

# TCNJ CAMPUS DIVERSITY COUNCIL

April 1, 2020 ❖ Google Hangout ❖ 2-3pm

## AGENDA

1. Update from SG representatives
2. Meet the new VP: James Felton, III
3. Follow up on the meeting with Steering
4. [Dr. Williams' DEI Guidance on COVID-19](#)
5. Final Thoughts

## ATTENDEES

Kerri Thompson Tillett  
Maurice Hall  
Tieka Harris  
Marvin Carter

Jamal Johnson  
Joe O'Brien  
Uyên Vu  
Elizabeth Wood

## ABSENT

Steve Singer  
Nicholas Nesh  
Mekala Audain  
Waheeda Lillevik  
Victoria Swift

## MINUTES

- Update from SG representatives
- Meet the new VP and Q&A with James A. Felton III
  - Dean Hall: “do you have particular goals for professional staff, especially building services and the like?”
    - Employee resource groups, i.e., social identity resource groups
    - Representation is important, but so is empowerment of voices

- “Listening posts” for key identity groups to tie their needs and concerns into Governance and Cabinet level decisions
- Professional development opportunities for all levels of staff; Intercultural Development Inventory assessment
- Dean Hall: “What is your initial perception of how you’d like to use CDC?”
  - Crafting Strategic Diversity Plan & defining Inclusive Excellence
    - setting up listening sessions, identifying stakeholders
  - Auditing all college policies and procedures with an equity lens; identify strengths and gaps
  - support existing work and programs and increase CDC’s visibility
- Jamal Johnson: “how will you balance the meetings and such with the scope and depth of projects you are planning?”
  - Rely on strong existing DEI team, as well as allies across campus; don’t duplicate efforts and support others’ sharing the load
  - Build capacity intentionally; lay infrastructure to support future growth as a division
- Christofer Moreira: “is it feasible for students to complete some kind of online exam/training prior to matriculation?”
  - currently looking into online diversity curriculum options for freshman
  - planning additional programming for welcome week and possibly FSPs
- James to CDC: “what is TCNJ doing well on DEI and where can TCNJ improve”
  - Marvin: more focus on “inclusion” is positive, good conversations on it, but still seeking a definitive answer
  - Jamal: from 1997 to now, recruitment of diverse students has increased very intentionally - still a ways to go, but good work is being done even when it’s less than visible
  - Tieka: echoes notion that some key areas of diversity work is undersold, or sold inaccurately; e.g., EOF has been lumped as “the diversity” department which obscures the actual, specific work they’ve excelled at
- Follow up on the meeting with Steering

- Presented to Steering re: recommendations for DEI integration into Governance
- Kerri was pleased with Steering's reception, but some revisions needed
  - VP for EI should be on Steering and CSPP
  - VP for EI's designee to serve on CSCC
  - Decide on whether CDC will be more nimble planning council or more integrated committee; balance between breadth and depth
- Jamal asks what the necessity of CDC would be were VP for EI to be so integrated into key Governance committees
  - Dean Hall suggests that quantity of views is a quality all its own; having more specialized expertise focused deeply on DEI issues will only benefit James' role on other committees
  - Kerri says it is a matter of depth and width; James being on CSCC, CSPP, and Steering provides width across key committees, while CDC can provide depth on particular issues
  - Jamal suggests that if VP for EI will be on CSCC, CSPP, and Steering, they should be on CAP also; Kerri and Dean Hall concur
- [Dr. Williams' DEI Guidance on COVID-19](#)
- Final Thoughts