



Inclusive Excellence Newsletter March 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>

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

- 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>

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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\(AAPIAG\)](#)

Upcoming Events for April 2022



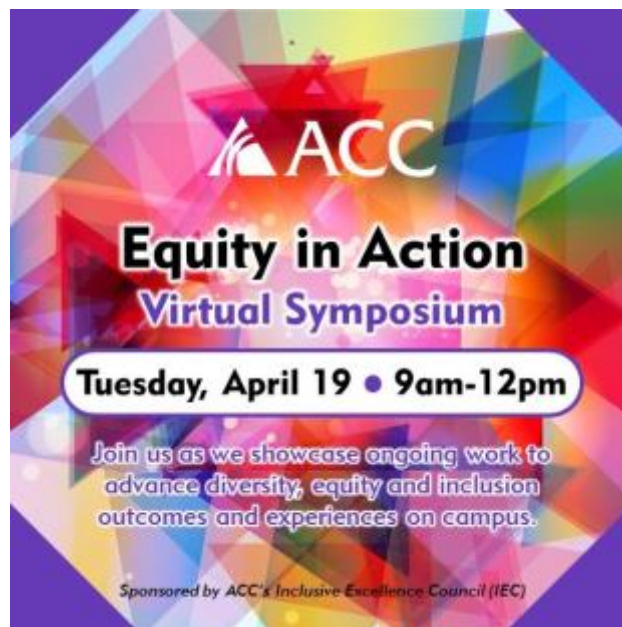
Women's Affinity Group Presents a Professional Development Opportunity: Women in Leadership

Tuesday, April 12, 2022, 12:00-pm-1:00pm

Register Now: <https://calendly.com/arapahoehr/womens-affinity-group>

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2 - Equity Symposium April 19, 9am-12pm, via Zoom

On behalf of the Inclusive Excellence Council, I would like to present an inaugural opportunity to celebrate the diversity, equity, and inclusion work that has taken place at the college over the last year. Equity is not a thing, but rather a process, practice and relationship that is embodied in our everyday labor as staff, teachers and leaders. This year, the Inclusive Excellence Council at ACC is hosting a virtual symposium bringing together the ACC community across estates to showcase ongoing work to advance diversity, equity and inclusion outcomes and experiences on campus.

The 2022 symposium will be hosted virtually on **Tuesday, April 19th from 9-12pm** via Zoom. Our theme is: **Equity in Action**.

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

To provide a high-quality, meaningful educational experience for our participants, we are seeking members of ACC who would be willing to share their talent and expertise during one of our conference breakout sessions. The focus of these sessions will be how members of ACC are actively advancing equity in both their individual role and organizational unit more broadly.

HOW TO SUBMIT A PROGRAM PROPOSAL

Program proposals for the 2022 IEC Equity in Action Symposium [may be submitted online](#). Proposals will be accepted until **April 1** at 11:59pm. Presenters will be notified of the selection committee's decision on **April 8**. You can also access the form through the [Equity Resource Webpage](#) under the trainings, events and professional development opportunities section.

Examples of possible program topics:

- Integrating Marginalized Perspectives into the Curriculum
 - LGBTQ+ Perspectives
- Land Acknowledgements and Dismantling Colonial Relationships
 - Building an Inclusive Workplace
- Recruiting and Retaining Marginalized Students
- Centering Experiences of Marginalized Students in Support Services
 - Equity and Holistic Student Growth
- Serving Students of Color in the Concurrent Enrollment Process

We welcome proposals on a variety of topics including, but not limited to, the following:

Anti-Racism in Pedagogy and Assessment, Understanding Bias, Equity in Process and Procedure, LGBTQ+ Perspectives, Socioeconomic Status and Student Retention and Attainment, Working with Incarcerated Students, among others.

To learn more about this conference, please contact Symposium Planning Committee Member, Jaden Netwig:

jaden.netwig@arapahoe.edu

Safe Zone Training: Friday, April 8th, 11:30am-2:30 pm at the Littleton Campus in Room M4750- An opportunity to learn about LGBTQ+ identities, gender, and sexuality and examine prejudice, assumptions, and privilege. - Lunch provided to those to RSVP at <https://forms.gle/T5UcSE187kgru2QB6>

Bystander Intervention Training:

Friday, April 22nd, 11:30 am-2:30 pm at the Littleton Campus in Room M4750-Bystander Intervention Training is an interactive learning opportunity for folks to recognize potentially harmful situations or interactions. Attendees will gain skills to help them respond in meaningful and helpful ways to various situations. RSVP for Training and Tacos <https://forms.gle/FjgxqwwECMMdYxT39>



3 - Podcast/Video of the Month:

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

ACC Diversity Dialogues: Black Lives Matter Movement, Advocacy & More

<https://my.yuja.com/V/Video?v=4528630&node=15091701&a=352760132&autoplay=1> and [NAACP Fact Sheet](#).

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4 - Calendar of Holidays and Observances March/April 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.

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 multiple 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.

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 14-23: [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.



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