



FAMILY SCIENCE & HUMAN DEVELOPMENT

Department Newsletter

MARCH 2024

Inspire Inclusion on March 8

As we celebrate International Women’s Day on March 8 with the theme “Inspire Inclusion,” we envision a world where gender equality is not a distant dream but a tangible reality. It’s a world where biases, stereotypes, and discrimination are relics of the past, and diversity, equity, and inclusion are the cornerstones of society. In this world, differences are not only accepted but celebrated, and every individual has the opportunity to thrive, regardless of gender.

Together, we have the power to shape this vision into a reality. By uniting in our commitment to women's equality, we can break down barriers and create a more inclusive world for all. Through collective action and advocacy, we can inspire meaningful change and drive progress towards gender parity.

International Women's Day serves as a powerful platform to amplify our voices and raise awareness about the challenges women continue to face worldwide. It is a day to celebrate the achievements of women, past and present, and to recognize their invaluable contributions to society (see the influential women we’ve highlighted on page 2). It is also a call to action, urging individuals and communities to confront discrimination and advocate for gender equality in all aspects of life. ■

New Writing Center Enriches Skills

The Family Science and Human Development Department proudly introduces the FSHD Writing Center.

Open to all FSHD majors and minors, the goal of the Writing Center is to provide our students with resources and guidance on APA formatting, revising papers, and developing ideas and writing skills. Most importantly, we want students to achieve a better understanding and confidence in their writing abilities.



Mary Healy



Jackie Keenoy

The center is coordinated by our two Graduate Assistants, Mary Healy and Jackie Keenoy, who are offering scheduled hours in person and online, as well as drop-in visits. Any FSHD students who are interested in seeking guidance or support to strengthen their writing skills are encouraged to make an appointment.

Scan the QR code or click [this link](#) to access the Google calendar and find available appointment times! ■



Department Chair’s Corner

The Spring semester is actively buzzing, as work increases on the upward trajectory that we are all so familiar with by now. It is *full steam ahead* till the end of the semester, which is a mere 8-ish weeks away. But before that comes a week of potential respite. Spring break is just around the corner, and I know for many of us, we could all use a break right about now.



Dr. Lyndal Khaw

However, being in FSHD - this field where we are constantly looking out for others - I also know that many of us don’t know how to take a break. Our students, staff, and faculty are operating in a world where we often put the needs of others ahead of our own, and many in our community are juggling those needs not only in our professional lives but in our personal ones too. As a mom of four young children, I can most certainly empathize; spring break has always been my go-to week to “catch up on things,” and not the rest and relaxation that the

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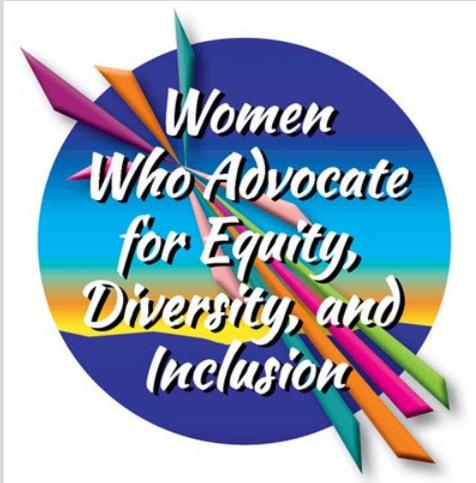
DATES TO REMEMBER

- March 1**
FSHD Summer Internship registration form due
- March 11-17**
Spring Break - no classes
- March 29-31**
Easter Break - no classes
- March 30**
Last day to declare Pass/Fail
- April 5**
Fall Registration Begins

Social Justice Initiatives

Women's History Month Underscores DEI

As we delve into National Women's History Month in March, the 2024 theme, "Women who Advocate for Equity, Diversity, and Inclusion" resonates deeply in our evolving societal landscape. This theme not only celebrates the remarkable contributions of women but also underscores the vital role they play in fostering a more equitable and inclusive world.



While DEI (diversity, equity and inclusion) is the latest catch phrase, women from diverse backgrounds have long recognized the inherent flaws in systems that perpetuate bias and discrimination. Their collective understanding that true equality and justice can only be achieved on a level playing field has been a driving force behind their advocacy efforts. Whether in the realms of education, business, or policymaking, these women tirelessly champion fairness and inclusivity in all aspects of life.

While we honor the women in our communities and organizations during this month, we reflect on their contributions and commit to supporting their ongoing efforts. By recognizing and amplifying their voices, we reaffirm our collective commitment to building a world where equity, diversity, and inclusion are not just ideals but lived realities for all. ■

These Women Famously Fought for Equality

Women have been fighting for equality and better representation for centuries. This is just a handful of the influential women who have championed the cause.

Sojourner Truth (1797-1883) an abolitionist who became the first Black woman to win a custody court battle against a white man, and recover her son from slavery.

Susan B. Anthony (1820-1906) a powerful social activist who introduced the 19th amendment giving women the right to vote.

Ida B. Wells (1862-1931) a teacher and investigative reporter who documented lynchings and racial violence, and became a founding member of the NAACP.

Simone de Beauvoir (1908-1986) an outspoken French philosopher and writer whose most influential work, "The Second Sex," was written in 1949 and helped pave the way for modern feminism.

Dolores Huerta (b. 1930) a civil rights activist who founded the United Farm Workers of America to fight for the rights of farmers and agricultural workers.

Ruth Bader Ginsburg (1933-2022) an attorney who fought laws that discriminated against women, and used her Supreme Court seat to change the course of history.

Gloria Steinem (b. 1934) a social activist and journalist, and

a prominent leader in the feminist movement and helped launched "Ms." magazine.

Audre Lorde (1934-1992) a revolutionary poet and feminist whose works explored racism, women's rights, lesbian relationships, and homophobia, and created a more inclusive feminist movement.

"Sí, se puede."

"Yes, it is possible."

- Dolores Huerta

Marsha P. Johnson (1945-1992) and **Sylvia Rivera** (1951-2002) transgender activists who played prominent roles in the Stonewall Uprising and fought to include transgender people in the gay rights movement.

Malala Yousafzai (b. 1997) a staunch advocate for female education who won the Nobel Peace Prize at age 17 after surviving a Taliban assassination attempt. ■

Source: [BusinessInsider.com](https://www.businessinsider.com)

Social Justice Initiatives

DEI Resources for Montclair Students

Through student-focused education, advocacy and engagement, the university's [Office for Social Justice and Diversity](#) supports the community in building and enhancing an inclusive campus climate.

The **Women's Center** maintains a comprehensive list of resources and hotline numbers for issues such as parenting, self-help, domestic violence, substance abuse, etc. Click [here to view](#).

The **LGBTQ Center** offers discussion groups for students:

A-Space - A weekly discussion group for students in the asexual community, identifying as asexual, aromantic, demisexual, etc. This group provides support and friendship in an open and caring environment.

Tuesdays, 1:30-2:30 p.m., Student Center Room 417

Beyond Binaries - A weekly discussion and support group for bisexual, pansexual, omnisexual, fluid, intersex, nonbinary, gender non-conforming, two-spirit, queer, or questioning students. This group provides support and friendship in an open and caring environment. Wednesdays, 4-5 p.m., Student Center Room 417

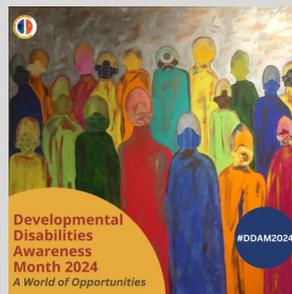
Women's Group - A meeting space for lesbian, bisexual, queer, and questioning cis and trans women. Come hang out in a relaxing, safe space with other queer women at Montclair State. This group is trans-inclusive so anyone who identifies as a woman may attend, regardless of sex assigned at birth.

Bi-Weekly on Wednesdays, 3-4 p.m., Student Center Room 417

Find [more information here](#). ■

A World of Opportunities

Every March, Developmental Disabilities Awareness Month shines a spotlight on the strength and diversity of communities in which people with and without disabilities come together to create an environment where everyone, regardless of ability, has the chance to thrive and succeed.



This year's theme, "A World of Opportunities," celebrates the potential of every person, and emphasizes the importance of collaborative efforts in removing barriers to inclusion. It is also a call to action for individuals, organizations, and communities to come together in solidarity, and work toward a world where all people have equal access to opportunities and resources.

Together, we can create a society that values diversity, promotes inclusivity, and empowers individuals with developmental disabilities to reach their full potential. Let's build a world where every door is open, every voice is heard, and every individual can contribute meaningfully to their community. Simply put, "A World of Opportunities" can become a reality for all. ■

we still do not have guaranteed paid sick leave or paid maternity leave, unlike other developed counterparts. Taking time off for our personal needs and self-fulfillment is simply not second nature to us, and that mentality needs to change.

fun, and that is to read for fun. (Here is a sad fun fact: the last book I read in its entirety for fun was "The Testaments" by Margaret Atwood, and that was pre-Covid times!) I sometimes look longingly at my growing Amazon wish list of books I really want to read but haven't had the time, motivation, or energy to get to yet. Something else always comes up that takes my priority and attention.

What is it about taking a break that we seem to have such trouble with? Anytime I teach about work and families, I always bring up this other fun fact: the U.S. is the 7th hardest working country among developed nations in the world (Organization for Economic Cooperation and Development, 2021) and mind you,

So my point is this: whenever possible, take a break and do it right. Because you work hard and you have most certainly earned it. I wish you luck as you find some great ways to take a break and keep your needs and health in check. Fill that cup, as the saying goes.

Now where did I put that Amazon wish list? ■

Department Chair's Corner

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week supposedly brings.

For folks in this academic community, really taking a break is definitely easier said than done. Think of the last time you did something fun and fulfilling for yourself. Depending on what "fun and fulfilling" means to you, maybe you took a relaxing trip, bought something nice for yourself, had a quiet day, slept in, treated yourself to a delicious meal, spent time with your family and friends. For me, the hustle and bustle of my daily grind has hindered me from doing the one thing I've always loved doing for

Career Advancement

Spring 2024 Career and Internship Fair

Are you ready to launch your career with a full-time job or gain valuable experience with an internship? Don't miss the upcoming Career and Internship Fair hosted by the Office for Experiential Education and Career Connections.

Wednesday, March 27
1:00 - 4:00 pm
University Hall 7th floor

You will have the opportunity to network with dozens of employers who are ready to hire. Bring plenty of resumes and your MSU ID. Registration is required through [Handshake](#). ■

MA in Educational Leadership among Best in Nation

Montclair boasts one of the best online **Master's in Educational Leadership** programs in the nation, according to a new survey released by *U.S. News & World Report*. The fully-online MA program is ranked #15 in the nation and #1 in New Jersey. Students aspiring to be school leaders and administrators in K-12 districts can achieve a standard NJ Supervisor, Principal or School Administrator Certificate in as little as two years. For more information, visit the [program website](#). ■

Career Corner

With a degree in Family Science and Human Development, you can pursue a career as a...

Substance Abuse Prevention Counselor

A Substance Abuse Prevention Counselor plays a crucial role in helping individuals and communities address and prevent substance abuse issues through education, counseling, and community engagement. Primary responsibilities of a professional in this role could be to:

- Educate individuals, families, and communities about the risks and consequences of substance abuse through workshops and awareness programs.
- Assess individuals for risk factors associated with substance abuse, develop intervention/treatment plans, and monitor progress.
- Offer individual and group counseling sessions to those struggling with substance abuse issues.
- Develop and implement prevention programs in schools, workplaces, and community settings.
- Collaborate with law enforcement, healthcare professionals, and community organizations to design and implement intervention strategies for at-risk populations.

A bachelor's and/or master's degree would be needed, and some positions may require certification as a substance abuse counselor or prevention specialist. ■



CCHL CAREER & INTERNSHIP SERVICES

March Workshops

INTERVIEW SUCCESS STRATEGIES
Tuesday, March 5, 2024 10:00am - 11:00am Virtual

CRAFTING YOUR RESUME
Thursday, March 21, 2024 11:15am - 12:15pm ADP Center 1143

PREPARING FOR YOUR INTERNSHIP & JOB SEARCH
Monday, March 25, 2024 6:00pm - 7:00pm Virtual

RESUME DROP-IN HOURS (EVERY WEEK)
Tuesdays 10:30am - 12:00pm Virtual
Thursdays 1:30pm - 3:00pm In-Person UH 1180

UNIVERSITY-WIDE SPRING CAREER & INTERNSHIP FAIR
WEDNESDAY, MARCH 27, 2024
1:00PM TO 4:00PM
UNIVERSITY HALL, CONFERENCE CENTER

Log into handshake to register for workshops. Click "Events" in the upper left-hand corner. In the search bar type "CCHL" for our full list of workshops and then sort the list by "date."



Dr. Rebecca Madson successfully defended her dissertation, "The Impact of the COVID-19 Pandemic on Undergraduate College Students," to earn her PhD in Family Science and Human Development. She was all smiles with her Committee Chair, Dr. Chih-Yuan Steven Lee. Congratulations to Rebecca, who is an FSHD adjunct professor and a great role model for our undergrads.

Student Spotlight

Nadine Verna

Nadine Verna is a doctoral student in the Family Science and Human Development [PhD Program](#), planning to graduate in Fall 2024. She is also an adjunct professor, teaching FSHD courses to our undergraduate students.

Her story: I selected Montclair State University for my PhD because of the accessibility of professors, several of whom I engaged with before I even started the program. In addition, I knew the FSHD program would provide me with a unique learning experience due to the diversity of the students.



Her Path: My dissertation will explore how adolescent Black girls have made meaning of Black Lives Matter and Me Too, as well as how they have connected the work of these movements to their experiences in multiple contexts. I have received two grants from the Nonprofit Professionals of Color Collective and the Grunin Foundation to support my research. Last fall, I was selected to present this topic at East Carolina University's Emerging Scholars Symposium.

Her Plan: Upon earning my PhD, I am interested in opportunities in higher education, government, and/or research institutes.

Her Thoughts: "Look for opportunities to not only connect to faculty and students in the department but also scholars and professionals in the community. This practice will enhance your learning and make your perspective more rich. Engagement with others can also lead to additional resources, development, and support." ■

Our Achievements

Dr. Gerry Costa is part of a five-person team editing a soon-to-be published book, *Two Perspectives, One Child: Unifying the Pyramid Model and Infant Mental Health*. He authored one chapter, co-authored a second, and is primary editor of seven chapters. The volume represents the collective effort of 30 authors working together since 2018 to forge a deeper understanding and integration of work in the Infant and Early Childhood Mental Health (IECMH) and Pyramid Model frameworks. ■



Congratulations to our January 2024 FSHD Graduates!

| | |
|--------------------------------|----------------------------|
| Abudabour, Janine | Joseph, Ariel L. |
| Acevedo, Kaliah F. | Larsen, Mia R. |
| Almiron Castillo, Giannella M. | Loeffel, Meghan C. |
| Andrews, Melissa | Martin, Yvette S. |
| Araque, Diana A. | Maslag, Regina M. |
| Arriaza, Jocelyn | Peralta, Annie |
| Bertani, Kaylee M. | Phillips, Elizabeth B. |
| Borowiak, Sylwia | Pierce-Harris, Catina |
| Botjer, Emma J. | Pinter, Kaylee E. |
| Brizek, Hannah M. | Sabogal-Grisales, Stephany |
| Camano, Leslie E. | Salgado, Josilyn J. |
| Charneco, Iris | Schwartz, Samantha M. |
| Defabritus, Olivia E. | Solano Abarca, Dayannarah |
| Disla, Rafael A. | Tejeda, Madeline M. |
| Germinario, Michelle N. | Watson, Diaine D. |
| Gonnella, Allison M. | Yagui, Sounmy M. |
| Hastrup, Emma R. | |

Family Science and Human Development

University Hall 4144

(973) 655-4171 ■ FSHD@montclair.edu

[FSHD Website](#)

Dr. Lyndal Khaw, Chair

Lisa Mills, Newsletter Editor



@fshdmontclair



@ Family Science & Human Development at Montclair State University