

A wooden board with a grid of colorful multiplication flashcards. The cards are arranged in rows and columns, with each card displaying a multiplication problem. The colors of the cards correspond to the first number in the multiplication problem: red for 1, purple for 2, blue for 3, yellow for 4, dark blue for 5, green for 6, light green for 7, and orange for 8. The text 'Diversity, Equity & Inclusion Slides for Orientation' is overlaid in the center of the image in a white, sans-serif font.

Diversity, Equity & Inclusion
Slides for Orientation

Diversity, Equity & Inclusion at RVCC

At Raritan Valley Community College, diversity, equity & inclusion are and always will be an institutional priority. It is central to our mission as an educational institution to ensure that each member of our community has access and authentic opportunity to prosper in our environment. We believe that diversity, inclusion, and equity are key to academic excellence and the advancement and liberation of knowledge.



Our Commitment to Diversity

- Raritan Valley Community College values all aspects of diversity including but not limited to race, sexual orientation, religion, age, sex, national origin, disability, socioeconomic status, veteran status, gender identification and expression, documentation status, or political and philosophical perspectives.
- We rely on diversity to enrich the intellectual environment for our community. We support educational access and opportunity by recruiting and retaining a diverse college community.
- We foster diversity by developing and maintaining curricular and social programs that infuse the contributions of all people, and by preparing students to excel in a global society.
- Our commitment to diversity is reflected in the College's Mission Statement and Strategic Plan, all of which support excellence in teaching, learning and professional development in a welcoming and respectful climate.

RVCC Commits To Being a Community that Honors

- **Engagement** : we commit to engage our community in meaning-making and purposeful diverse and inclusive dialogue and action.
- **Empowerment** : we commit to empowering our community by honoring the current inclusion and equity efforts; while developing new strategies and initiatives to further enhance our work in fostering an inclusive campus.
- **Belonging**: we commit to ensure that our community feels heard and included; providing equitable access to resources and offering transparency in our efforts.
- **Evaluation**: we commit to gaining continual awareness of our campus climate and culture, articulating our collective perspectives, identity, and institutional values; continuing to evaluate our experiences of power and privilege and adapting our approaches; reflecting back while looking ahead.
- **Inclusivity**: we commit to actively, intentionally, and consistently promoting participation and co-design as a way to invoke a sense of belonging and a "sense of place" for every member of the RVCC community.

Raritan Valley Community College Land Acknowledgement

We acknowledge that Raritan Valley Community College resides on the traditional, ancestral lands of Indigenous people.

The College resides on lands and waterways originally inhabited by the Lenape Haki-nk also known as the Lenni-Lenape people. The peace-loving Lenni-Lenape are called the "grandfathers" or "ancient ones" by many other tribes and are considered to be among the most ancient of the Northeastern Nations. Known as warriors and diplomats, often keeping the peace and mediating disputes between neighboring Native Nations. The land holds great historical, spiritual, and personal significance for its original people of this region.

We at RVCC take this opportunity to pay respect and honor with gratitude the original sacred land and people of this area. This acknowledgement calls on all of us to end indigenous erasure.

