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*“Prejudice is a burden that confuses the past, threatens the future and renders the present inaccessible”*  
Maya Angelou

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## PARTICIPANT SPOTLIGHT



**DR. SUNEJ HANS**

Dr. Hans is a Full Professor of Chemistry who earned her Ph.D. in Organic Chemistry from the City University of New York. Following her graduation, she undertook a postdoctoral fellowship at Brookhaven National Lab (BNL) and worked as a Research Scientist at BNL for two years. At BNL, she contributed to international projects such as the “Daya Bay Antineutrino Experiment” in China and “SNO+” in Canada.

Dr. Hans focuses her research on synthesizing metal-loaded liquid scintillators, characterizing them, and conducting stability testing. Since 2014, she has been mentoring students under the CUNY Research Scholar Program (CRSP). She participated in the DOE-sponsored program “Visiting Faculty Program” from 2015 to 2017, taking some of her students on paid internships to BNL.

In 2020, Dr. Hans joined P-CoC, serving as the Committee Officer of the Education Program Committee in 2021. She joined P-CoC to continue empowering persons of color in their educational endeavors.

## HOW TO PROMOTE RACIAL EQUITY IN THE WORKPLACE

The problem of racism in the workplace can be effectively addressed with the right information, incentives, and investment. Corporate leaders may not be able to change the world, but they can certainly change their world. Organizations are relatively small, autonomous entities that afford leaders a high level of control over cultural norms and procedural rules, making them ideal places to develop policies and practices that promote racial equity

### 1. Problem Awareness

Many executives point to their organizations’ commitment to diversity as evidence for the absence of racial discrimination. However, it is important to recognize that even seemingly “race neutral” policies can enable discrimination. Many studies in the 21st century have documented that racial discrimination is prevalent in the workplace, and that organizations with strong commitments to diversity are no less likely to discriminate. In fact, research by Cheryl Kaiser and colleagues has demonstrated that the presence of diversity values and structures can actually make matters worse, by lulling an organization into complacency and making people of color more likely to be ignored or harshly treated when they raise valid concerns about racism.

### 2. Root-Cause Analysis

Racism can have many psychological sources—cognitive biases, personality characteristics, ideological world-views, psychological insecurity, perceived threat, or a need for power and ego enhancement. Understanding an ailment’s roots is critical to choosing the best remedy.

### 3. Empathy

There is a difference between sympathy and empathy. Many White people experience sympathy, or pity, when they witness racism. But what’s more likely to lead to action in confronting the problem is empathy—experiencing the same hurt and anger that people of color are feeling. People of color want solidarity—and social justice—not sympathy, which simply quiets the symptoms while perpetuating the disease.

### 4. Strategy

Most actionable strategies for change address three distinct but interconnected categories: personal attitudes, informal cultural norms, and formal institutional policies.

Fairness requires treating people equitably—which may entail treating people differently, but in a way that makes sense.

### 5. Sacrifice

Many organizations that desire greater diversity, equity, and inclusion may not be willing to invest the time, energy, resources, and commitment necessary to make it happen. Actions are often inhibited by the assumption that achieving one desired goal requires sacrificing another desired goal

#### Source

<https://hbr.org/2020/09/how-to-promote-racial-equity-in-the-workplace>

## RECENT EVENTS

### Improving From The Better

*Education Program Team, Support & Advocacy Team*

The event was held on Sunday November 19 2023

at Marriott Hotel, 5 Executive Boulevard, Yonkers, New York, USA, 10701

The primary goal was to inspire a commitment to ongoing improvement. Discussions revolved around the valuable lessons learned during our journey towards promoting equitable coexistence in our communities. The event’s theme drew inspiration from the words of Maya Angelou: “Do the best you can until you know better. Then, when you know better, do better.”

## ANNOUNCEMENTS

### Annual Board meeting

We are excited to announce our upcoming Annual Board Meeting scheduled for Monday December 11th at 7:15 PM. Your presence is highly encouraged as we will be presenting the year's activities and financial reports. Separate email with the meeting details and access link to come. Looking forward to your attendance!

### Hispanic Heritage essay Contest Prize Winners

College category: 1st Prize: Aubriana Isabella Medina, California Polytechnic State University.

K-12 Category: 1st Prize: Student of the Charter School of Educational Excellence, Yonkers, NY. Class: 5-208.

2nd Prize: Student of the Character School of Excellence, Yonkers, NY. Class: 4-204



### Essay and Art Competition.

Join the MLK Breakfast Committee of Hastings On Hudson at the 12th Annual MLK Breakfast on January 15, 2024, honoring Rev. Dr. Martin Luther King Jr. Students can participate in an essay or art competition reflecting on peace in today's world. Submit entries by January 5, 2024, and winners will be featured at the event and awarded \$100 gift cards. Contact [MLKBreakfast@Hastingsgov.org](mailto:MLKBreakfast@Hastingsgov.org) for more information.

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Racial Inclusiveness



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### P-CoC Inc Mission

A professional charity society laser-focused on race and color equity for persons of color, supporting ethnicity, cultural expression, fair treatment, and education for all

Contact PR Team at: [pcocrelations@pcoc.org](mailto:pcocrelations@pcoc.org)