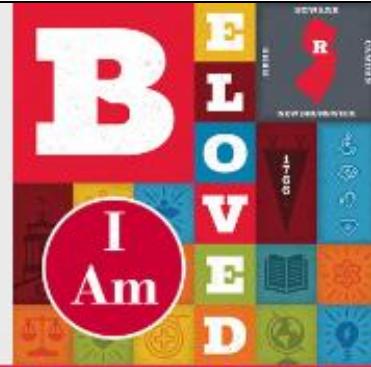




School of Management
and Labor Relations

DIVERSITY, EQUITY & INCLUSION NEWSLETTER

JANUARY 2022



The SMLR-DEI committee is excited to bring you our 1st newsletter!

In the spirit of building a stronger community and showcasing the many talents of our diverse faculty and staff, each issue will highlight SMLR activities that address inclusion, equity, or justice in the workplace. We will also have a “get to know our SMLR community” section; in this issue, we spotlight two DEI committee members (Carlos Flores and Jasmine Feng).

We plan to distribute our DEI newsletter every other month. If you would like to showcase your DEI research or event in an upcoming newsletter, please contact **Ludine Daux** (ludine.daux@rutgers.edu). We also invite you to contact us if you would like to be featured in the Faculty and Staff Spotlight. We hope you enjoy reading about our awesome faculty and staff helping SMLR achieve its DEI Vision:

In support of Rutgers' strategic priority of building a more diverse, equitable, and inclusive community, SMLR is committed to recognizing, addressing, and eradicating racism and all forms of oppression. We will be a welcoming place that values and promotes diversity, provides equitable access to all opportunities, and provides an affirming environment for all faculty, staff, and students. We are united in our pursuit to be a place where we can all thrive in our work/learning and feel a sense of respect and belonging.

DEI in Action

Minor in Disability Studies possible for 2023 at Rutgers

Continuing Rutgers' efforts to build an inclusive community, faculty, and staff across several departments have collaboratively created a minor in disability studies. The initial course offering for the program, Introduction to Disability Studies, was open for enrollment for the first time this fall. If all goes according to plan, beginning in the 2023 academic year, students will be able to minor in disability studies that will focus on research and education surrounding people with disabilities, by completing 4 required courses and electives chosen from more than 40 existing courses. Professors Lisa Schur and Douglas Kruse have been part of the university-wide committee developing this minor. Professor Schur created and taught the introductory course for the minor, which is designed to attract a wide variety of students from across the university.

Faculty & Staff Spotlight

Get to know our SMLR Community



Jie (Jasmine) Feng

Assistant Professor, Human Resource Management Department

What do you enjoy about your role?

The intellectual freedom to research and teach is undoubtedly the thing I enjoy most about my role. I am excited about conducting research with like-minded professors from around the world, seeking scientific evidence, and solving real-world management problems faced by business leaders, policymakers, and entrepreneurs.

Alongside the freedom to conduct research, I also greatly enjoy teaching and learning from my students, who have diverse backgrounds, research interests, and ways of thinking, and who are oftentimes smarter and cooler than me. Seeing how they learn and develop, the novel angles they take, and how the impact of my teaching can extend beyond the classroom, can be highly stimulating.

What is your cultural or ethnic background and how has it shaped your work/career?

I was born and raised in Xi'an, an important birthplace of the ancient Chinese civilization and traditional culture. The Chinese culture and philosophy of harmony, humility, and respect have greatly influenced the way I work with colleagues and students. My cultural background also naturally sparks my interest in research topics like how Chinese business leaders and entrepreneurs manage their firms, employees, and their own careers.

What is your favorite comfort food or meal? Does it reflect your culture?

Hotpot absolutely tops the list of my favorite foods. This traditional Chinese dish is prepared with a pot of simmering seasoned soup stock heated via induction or flame and centered in the middle of a round table. Once the broth is boiling, people start to dip their food of choice in it and eat together. Hotpot certainly reflects the harmony and community culture that Chinese society has long valued. With a large variety of choices for the broths (i.e., the pot can be divided into many parts), food, and dipping sauces, hotpot caters to almost everyone's preference of food/flavor. Hotpot also provides a bonding experience for family and friends as it enables everyone to have the chance to help themselves and serve others. I was pleasantly surprised to find when I first moved here that there are quite a few authentic hotpot restaurants around Rutgers!



Carlos A. Flores

Career Management Specialist

What do you enjoy about your role?

What I enjoy most about my role is being able to be a support for students and help them achieve their professional goals. It is exciting to see students grow in their skills and self-confidence as they navigate the world of work. I also enjoy working with my colleagues at SMLR and across the university to develop new and innovative programs that can further support students in the pursuit of their goals.

What is your cultural or ethnic background and how has it shaped your work/career?

My parents were born and raised in Puerto Rico and I was born in New Jersey. I consider myself Latino or Latinx. Growing up, I was immersed in my Puerto Rican culture through

language, food, music, and traditions that I engaged in with my family. A major value that was instilled in me from a young age was the importance of helping others, which led me to a career supporting college students reach their career goals. I am also a first-generation college student. Being the first in my family to go to college has influenced how I approach my work advising students. One of my main goals in advising is to provide students with information that they can use to make informed career decisions, recognizing that not all students have access to the same kinds of information or support as they navigate college and career.

What is your favorite comfort food or meal? Does it reflect your culture?

One of my favorite comfort foods is arroz con gandules, which is a traditional Puerto Rican dish of rice and pigeon peas. I used to eat it growing up all the time and now my family members make it for family get-togethers and special occasions.

Cultural Competencies Lunch-n-Learn Recap

On November 30, 2021 our very own Dr. Lawrence Houston, HRM faculty member, led 35 people in a discussion on “Developing Cultural Intelligence: Working Effectively Across Cultures.” During this session, we learned that cultural intelligence, also known as CQ, is the capability to function and relate effectively in culturally diverse situations. In just one hour we had the opportunity to think about the cultural challenges we face in our respective roles, had a lively discussion about how low cultural intelligence can lead to unintended consequences and be harmful to the community at large as well as your own organization, and reviewed a series of statements aimed at helping us think about our cultural value differences at a deeper level. We received great feedback from this session, with several participants indicating that the information was very helpful in getting them to think about how to improve their own practices and understanding moving forward.

We're looking forward to expanding our own CQ as we continue to learn from one another!

Stay Informed: Updates & Announcements

Recognize one of your staff colleagues' excellence and achievement within our school community by completing the [SMLR staff recognition form](#). The Dean's office will formally recognize these individuals later in the semester.

Are you interested in professional development? Have you identified an opportunity? You can [request coverage of professional development expenses](#) by the SMLR Dean's Office.

Check out our DEI Resources

School of Management and Labor Relations Diversity, Equity, and Inclusion Committee