



FAMILY SCIENCE & HUMAN DEVELOPMENT

OCTOBER 2020

FSHD Statement on Social Justice, Equity and Inclusion:

A Focus on Race and Racism

Our Values

The Department of Family Science and Human Development (FSHD) reaffirms our commitment to social justice, equity, and inclusion and vows to continuously and systematically strengthen that commitment. At the heart of this commitment is our belief in a world that affords all peoples, families, and communities dignity and respect, full access to every opportunity, and the resources and tools to make every dream and hope become reality. We will thrive because we lift each other up.

Acknowledging Systems of Oppression

We acknowledge systemic racism, xenophobia, and additional systems of oppression that permeate our society and negatively impact the health and well-

“We recommit ourselves to...combat racism and dismantle structural inequalities that create and perpetuate it.”

being of some individuals, families, and communities while privileging and enhancing the health and well-being of others. We acknowledge these systems are elaborate and devious, intricate and interlocking, sometimes visible and other times invisible; we must use an intersectional lens to combat them.

We acknowledge that we have multiple identities that combine to create a unique self and experience. We further acknowledge that each unique combination of identities not only create a unique self, but also creates a unique social location intimately connected to levels of privilege and oppression.

- ◆ We hear, see, and share the anguish, fears, and frustrations of witnessing Black individuals, like

Breonna Taylor, George Floyd, and Ahmaud Arbery and countless others, who are being unjustly targeted, threatened, and harmed or killed.

#SayTheirNames

- ◆ We hear, see, and share the anguish, fears, and frustrations of witnessing racist and ethnic attacks on people of Latin and Asian descent, as additional examples, that are also at an all-time high.
- ◆ We hear, see, and share the anguish, fears, and frustrations of witnessing the murder of so many trans women of color.
- ◆ We hear, see, and share the anguish, fears, and frustrations of witnessing and or being the recipient of constant microaggressions based on identity, social location, and experience.
- ◆ To all of those who experience oppression based on any of your identities and social locations, we hear, see, and share your anguish, fears, and frustrations.
- ◆ We hear and see each of you. We vow to do more, to do better, to create change.

Our Action

We stand together--students, staff, and faculty--as the Department of FSHD and reaffirm our commitment to be an active part of the conversation and to be an active part of the solution to these injustices. Social justice, equity, and inclusion are an intrinsic part of our FSHD identity. As an academic community, we must be agents of change. We recommit

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ourselves to social justice, especially our work to combat racism and dismantle structural inequalities that create and perpetuate it. We will be transparent in our efforts and we will hold ourselves accountable to this work.

Accordingly, we, the faculty, staff, and students of Family Science and Human Development commit ourselves to the following goals, initiatives, and efforts:

1. We will be transparent and clear in our commitment to antiracism, social justice, equity, and inclusion as integral parts of FSHD's identity. For example, we will enhance the visibility of these commitments in many ways such as departmental and course materials, social media activity, and departmental programming.
2. We will elect an FSHD faculty member to serve as our first Associate Chair for Social Justice Initiatives, who will be tasked with planning, organizing, and supporting social justice work in the department.
3. We will evaluate our curricula and propose changes
4. We will collaborate with the [Office of Social Justice and Diversity](#) and other departments and offices to establish training and professional development opportunities for students, staff, and faculty.
5. We will empower diverse voices from our FSHD community, including our current and former students, staff, and faculty and give these voices space in a shared governance system. For example, we will establish our first Student Advisory Board which will consist of current and former undergraduate and graduate students. The Student Advisory
6. We will seek direct ways for our efforts to have community impact.
7. We will develop a broad departmental statement on social justice, equity, and inclusion that makes visible the myriad oppressions and inequalities that exist (e.g., those based on age, bodies, class, family structures, gender, Indigenous status, sexuality, religion). This statement will be dynamic and fluid.
8. We will listen, we will act. ■

“We will establish our first Student Advisory Board ... to communicate students’ ideas, needs, and concerns, and lead or collaborate on social justice work in the department.”

Board will work in tandem with our department staff and the Associate Chair for Social Justice Initiatives to communicate students’ ideas, needs, and concerns, and lead or collaborate on social justice work in the department.

#BlackLivesMatter

***“Justice will not be served until those who are unaffected
are as outraged as those who are.”***

~ Benjamin Franklin



Student Spotlight

Erin Antona

Erin is a current Senior majoring in Family Science and Human Development, with a concentration in Family Services.



Her Story: Erin came to Montclair State University with an interest in becoming a teacher but switched her concentration to Family Services at the end of her second year. She piqued an interest in the therapeutic dynamic from Dr. Caspi’s sibling class and still wants to work with children and families. She is grateful for all the wisdom and teachings that professors in the FSHD department have taught her!

Her Plan: Erin will be applying to Graduate school for a Master’s in Social Work and will complete her Bachelor’s degree in May 2021. Although she is pursuing a career in social work, she is a tutor to younger children in NJ (the teaching courses still came in handy!).

Her Thoughts: “I can’t believe it is already my last year as an undergraduate student; time really flies! I have built many relationships with faculty and students from the beginning. My experiences at Montclair State University have been a rollercoaster, but I am happy with where it has led me now. Big thank you to my peers and past professors for making great memories with me here at Montclair!” ■

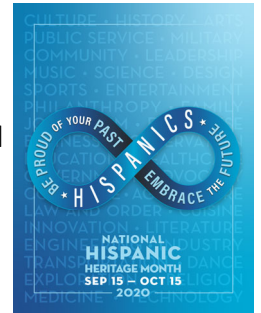
Hispanic Heritage Month

Our nation’s rich Hispanic history and culture are commemorated annually during National Hispanic Heritage Month. According to the US Department of State, Hispanic Americans are the largest minority group in the United States today, with a population of 60 million.

The 2020 theme, “Hispanics: Be Proud of Your Past, Embrace the Future” invites Hispanics to honor their family backgrounds, showing pride in who they are and where they came from.

First introduced in 1968 by President Lyndon Johnson as a week-long event, the celebration was expanded to a full month in 1989 under President Ronald Reagan. It kicks off each year on September 15, the date that five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua—gained independence from Spain nearly two centuries ago.

Montclair State University, which was designated as a Hispanic Serving Institution in 2016, ranks first in New Jersey in the number of Hispanic undergraduate students. Thirty-five percent of this year’s freshman class identify as Hispanic. The university is honoring the contributions and history of the Latinx community with a [series of programs](#) focused on culture and challenges, all presented by the Office of Hispanic Serving Initiatives and Latin American Student Organization. ■



Protect Yourself And Others!



PLEASE WEAR A MASK

HALLOWEEN FUN FACTS



- ☠ Super heroes and princesses are the most popular children’s costumes.
- ☠ This year we’ll see a full moon on Halloween -- one of only six in this century!
- ☠ With \$9 billion in consumer spending, Halloween is the second largest commercial holiday in the U.S. Christmas is #1.
- ☠ Illinois produces 500 million pounds of pumpkins annually, five times more than any other state.
- ☠ Candy corn is among the most popular Halloween candies, but it also ranks as one of the worst.
- ☠ Trick-or-treating began in medieval times when children donned costumes and asked for food or money in return for a “trick” such as a song or poem.



Staff Spotlights

Shannon Bellum Department Administrator and Internship Director



A founding member of the FSHD Department, Shannon Bellum provides managerial and administrative expertise for department operations. She oversees the internship program and supports students through academic advising and career counseling. Ms. Bellum also teaches electives including Women in Contemporary Society, and Interpersonal Relations.

Fun Fact: Her first career out of college was Fashion Designer in NYC's Garment District

Words of Wisdom: "It sounds so cliché, but it is also very true: Life is a journey. You won't have all the answers to where your career will go at the end of Senior year. But, you will have a place to jump off from, and you will land on solid ground because of your degree and experiences in Family Science and Human Development. Allow the rest to evolve as you learn and grow through the years!"

Christopher Cottle Department Advisor



As an academic advisor, Mr. Cottle assists FSHD students with selecting courses, evaluating career paths and identifying internship opportunities. Through the Student Success Center for the College of Education & Human Services, he helps students develop and follow a clear academic plan toward graduation. Mr. Cottle also teaches the Poverty and Families course.

Fun Fact: He loves reality competition shows, especially Survivor, Big Brother, Dancing with the Stars, and The Voice.

Words of Wisdom: "Take advantage of the resources and support systems available to you throughout life. They can help you overcome obstacles and lead you to success."

DATES TO REMEMBER

OCTOBER 1

Financial Aid Form for next year is available online at [FASFA.ed.gov](https://fasfa.ed.gov)

OCTOBER 5

Registration opens for Winter and Spring 2021

OCTOBER 14

University Day – No classes!

OCTOBER 28

LATE FEES will be applied to any outstanding MSU [account balance](#)

NOVEMBER 15

Last day to [apply for January Graduation](#)

"Our ability to reach unity in diversity will be the beauty and the test of our civilization. "

~ Mahatma Gandhi