Campus Diversity Council

Minutes

Meeting of April 3, 2019 1:30 p.m.

Kendall Hall 134

Present: Ryan, Tillett, Trahan, Johnson, Grant, Hall, Harris, T., O’Brien, Cintron-Burch, Haughton, Morrison, Audain, Singer, Swift

Absent: Cruz, Hall, Harris, L.

1. Don Trahan gave report on upcoming consultant, Damon Williams, who will be visiting campus to conduct research to advice office of DEI.
2. Morrison raised issue of Honors students receiving priority registration and indicated that Diversity Council would be receiving letter.
3. Swift suggested that members of Diversity Council take a tour led by a college Ambassador to see how prospective students are introduced to campus.
4. Most of meeting was devoted to discussing reports of subcommittees on areas about which Diversity Council should consider issuing Memoranda to Steering for potential charges. The following reports were discussed: Facilities (Tillett and Grant); Curriculum (Morrison); College Policies (Johnson). See attached for specific areas and recommendations.

Action Items:

Remaining subcommittees should meet to discuss other areas.

Ryan and Tillett will check on specific wording for memoranda to Steering.

Campus Diversity Council

Subcommittee Meeting (Tieka Harris; Jamal Johnson; Victoria Swift)

March 15, 2019

**Campus Policies**

*What campus policies need to be addressed from a lens of diversity, and potentially changed?*

* Parking – costly and cost-prohibitive for low-income students
* Course practicums/student teaching/internships – require wardrobe, transportation, lesson planning materials
* Study abroad – application fees; cost of passports and visas; knowledge of processes
* Graduation – application fees; late application fees; graduation regalia; commencement; senior week ($300)
* Club sports, honor societies
* Greek life – isolating, social opportunities
* Welcome week – costly
* Course requirements – separate from tuition, fees, and books; i.e. attending off-campus productions; materials for developing images for photography majors; materials for art majors; computer software materials “recommendations” for IMM majors
* Compliance – handicapped bathrooms; gender neutral bathrooms 🡪 inclusivity regarding differing abilities
* Use of preferred pronouns for students in classes
* Allowing CCS students to dorm on-campus – currently isolated in TSC housing
* Calendar design – some holidays/holy days prioritized over others (Yom Kippur vs. Good Friday)
* Conversation has to go beyond just Pell-eligible students
* Enrollment fee
* Needs-based scholarship policy (loss of scholarship if GPA is not at certain level; need vs. merit)
* Diversification of staff in Student Affairs; needs diversity of thought

*Outstanding Questions*

* What is the experience of international students with TCNJ policies?
* What mentoring is available for international students? How does that impact retention?
* What is the student conduct policy?
* Are there enough different types of meal plans available to accommodate all students?
* What is the training for new faculty? What is “teaching excellence”?
* How do students’ letters of accommodation translate into the conduct process?
* How are students with accommodations supported in the workplace, for on-campus jobs?

**Campus Diversity Council (CDC)**

**Subcommittee on Curriculum and Diversity, Equity and Inclusion**

**Meeting Notes**

Objectives:

**1.** Send a recommendation to the Steering Committee requesting a charge for the Committee on Academic Programs to work with the CDC (and perhaps the Liberal Learning Program Council) to develop a recommendation for how all students – early on – will be educated about DEI in society, on campus, and within the academic disciplines, in a manner that is not delegated to a few courses or departments of faculty members. Rather, it should be built into the very fabric and culture of TCNJ’s curricula.

Perhaps CDC should frame the problem with research on the current scope of courses with a DEI perspective, including in majors and liberal learning, and the lack of equity in current faculty teaching responsibilities in courses that directly address DEI.

Or perhaps such research should be part of the charge.

**2.** Make recommendations for using evidence-based pedagogy that is inclusive of all learners :

Draft a strong advocacy document for increased support for faculty development efforts around DEI in the Center for Excellence in Teaching and Learning; collaborate with the CETL Director, Brenda Leake. Target : Provost, CSPP.

**3.** Establishment of a DEI teaching award.

**4.** Offer a syllabus workshop to new faculty hires in August.

**5.** Make guidance on universal design in the classroom more readily available to the faculty.