

TCNJ CAMPUS DIVERSITY COUNCIL

June 3, 2020 ❖ Zoom ❖ 1:30 – 2:50pm

AGENDA

1. Emergency discussion of the recent incidents of racial and police violence

ATTENDEES

Kerri Thompson Tillett

Maurice Hall

Tieka Harris

Marvin Carter

Mekala Audain

Victoria Swift

Jamal Johnson

James Felton

Waheeda Lillevik

ABSENT

Steve Singer

Nicholas Nesh

Uyên Vu

Elizabeth Wood

Joe O'Brien

MINUTES

- Dean Hall recommends we take time as both social and professional individuals to debrief and examine our own reactions to these incidents
- Jamal concurs but wonders “to who?” Calls for greater emphasis on meaningful communication to stakeholders who remain skeptical of the progress at TCNJ
 - Has noticed sense of “with us as we are or against us however we are” among engaged youth, and wants to be sure we remain aware of that mindset
 - No official statement from leadership would have satisfied; might have to just wait until things settle down
 - Be prepared to meet them when they reach that point
- James references Student Gov response to Dr. Foster’s message: that it was empty, weak, perfunctory. They’re seeking urgency and action, pledges and protests.

- Policy review and revision, specifically from an equity and anti-racism lens
- Chief Grant did send a message to his staff but not disseminated wider than that; focused on strengthening relations between community and campus police
- Marvin agrees that students want more, and more solid commitments. Community policing and zero tolerance policies; quicker acclimation to campus expectations and less forgiveness for transgressions thereof
- Dean Hall wonders what specific things happen to POC at TCNJ that we can actually address? Notes an example of highly problematic language being used in faculty group chats and can imagine how that trickles down, but doesn't have finger on pulse of exactly how.
 - Jamal wonders how Dean Hall would respond to accusations of discrimination against tenured faculty; Jamal points to this procedural approach as being exactly what students resent
- Marvin spoke to his knowledge of the student of color experience at TCNJ
 - many come in with preconceived notions of what it will be like for them
 - residence hall experience can be "petri dish" of microaggressions and outright prejudice
 - students not used to such diversity often approach them "scientifically" in wanting to touch their hair, listen to their music, use their language, etc. which is almost always condescending
 - this leads to difficulty finding in-groups to be a part of, feeling that there's "no place for us" at TCNJ
 - then, even when they've found an in-group (often specific to their culture/race in the first place), the participation of others in that group's events and actions is superficial at best and tokenizing at worst
 - result is isolation and insulation of underrepresented groups
- Orientation training for incoming students on these issues is limited and inconsistent year to year; generally one 1500+ group presentation on social justice and intercultural engagement
 - Kerri views it as insufficient and does not meet students where they are
 - Waheeda wonders if it such conversations could be more distributed to FSP facilitators or 100 level intro courses

- Jamal wonders if Gender, Race, and Class course can become a mandatory course for everyone
 - [IDS 200](#) as an example; [current textbook](#)
 - [ISC 151](#): Athens to New York as well
 - General agreement, but concern about WHO would be teaching these courses; how do we ensure that each facilitator is qualified? Bad instruction can be worse than none
 - Dean Hall references [Villanova's Augustine and Culture Seminar Program](#) as a model; TCNJ would have to commit to anti-racism and social justice to the same cultural and financial extent as Villanova has to Augustinian values
 - a generalized FSP with a living learning community within the current structure
- Return to first question: what can/should CDC do?
 - Marvin describes a multi-step, highly actionable plan that doesn't waste time with platitudes and is shaped by real experiences at TCNJ
 - Don't waste time meeting with every other committee in Governance; use the nimbleness of this council to demonstrate our increased commitment
 - Kerri recommends we focus on recruitment/retention/representation
 - James thinks there needs to be an outright manifesto from CDC and **no** other committee
 - [Drafting document](#)
 - Scope and Drafting Subcommittee to consist of:
 - Jamal Johnson
 - Marvin Carter
 - James Felton
 - History of inclusive excellence challenges, initiatives, setbacks, and achievements at TCNJ
 - Reshaping of CDC and/or its subcommittees
 - we need the student voice from BSU, UL, Asian Student Association, EOF, NAACP, etc.

