

TCNJ CAMPUS DIVERSITY COUNCIL

July 29, 2020 ❖ Zoom ❖ 9:00 - 10:00 am

AGENDA

1. Update on student issues from SG representatives
2. CDC 20-21 Membership
3. [Review of draft Inclusive Excellence manifesto](#)
4. Guidance needed for CAP on the new protocols for online proctoring

ATTENDEES

Kerri Thompson Tillett
Maurice Hall
Tieka Harris
Marvin Carter
Mekala Audain
Steve Singer
Nicholas Nesh

Victoria Swift
Jamal Johnson
Joe O'Brien
James Felton
Waheeda Lillevik
Uyên Vu
Elizabeth Wood

ABSENT

MINUTES

- 2020-21 CDC Members
 1. Kerri Thompson Tillett, Chief Diversity Officer
 2. Tieka Harris, Director of EOF
 3. Maurice Hall, Academic Dean
 4. Mekala Audain, Faculty, term expires 2021
 5. Aniefre Inyang, Faculty, term expires 2023
 6. Nicholas Nesh, Faculty, term expires 2022
 7. Waheeda Lillevik, Faculty, term expires 2022

8. Victoria Swift, Staff
9. Jamal Johnson, Staff
10. Joe O'Brien, Staff
11. TBA, Undergraduate Student
12. TBA, Undergraduate Student

- [Inclusive Excellence Manifesto review](#)

- Dean Hall wonders if there are any existing training resources for DEI issues through Student Affairs? Jamal recommends we speak to Dave Conner
- Waheeda mentions that MLK day ends up falling near the beginning of Spring semester or end of winter break, which leads to it being underrepresented; perhaps focus on Juneteenth instead?
 - James says this is being considered but don't want to appear jumping on the bandwagon
- Jamal advises we use the term "observation" in reference to holidays, and be mindful that any recognition of black community members will be expected by other marginalized groups down the line
 - James draws distinction between the college's celebrating/observing a holiday vs. the college's religious practice policy; the former is active programming and campus wide accommodation, the latter allows for individuals to make their own religious choices without consequence
 - Waheeda has religious days off built into her syllabi, but not all faculty might. Having consistent policy would be helpful
- Waheeda asks if the term BIPOC is appropriate, as although its inclusive of target groups, the term itself paints with broad strokes, and forces us to specifically focus on such groups through the rest of the manifesto
 - Alekyha points out that BIPOC is popular among students of color and those interested in this document. It also speaks to the differences B, I, and PoC individuals experience

- Waheeda worries that some/many groups will not see themselves in this document, and therefore disregard it or worse
 - Joe O'Brien mentions that the term "manifesto" might be overly political for this document
 - James clarifies that this document is a precursor to a more fleshed out Strategic Inclusion Plan and is therefore in an uncomfortable in-between. Recommends that this be the Black Lives Matter manifesto and is a precursor to future work on this
 - Dean Hall asks if this is a Black Lives Matter support document or is it a TCNJ culture adjustment document; the answer dictates the structure, audience, and level of scrutiny
 - Kerri worries about the credibility of the statement if its scope is expanded too far beyond just black people, as it approaches "all lives matter" territory
 - Alekhya believes that students are capable of understanding how/why this manifesto would be specific to black people rather than all groups ever, and that it would whet their appetite for the more comprehensive documents to come
- Guidance needed for CAP on the new protocols for online proctoring
 - [Online proctoring memo](#)
 - [CAP recommendations](#)
 - SG Updates
 - Black Lives Matter educational campaign
 - campus wide email twice a semester or so, giving updates on the movement and keeping its principles in mind
 - Review of social media media accounts (black.at.tcnj, womxn.at.tcnj, lgbt.at.tcnj, etc) to submit an analysis to upper administration