

To: President Gitenstein
From: Jacqueline Taylor and Rob McGreevey, CSPP Co-chairs
Re: Campus Diversity Statement
Date: May 14, 2018

This memo summarizes the process by which the attached Campus Diversity Statement was developed. During the 2017-2018 academic year, the Campus Diversity Council developed this statement after first seeking guidance from CSPP. The council then collected testimony from the faculty and staff senates as well as the student government. CSPP approved the final statement, dated April 7, 2018, and asked the council to forward it to the president's office. As a statement, rather than a policy, the Campus Diversity Statement reflects the current consensus among stakeholder groups, but can be changed at any point in the future. Should you accept this statement as recommended, it can be shared with the Board of Trustees as an information item.

Campus Diversity Statement

Changes made at meeting by CDC based on campus testimony

4/7/2018

The campus community of The College of New Jersey is composed of people with diverse backgrounds, perspectives, and experiences. Given the increasing diversity of the population of the United States and the cultural effects of globalization, we must continually build upon our efforts to ensure that all perspectives can be expressed. Our commitment to inclusiveness means that the campus community will constantly evaluate college policies, procedures and practices to remove those barriers that may affect our ability to be a welcoming and safe environment.

We commit to treating each other with civility and respect, and working together in a spirit of fairness and cooperation. Our individual commitment to inclusiveness requires that each of us becomes aware of our own assumptions about human behaviors, biases, preconceived notions and personal limitations. Collectively, we will have honest, yet respectful, discussions regarding different points of view pertaining to values and cultural issues. In our individual spheres of influence, we will engage in dialogue, activities, gatherings and conversations to ensure that we live out our commitment to inclusiveness. When we inspire those within our circles of influence to promote the importance of inclusiveness, we are poised to influence not only our campus, but also our local, national, and global communities.