated folks still face daunting challenges in securing employment.
- Inmate populations are on average less educated compared to the general population with “64 percent of people (ages 18–74) who were incarcerated in federal and state prisons had at most a high school degree or its equivalent, compared to 50 percent of the non incarcerated population, according to data collected in 2012 and 2014” (Oakford et al. 10).
- “According to estimates by researchers Bruce Western and Becky Pettit, for men, incarceration reduces hourly wages by 11 percent, decreases annual employment by nine weeks [16.67 percent], and lowers annual earnings by 40 percent” (Oakford et al. 18).
- A Prison Policy Initiative study released in February 2022 found that “Of more than 50,000 people released from federal prisons in 2010, a staggering 33% found no employment at all over four years post-release, and at any given time, no more than 40% of the cohort was employed” (“Recidivism and Reentry”).
- According to a 2018 study by the Bureau of Justice Statistics, 47% of formerly incarcerated people who were released in 2005 were re-arrested within three years. An alarming 86% were arrested within nine years (Alper and Markman).
- A 2018 landmark RAND study aggregated 57 studies over 37 years on recidivism and “found that inmates participating in correctional education programs were 28% less likely to recidivate

when compared with inmates who did not participate in correctional education programs” (Bozick et al.).

- “Every \$1 invested in prison education programs saves taxpayers, on average, between \$4 and \$5 in three-year reincarceration costs” (Davis).

THE WHAT - AN OPPORTUNITY TO TAKE ACTION

- ACC is offering FCI Englewood residents a pathway to a degree: Business Administration – Entrepreneurship, AAS.
- Funded through the First Step Act (2017), which is designed to offer federally incarcerated people more job-related training and education to reduce recidivism (U.S. B.O.P.) and run through ACC’s Workforce & Community Programs
- 10-student cohort of part-time students on a four-year pathway with students taking two classes at a time in fall, spring, and summer semesters.
- Instructors go into prisons, ACC provides materials and books, and students get their education and credits, despite having no computers or internet.

THE WHEN - EQUITY IN ACTION - Results!

Class Details

- Summer 2021: Two 10-week Classes
- College Composition and Reading (CCR) 094 and English 121.
- We met 2 days a week for each class for 10 weeks.

Our Results

- Pass rate for both classes: 100% (compared to 79% in one of my English 121s in the spring)
- Attendance rate: 97.75% (10 students combined to attend 391 out of 400 class sessions) (less than 70% in on-campus classes in spring)
- Assignment completion rate for both classes: 99.17% (595 out of 600) (compared to 81% in other 121)

THE WHEN - EQUITY IN ACTION - Ongoing!

- Fall 2021: Two 10-week Classes
 - Introduction to Business, BUS 115
 - Public Speaking, COM 115
 - 100% pass rate, conquering glossophobia, making business plans
- Spring 2022: Two 10-week Classes - 3/6 - 5/11
 - BUS 217 - Business Communication and Report Writing

- ECO 202 - Principles of Microeconomics
- Summer 2022: Two 10-week Classes
 - ENP 105 - Introduction to Entrepreneurship
 - MAT 108 - Technical Mathematics

THE HOW – In Their Words

Historically prison was envisioned to be more than punishment, but somewhere along the way the rehabilitation of inmates fell out of favor. The BOP always talks about rehabilitation and reentry, but little actual effort goes into it. But this program is where the rubber hits the road: preparation for employment, intellectual stimulation, and a productive activity all in one.

3. This program is helping inmates better themselves and become productive members of society. It's helping people change their lives in ways you can't imagine. Along this journey there is one light to get a higher education, a help program, and help.

I want you to know that I am excited about my future and what opportunities may present themselves upon graduation. Also I feel pride and ownership in being part of this first group of ACC students from PCI Englewood.

Thank you Mr. Williams for giving us this chance to get educated and use this time in the best way I could. Although we may have trials and tribulations and people probably believe we are not worthy of earning a degree, you all gave us a chance. Whether we deserved it or not, education deserves a chance to live in our lives and make us whole again. Thank you.

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THE HOW – Students' Words

I want to express my gratitude to you and the associates because this program is giving me hope. I hope that I have a bright future out side these walls, hope that I can succeed, hope that I have what it takes to make it. I have failed so many times in my life that it broke me down, but this program is helping me and giving me the tools to build my future. I can't express how important this program means to me. Thank you for helping me overcome my past.

THE HOW – In Their Words

- Donna Van Winkle, former public school teacher, now education correctional officer: “These students are excited about their learning and growth - what could be better! They truly enjoy collaborating! The Business Communications class is great in having them move around the room and actively interacting in different ways with different people - communication skills being practiced on a regular basis! ...gotta love it!”
- Julian Bak, student: “I have recently found out that I will only be here for one more year. I will release here in Denver and I fully plan on continuing my studies upon release as soon as I may be allowed to do so.” He can’t wait to take classes in-person on campus after release sometime in Spring 2023.

THE FUTURE – EQUITY IN ACTION

Each class is linked by the students’ future plans to create a business.

The students’ ideas were shaped into written business plans in the Intro to Business class, their plans are being polished by the composition classes, micro-economics and business communications.

The polished plans key points will be built into a pitch presentation in Intro to Entrepreneurship and solidified further in Introduction to Financial, Principles of Marketing, Legal Environment of Business and the remaining Business Administration - Entrepreneurship, AAS journey.

The end goal is that each student will be prepared, ready, inspired to being their next life.

Technology

- Genetic Counseling
- Vehicle Electronics
- Transportation Logistics
- Gaming Online Community

Retail Services

- Recycling Services
- Floral Business
- Landscaping Services

- Pet Grooming & Services

Product Sales

- Floral Business
- Specialty Apparel
- Ceramic Art Studio

Every Entrepreneur has a giving part of their business to help others. This is truly Equity in Action.

Works Cited

Alper Mariel and Joshua Markman. "2018 Update on Prisoner Recidivism: A 9-year Follow-up Period (2005-2014)." *United States Department of Justice, Bureau of Justice Statistics*, May 2018, <https://bjs.ojp.gov/content/pub/pdf/18upr9yfup0514.pdf>.

Bozick, Robert, et al. "Does Providing Inmates with Education Improve Postrelease Outcomes? A Meta-Analysis of Correctional Education Programs in the United States." *Journal of Experimental Criminology*, vol. 14, no. 3, 2018, pp. 389-428. *ProQuest*, <https://arapahoeccl.idm.oclc.org/login?url=https://www-proquest-com.arapahoeccl.idm.oclc.org/scholarly-journals/does-providing-inmates-with-education-improve/docview/2043514195/se-2?accountid=39001>.

"Colorado Profile." *Prison Policy Institute*, <https://www.prisonpolicy.org/profiles/CO.html>.

Davis, Lois M. "Higher Education Programs in Prison: What We Know Now and What We Should Focus On Going Forward." *RAND*, August 2019, <https://www.rand.org/pubs/perspectives/PE342.html>.

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Emsellem, Maurice and Michelle Natividad Rodriguez. "Advancing a Federal Fair Chance Hiring Agenda: Background Check Reforms in Over 100 Cities, Counties, & States Pave the Way for Presidential Action." National Employment Law Project, January 20, 2015, <https://www.nelp.org/publication/advancing-a-federal-fair-chance-hiring-agenda/>.

Oakford, Patrick, et al. "Investing in Futures: Economic and Fiscal Benefits of Postsecondary Education in Prison." *Vera Institute of Justice*, January 2019, <https://www.vera.org/downloads/publications/investing-in-futures.pdf>.

"Recidivism and Reentry." *Prison Policy Institute*, https://www.prisonpolicy.org/research/recidivism_and_reentry/.

Sawyer, Wendy and Peter Wagner. "Mass Incarceration: The Whole Pie 2022." *Prison Policy Institute*, Mar. 14, 2022, <https://www.prisonpolicy.org/reports/pie2022.html>.

ACC's Land Acknowledgement



<https://www.arapahoe.edu/about-acc/locations/accs-land-acknowledgement>

Indigenous Film Festival that Denver Museum of Nature and Science co-runs with the [International Institute for Indigenous Resource Management](#) and the [Denver American Indian Commission](#). It is free each month, virtual, and just needs those who are interested to register so they receive the [zoom link](#).

<https://nativegov.org/news/a-guide-to-indigenous-land-acknowledgment/>

[ACC Library page with IEC Resources](#)

The IEC leads and supports the diversity, equity, and inclusion practices at the College, providing resources, assessment, training, and guidance to close equity gaps amongst student and employee populations from historically marginalized identities. Members of IEC Executive Leadership team, chaired by Quill Phillips, include Dan Balski, Javon Brame, Monica Fuglei, Jahlia Hope, Jennifer Jones, Megan Rector and Maria Ruiz-Jargon. For more information, please contact acc.iec@arapahoe.edu or 303.797.5830.

- May 20, 2022, 10am-12pm
- June 17, 2022, 10am-12pm
- July 15, 2022, 10am-12pm

Past Professional Development Series

February 18, 2022: Environmental Scanning by Dr. Jim Banning <https://my.yuja.com/V/Video?v=4452751&node=14952888&a=1112538230&autoplay=1>

January 21, 2022: Self-Care by Dr. Brenda Allen [Self-Care at ACC](#)

November 19, 2021: Transgender Day of Remembrance <https://acc.yuja.com/V/Video?v=3912240&node=13348269&a=779477008&autoplay=1>

October 15, 2021: Employees With Disabilities Affinity Group (EDAG): C:\Users\S00156583\OneDrive - Arapahoe Community College

September 17, 2021: Inclusive Language in Professional Relationships <https://acc.yuja.com/V/Video?v=3680407&node=12543798&a=265160620&autoplay=1>

ACC Affinity Groups



In an effort to embed equity & inclusion at ACC employee affinity groups have been developed over the last year. We recognize because of the demographics of ACC's workforce, employees of color and other historically marginalized groups (LGBTQ community, individuals with disabilities, women, etc.) may have marginalized experiences, and may have a need for a greater sense of belonging. These groups are for individuals who self-identify as Asian or Southeast Asian American, Black or African American, Hispanic

Latino, Latina or Latinx, Native American or Indigenous, multi-racial, LGBTQ, woman, or a person with a disability. Employee affinity groups can serve as opportunities to engage in professional development and cultural comradery, and places of support. Each group has created mission and goals which you can find more information at this [link](#). Here is contact information for each group below.

LGBTQEmployeeAffinityGroup@arapahoe.edu

Women.Affinity@arapahoe.edu

BlackAfricanEmployeeAffinity@arapahoe.edu

[Employee Disability Affinity Group \(EDAG\)](#)

[AsianAmericanandPacificIslandAffinityGroup\(AAPIAG\)](#)



1 - Podcast/Video of the Month:

Our podcasts, videos and articles are additional resources exploring the topics of equity and inclusion.

Biography of Dr. D-L Stewart:

I joined DU in 2021 after 20 years of teaching, research, and service in colleges and universities focused on U.S. postsecondary education. My scholarship focuses on the philosophy and history of higher education, institutional transformation toward realizing equity and justice, and how higher education environments function within society and as a crucible for the learning and development of minoritized student, staff, and faculty populations. I received my B.A. from Kalamazoo College in Sociology & Anthropology and my M.A. and Ph.D. from The Ohio State University in Higher Education and Student Affairs and Educational Administration and Higher Education, respectively.

<https://morgridge.du.edu/about/faculty-directory/d-l-stewart>

<https://www.youtube.com/watch?v=2aZYd3KmrkE>



2 - Calendar of Holidays and Observances April/May 2022

Thank you for taking time to explore this Calendar of Holidays, Observances, and Local Cultural Events. This calendar was developed by the Office of Inclusive Excellence at Arapahoe Community College.

Please note that this calendar of dates, times, holidays, observances, and events may not be 100% accurate as some do not operate under the Gregorian calendar or event dates/times/locations may change from the organizer. It is best to research and confirm, yourself, in addition to reading this document.

Each holiday, observance, or event title that is underlined is a link to an informative website.

Participants of the religions/cultures noted may observe some of the holidays, none of the holidays, or all the holidays. They may participate in the holiday in the ways listed or not.

This calendar is not all encompassing and hoping to grow in inclusion. For additions to this holiday, observances, and local cultural events calendar (or suggestions for modification), please contact the [Office of Inclusive Excellence at Arapahoe Community College](#).

Special thanks to [Missouri State](#) for inspiration.

April 2022: [Autism Acceptance Month](#) promotes autism awareness, autism acceptance and inclusion, and draws attention to the tens of thousands facing an autism diagnosis each year. [Arab American Heritage Month](#) celebrates the achievements of Arab Americans, the community's rich heritage, and numerous contributions to society. [Deaf History Month](#), celebrated March 13th through April 15th, honors several significant advancements for deaf and hard of hearing people in the United States and celebrates deaf history and awareness of American deaf culture.

- Wed, Feb 17-Apr 3: [Lent](#) is a season of forty days, not counting Sundays, which begin on Ash Wednesday and end on Holy Saturday, the day before Easter. This represents the time Jesus spent in the wilderness, enduring the temptation of Satan and preparing to begin his ministry.
 - **Participants may fast, abstain from certain foods/activities, pray, reflect, repent, serve in the community, and prepare for the coming of Easter.**

- Sat, Apr 2-May 2: [Ramadan](#), beginning at sunset on April 12th, is the holiest month of the year for Muslims and is a time to practice self-control, gratitude, and compassion.
 - **Participants may fast from food and drink during the sunlit hours, read from the Qur'an, pray, and spend time with the community.**
- Sat, Apr 2: [World Autism Awareness Day](#) speaks out against discrimination, celebrates the diversity of our global community, and strengthens the commitment to the full inclusion and participation of people with autism
- Tues, Apr 5: [Qingming or Tomb-Sweeping Day](#) commemorates and pays respect to a person's ancestors
- Wed, Apr 6: [National Tartan Day](#) honors people past and present with roots in Scotland and signifies the date the Declaration of Arbroath was signed.
- Thu, Apr 7: [Rwanda Genocide Commemoration](#) marks the start of the 1994 genocide which saw over 800,000 Tutsis, moderate Hutu and others who opposed the genocide, systematically killed in less than three months. It is an opportunity to honor those who were murdered and reflect on the suffering and resilience of those who survived.
- Sun, April 10: [Palm Sunday](#) reflects upon the final week of Jesus' life and marks the entrance of Jesus into Jerusalem.
 - **Participants may attend worship, feast, and give palm leaves.**
- Fri, April 15-23: [Passover](#), an eight-day festival going sunset to sunset, commemorates the emancipation of the Israelites from slavery in Egypt.
 - **Participants may not work April 15th ,16th, 22nd and 23rd as it is not permitted. Participants abstain from eating any foods containing leavening components (such as bread, cake, and donuts), spend time with family and friends, and pray.**
- Fri, April 15 [Good Friday](#) is a day when people remember Jesus' death on the cross.
 - **Participants in Good Friday may attend service and read from the Bible.**
- Sun, April 17: [Easter](#) celebrates Jesus Christ's victory of death through His resurrection and the fulfillment of the Biblical prophecy of the coming Messiah.
 - **Participants of Qingming or Tomb-Sweeping Day may spend time with family, visit and clean gravesites, fly kites, pray, and spend time in nature.**
 - **Participants of Easter may attend service, worship, give gifts, and feast with friends, family, and the community.**
- Mon, Apr 18: [International Day for Monuments and Sites](#) promotes cultural heritage, and an opportunity to raise awareness about its diversity, its relevance, how vulnerable it can be and what the needs and benefits of its conservation are.

- Mon, Apr 18: [Patriot's Day](#) commemorates the Battles of Lexington and Concord, fought on April 19th, 1775, which started the Revolutionary War.
- **Wed, Apr 20-21: [First Day of Ridvan](#) (meaning "paradise"), sundown to sundown, commemorates the beginnings of the Bahá'í Faith in 1863.**
 - **Participants of the First Day of Ridvan may refrain from work and spend time with family, friends, and the community in prayer and rejoice.**
- **Fri, Apr 22: [Earth Day](#) is a day of political action and civic participation towards environmental protection. [Day of Silence](#) is a student-led national event where folks take a vow of silence to highlight the silencing and erasure of LGBTQIA+ people at school.**
- **Wed, Apr 27-28: [Yom Hashoah or Holocaust Remembrance Day](#), evening to evening, commemorates the approximately six million Jews and five million others who perished in the Holocaust as a result of the actions carried out by Nazi Germany and its accessories, and for the Jewish resistance in that period.**
- **Participants may light candles for Holocaust victims, listen to stories from survivors and family, pray, and reflect.**
- **Fri, April 29: [Ninth Day of Ridvan](#), sundown to sundown, commemorates the flooding Tigris receding enough so that the Baha'u'llah's family could cross the river and join him on the island, symbolizing reunification and strength of the bond of family and humanity.**
 - **Participants may refrain from work and spend time with family, friends, and the community in nature playing games, hiking, and enjoying picnics.**

May 2022: [Asian Pacific American Heritage Month](#) celebrates the contributions, achievements, and heritage of Asian and Pacific Islander people in the United States. [Older Americans Month](#) acknowledges the contributions of past and current older persons in our country. [Jewish American Heritage Month](#) recognizes the more than 360-year history of Jews in American, their achievements, and contributions to the United States. [Haitian Heritage Month](#) celebrates Haitian historical and cultural traditions and honors the unique history, language, and community of Haiti and Haitian-Americans. [Mental Health Month](#) raises awareness about the importance of mental health and seeks to stop the stigma associated with mental health disorders.

- **Sun, May 1: [Beltane](#) represents life, the peak of Spring, the beginning of Summer, and the fertility of the coming year. It is celebrated sunset to sunset.**
 - **Participants of Beltane may spend time courting, in nature, lighting bonfires, and feasting.**
- **Sun, May 1-2: [Twelfth Day of Ridvan](#), sundown to sundown, celebrates the transformation and of Baha'u'llah's banishment from tragedy to triumph, demonstrating the power of the Manifestation of God to create good from evil, bring forth light from darkness, and win victory from seeming defeat.**

- **Participants of the Twelfth Day of Ridvan may refrain from work and spend time with family, friends, and the community in prayer and rejoice.**
- Mon, Apr 12-May 12: [Ramadan](#), beginning at sunset on April 12th, is the holiest month of the year for Muslims and is a time to practice self-control, gratitude, and compassion.
 - **Participants may fast from food and drink during the sunlit hours, read from the Qur'an, pray, and spend time with the community.**
- Thu, May 5: [Cinco de Mayo](#) commemorates the first battle of Puebla with victory over the French army (led by Ignacio Zaragoza) and celebrates Mexican culture, freedom, and the beauty of Latinx culture.
- Sun, May 8: [World Ovarian Cancer Day](#) is the one day of the year we all raise our voices in solidarity across the world in the fight against the disease.
- Tues, May 17: [International Day Against Homophobia, Transphobia, and Biphobia](#) draws attention to the violence and discrimination experienced by lesbian, gay, bisexual, transgender, intersex people and all other people with diverse sexual orientations, gender identities or expressions, and sex characteristics, while commemorating the 1990 day the World Health Organization decided to declassify homosexuality as a mental disorder.
- Wed, May 18: [Haitian Flag Day](#) celebrates Haitian freedom, pride, unity, and individual liberty.
 - Participants may carry the Haitian blue and red flag around with them and connect with family and the community in celebration.
- Mon, May 23-24: [Declaration of the Báb](#), sundown to sundown, commemorates the anniversary of the Báb's announcement of His mission in 1844.
 - **Participants may refrain from work and spend time with family, friends, and the community in prayer and rejoice.**
- Wed, May 25: [African Liberation Day](#) is a day of work and study to politically educate folks to the reality that imperialism is in its last stage, Neo-colonialism. This day is a voice for socialism- African people must organize with a revolutionary ideology to smash neo-colonialism and build a unified socialist Africa.
- Thu, May 26: [Vesak Day or Buddha Day](#) marks the birth of Guatama Buddha, the father of Buddhism, who is responsible for the religion's core teachings.
 - **Participants may gift gifts, serve in the community, meditate, provide offerings, light lanterns, clean, and worship.**
- Sun, May 29: [Ascension of Bahá'u'lláh](#), sundown to sundown, observes the anniversary of the death in exile of Bahá'u'lláh, the founder of the Baha'i Faith, on May 29th, 1892.
 - **Participants may refrain from work and spend time with family, friends, and the community in prayer and rejoice.**

- Mon, May 30: [Memorial Day](#) is a day of remembrance for those who have died in service of the United States of America.



3 - For more information contact us at acc.iec@arapahoe.edu