



Inclusive Excellence Newsletter

February 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.



1 - 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.

Professional Development

2 - Inclusive Excellence Meeting/Professional Development Series is the third Friday of every month from 10am-12pm.

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.

If you would like to become a member of the Inclusive Excellence Council, please complete and submit this form: https://arapahoecommunitycollege.formstack.com/forms/acc_iec_intent_to_participate

- February 18, 2022, 10am-12pm
- March 4, 2022, 10am-12pm
- April 19, 2022, 9am-12pm
- May 20, 2022, 10am-12pm
- June 17, 2022, 10am-12pm
- July 15, 2022, 10am-12pm

Past Professional Development Series

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\(AAPIAG\)](#)

Equity Definitions of the Month



Each month, we will be presenting definitions that we hope will be helpful in engaging discussions of diversity, equity and inclusion (DEI) at ACC to advance our understanding and knowledge to promote a common language for everyone. The language society uses to talk about DEI is likely to grow and change as we better understand one another. As such, this glossary is a living document and will be updated to reflect the evolution of our understanding of diversity, equity and inclusion.

Inclusion: Intentional and on-going engagement from all members of the community with a focus on the people whose voices have historically been left out of college operations, decisions, culture, and practice due to their marginalized identities and societal disparities. When inclusion is present, there is a high value placed on including these voices, their experiences, and perspectives to inform practices, processes, and policies.

Inclusive Excellence

An institutional commitment to create an environment in which excellence is more expansive for students, faculty, staff, and the community. For the institution to be excellent, practitioners must focus on embedding equity, diversity, and inclusion into practices, procedures, and culture in support services, curriculum, and classrooms. Efforts go beyond diversity in recruiting, admissions and hiring, but are embedded throughout the organization.



3 - Podcast/Video of the Month:

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

Understanding Critical Race Theory and the Current Political Climate-Regan Byrd

[Regan Byrd: Understanding Critical Race Theory and the Current Political Climate](#)

[Regan Byrd: Critical Race Theory Q&A](#)



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4 - Dates to Remember:

Calendar of Holidays and Observances February/March 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.

February 2022: [Black History & Heritage Month](#) began as week of celebration in February and grew as the response and participation in it grew. This month honors, remembers, and celebrates the great accomplishments and influence of Black individuals in every area of endeavor throughout American and international history.

- Tue, Feb 1: [National Freedom Day](#) celebrates the signing of the 13th Amendment that abolished slavery in 1865. Tue, Feb 1-2: [Imbolc](#), sundown to sundown, celebrates fire, light, and the return of life. Imbolc means “in the belly of the Mother,” signifying spring and growth.
 - **Participants may light candles, gather stones, spend time in nature, decorate, feast, and celebrate around a bon fire.**
- Tue, Feb 1: [Chinese New Year or Lunar New Year](#) marks the beginning of the Year of the Tiger.
 - **Participants may feast, celebrate with fireworks, pray, spend time with family, dance, and visit temples.**
- Mon, Feb 14: [St. Valentine’s Day](#)’s origin story is murky, but today celebrates love and connection to partners, friends, family, and community. St. Valentine is the Patron Saint of affianced couples, beekeepers, engaged couples, epilepsy, fainting, greetings, happy marriages, love, lovers, plague, travelers, and young people.
 - **Participants of St. Valentine’s Day may pray, feast, give gifts, and spend time with loved ones.**
- Tues, Feb 15: [Lantern Festival](#) celebrates the end of the New Year season and signifies family reunion and society.
 - **Participants may make, light, and hang lanterns, connect with the community, feast, and spend time with family.**
- Mon, Feb 21: [President’s Day](#) honors George Washington’s February 22nd birthday. In 1971, the observance was moved to the third Monday in February.
- Mon, Feb 28: [Maha Shivaratri](#), or The Night of Shiva, celebrates Lord Shiva, his marriage to Goddess Parvati, and the Tandava dance.
 - **Participants may fast, meditate, chant, pray, leave offerings, and bathe.**

March 2022: [Women’s History Month](#), beginning in 1981, amplifies women’s voices to honor the past, inform the present, inspire the future, and deepen our understanding of women’s contributions to America and world. [National Developmental Disabilities Awareness Month](#) is a campaign that raises awareness about the inclusion of people with developmental disabilities in all areas of community life, as well as awareness to the barriers that people with disabilities still sometimes face in connecting to the communities in which they live. [Irish American Heritage Month](#) recognizes the contribution that Irish immigrants and their descendants have played in the formation of the United States. [National Multiple Sclerosis Education and Awareness Month](#) promotes awareness and understanding of the scope of multiples sclerosis and assists those with MS in making educated decisions about their healthcare. [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.

- Tue, March 1: [Mardi Gras](#), French for “Fat Tuesday,” celebrates feasting before the traditional forty days of fasting that accompany the season of Lent in the Christian faith. Also strongly connected to New Orleans, it is a celebration of parades, parties, libations, food, and Creole culture.
- Wed, March 2: [Ash Wednesday](#) marks the first day of Lent. The ashes symbolize the dust from which God made us and the grief of sin.
 - **Participants in Ash Wednesday may take time off work, attend Mass, wear ashes, pray, and fast.**
- Wed, March 2- Apr 14: [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.**
- Tue, Mar 8: [International Women's Day](#) is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating gender parity.
 - Sun, Mar 13: [Daylight Saving Time](#) starts at 2am (go forward one hour).
- Wed, March 16-17: [Purim](#), beginning on Thursday night and continued through Friday, commemorates the salvation of the Jewish people in ancient Persia from Haman's plot to "destroy, kill, and annihilate all the Jews, young and old, infants and women, in a single day," as recoded in the Megillah (book of Esther).
 - **Participants may fast on the day before Purim, read from the Megillah, use noise makers, give gifts, serve in the community, feast, spend time in the synagogue, and dress in costumes.**
- Thu, Mar 17: [St. Patrick's Day](#) began as a religious celebration in the 17th century to commemorate the life of Saint Patrick and the arrival of Christianity to Ireland. In the early 18th century, Irish immigrants brought the tradition over to the American colonies, and it was there that Saint Patrick started to become the symbol of Irish heritage and culture that he is today.
 - **Participants may attend Mass, attend a parade, spend time with family and friends, and feast.**
- Sat, Mar 19: [Spring Equinox or Ostara](#) celebrates the balance between extremes that is found amid the seasons and is the official beginning of spring in the Northern Hemisphere, the moment of exact balance between the light and the dark.
 - **Participants may decorate altars, spend time in nature, meditate, and feast.**
- Sun, Mar 20-21: [Naw-Rúz or Bahá'í New Year](#), evening to evening, also celebrating spring, serves as a symbolic reminder of the oneness of all the messengers of God, and the spiritual springtime they each brought to humanity.
 - **Participants in Bahá'í New Year may not work in order to spend time with family and the community, give gifts, sing, eat, dance, and socialize.**
- Mon, Mar 21-22: [Nowruz, Persian New Year, or Iranian New Year](#) is considered the biggest holiday of the year for many Iranians and Persians and celebrates the start of spring and the first day of the first month of the Iranian calendar.
- Sun, Mar 27: [Earth Hour](#) speaks up for nature and inspires urgent action for the environment by, around the globe, thousands of landmarks switching of their lights in solidarity for our planet. It will occur 8:30pm – 9:30pm
- Sun, Mar 27-28: [Holi](#), sometimes called the "festival of love," uses color to show love and respect to close ones and community and celebrates the coming of spring.
 - **Participants may light bonfires, provide offerings, sing and dance, throw colored powder, play games, and feast.**
- Thu, Mar 31: [Cesar Chavez Day](#) celebrates and honors Chavez on his birthday, a champion of farm worker and worker rights, economic justice, civil rights, environmental justice, peace, nonviolence, and empowerment of the poor and disenfranchised. [International Transgender Day of Visibility](#) celebrates transgender people around the globe and the courage it takes to live openly and authentically, while also raising awareness around the discrimination trans people still face.

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

