

# TCNJ CAMPUS DIVERSITY COUNCIL

12/2/2020 ❖ Zoom/Google ❖ 1:30 – 2:50pm

## AGENDA

1. Update on student issues from SG representatives
2. Round-table updates
3. Presentation - Office of Admissions (Lisa Angeloni and Grecia Montero)
4. IGD Update
5. Police Audit - Approach
6. BLM - Discussion with the campus community

## ATTENDEES

James Felton  
Maurice Hall  
Alekhya Madiraju  
Elizabeth Wood  
Tieka Harris  
Victoria Swift  
Jamal Johnson

Joe O'Brien  
Kerri Thompson Tillett  
Waheeda Lillevik  
Aniefre "Eddie" Inyang  
Lisa Angeloni  
Grecia Montero

## ABSENT

Nicholas Nesh  
Mekala Audain

## MINUTES

- Update on student issues from SG representatives
  - No substantial updates; last committee meeting prior to Thanksgiving
  - A few committee members willing to work over winter break
- Round-table updates
  - Tieka Harris reports hiring of new assistant director: Khayriy Tilghman

- Presentation - Office of Admissions (Lisa Angeloni and Grecia Montero)
  - Two type of admissions demographic data:
    - IPEDS - national clearinghouse, used for government purposes
    - Common App - self-reported demo data of students, used to report internally to stakeholders and perspectives
      - gender, sex, race, ethnicity, military status, language, first gen, etc.
  - Reporting to Campus Community
    - working with IT to develop demographic dashboards by class year
    - appear on main TCNJ page, along with Inclusive Excellence and Institutional Effectiveness
    - “Self-Identification via the Common App”
  - Challenges
    - Students with “nested” or multiple racial/ethnic identities influence percentages of their respective groups
      - Students who identity as “black” only represent 5% of students, but students with “black” and another identity bring this up to 9%
    - Applications and admissions of diverse students has increased, but yielding them remains a challenge - primarily financial
    - Finite dollars to go around as scholarships, move from merit to need
  - Recent changes
    - SAT optional
    - EOF pool increased
    - Waived application fees in urban districts
  - Comments/Questions
    - Dean Hall recommends admissions work closely with academic leadership (Deand and Chairs)
      - self-reflect actively and vocally
    - Alekhya, an Ambassador, shares how black students ask “why should I come to TCNJ rather than a HBCU?” and their struggling to answer

- Jamal: if a student is interested in an HBCU, they are probably not interested in TCNJ
      - Ask “do you want diversity, or do you want comfort?”
    - Dean Hall, a Howard alum, distinguishes between a school that is culturally white and a school that is demographically white
      - Lisa notes that recent demands and conversations is actually heartening, since it shows that TCNJ culture is not static
  - Jamal points out that there are key schools, especially urban, where schools are simply not recruiting, or not even aware of
    - Not all diverse students are urban or low-income; recruiting efforts need to recognize and pursue this pool (Rahway, Woodbridge, Linden, Cherry Hill)
  - Kerri reminds us that students of color are aware of this lack, and of TCNJ’s tendency to view black = urban
  - Jamal wonders if there isn’t a bias towards overstating TCNJ’s cultural/demographic challenges
    - Grecia notes that other, major institutions are actually envious of the work TCNJ has done in this realm
  - Waheeda, who has taught globally, advises that we focus on the student experience, particularly in terms of multicultural exposure
- IGD Update
    - WILL DISCUSS NEXT MEETING
  - Police Audit - Approach
    - Extended meeting in January 2021 to discuss?
  - BLM - Discussion with the campus community
    - Faculty Senate memo(s)
      - Uncertain where the impetus for these particular memos or their content originated; good will, but out of left field
      - Anti-racism ≠ Campus Diversity ≠ Equity & Inclusion

- Waheeda believes this memo to have been thrown together and internally inconsistent
  - Want to empower CDC/new committee, but not work with it
  - Scope of proposed committee is sprawling and indistinct
- James wonders if we should bring in the subcommittee that drafted the memo to discuss its intentions and implications
  - Kerri adds that reps from Steering should also attend
  - Anti-racism taskforce will centralize efforts and members of individual schools' anti-racism committees