

TCNJ CAMPUS DIVERSITY COUNCIL

DATE ❖ Zoom/Google ❖ 1:30 – 2:50pm

AGENDA

1. Round robin - check in
2. Board of Trustees resolution
3. Presentation by the Director of Compliance/Privacy Officer - [Aminah Massenburg](#)
4. Policy Audit
5. Upcoming projects
 - a. Diversity Narratives
 - b. Diversity Scorecard
 - c. Intercultural Center
 - d. Inclusive Excellence Strategy (plan)
 - e. IDI

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
Aminah Massenburg
Marvin Carter

ABSENT

Nicholas Nesh
Mekala Audain

MINUTES

- Round robin - check in
 - Jamal re: EOF

- TCNJ alum Nicole Thompson's "Blackbird" now available on Amazon Prime
- list of art schools of color in NJ developed (RIP Cicely Tyson)
- EOF student recently offered 11-week CS program with Google
- Productive meeting with Dean Jervis re: DEI work, scholarships
- Joseph O'Brien
 - Marvin and Kerri will be appearing separately at Staff Senate Social Justice Council meetings
- Kerri Tillett
 - Reminder about [Black History Month programming](#)
- Marvin Carter
 - Conducted training for student Res Ed staff, also have one planned for WTSR in next two weeks
 - New senior seminar course for life, financial health, and civic engagement/activism after college; "The Adulging Seminar"
- [Board of Trustees resolution on Social and Racial Justice](#)
 - Inclusive Excellence standing committee will be of and by the BoT; VP Felton will serve as liaison to this committee, but no formal chain of command between it and CDC
- Presentation by the Director of Compliance/Privacy Officer - [Aminah Massenburg](#)
 - policy review process is multifaceted, with considerations from multiple stakeholders due to the shared governance structure
 - shared governance process refers to structures and processes through which faculty, professional staff, administration, governing boards and, sometimes, students and staff participate in the development of policies and in decision-making that affect the institution.
 - 20+ interim policies were reviewed in the last review period
 - Kerri asks how long policy process takes, on average
 - Depends; can be nearly instant depending on the need, or as long as years depending on the Shared Governance process

- Policy Audit
 - project approved by CSPP, work this year will focus on developing review template
 - Kerri wonders if policy framework (policy on policies) might have to be updated to reflect involvement of CDC
 - Anifre wonders how we can divide the policies between internal ones over TCNJ has full control, and which are entirely compliance with state law, and how our approach to either might differ
 - Waheeda notes that CDC's role would function as a required approval step for any new policies, as well as final review of revised policies; will have to manage perception of "diversity policing"

- Upcoming projects
 - f. Diversity Narratives
 - i. [Adam Mastoon](#)
 - ii. will conduct initial focus group interviews in late February
 - g. Diversity Scorecard
 - i. Damon Williams will return to help create metrics/measures by which TCNJ can assess its constituent departments
 - ii. Both campus-wide and unit-specific metrics
 - iii. Virtual meetings in spring, CDC will be invited
 - h. Intercultural Center
 - i. Construction ongoing at Roscoe West to house VP office, true space for ARC, and dedicated intercultural center
 - ii. committee being put together to gauge needs/wants/expectations for such a space
 - iii. mission, vision, goals to be submitted to CDC by late March/early April
 - iv. construction should wrap before end of Spring 2021
 - v. Jamal asks how we will communicate relationship between existing student spaces (Women's Center, BSU, PRISM, etc.) and new center
 - 1. Marvin working with other professionals to advertise the space as lying "between safe and challenging;" will supplement, not supplant, existing student spaces

2. Jamal appreciates these efforts, and hopes that other divisions won't view the presence of new space as an excuse to repurpose other "legacy" rooms
 3. maybe an effort to preserve and promote those histories in new space?
- i. Inclusive Excellence Strategy (plan/framework)
 - i. more sustainable plan than past frameworks, but still unique to TCNJ's specific needs/culture
 - ii. 4 P's: programs, processes, policies, people
 - iii. coincide with Diversity Scorecards, Dr. Williams
 - iv. generally 9 months - two year process; we have 5 months to start
 - j. IDI
 - i. inaugural IDI team at TCNJ is officially qualified to begin administering assessments
 - ii. first cohort to include Cabinet, BoT, Student Gov, and other leadership positions and even entire classes
 - iii. Jamal notes that this initiative deserves to be promoted and celebrated, since it addresses many concerns shared by students/stakeholders
 1. James would like a dedicated webpage listing all QAs and dashboard of assessment results
 - iv. Marvin wonders how many new QAs are expected to be trained per year
 1. depends on budget, but steady increase in quantity and diversity of QAs in near-term future