

TCNJ CAMPUS DIVERSITY COUNCIL

October 7, 2020 ♦ Zoom/Google ♦ 1:30 – 2:50pm

AGENDA

1. Update on student issues from SG representatives
2. Update form Dr. Matthew Bender regarding thoughts about CDC in the governance structure/process
3. Updates on the BLM Call to Action document.

ATTENDEES

Kerri Thompson Tillett
Maurice Hall
Tieka Harris
Nicholas Nesh
Victoria Swift
Jamal Johnson

James Felton
Waheeda Lillevik
Elizabeth Wood
Aniefre “Eddie” Inyang
Joe O’Brien

ABSENT

Mekala Audain

MINUTES

- Update on student issues from SG representatives
 - social media campaign surrounding DEI issues by students for students
 - analyzing patterns in 130+ social media posts about TCNJ student experiences, preparing report for CDC and other stakeholders
 - “Middle Ground” event re: 2020 election; candidate pages; ballot bowl initiative
 - platform for students to discuss hot topics of election
 - “Read with SG” campaign for DEI works, terminology, issues, etc.
- Update form Dr. Matthew Bender regarding thoughts about CDC in the governance structure/process

- Review of Faculty Senate structure, membership, governance
- CDC around 5 years old, began as an ad hoc committee, now reports to CSPP
- Such committees often struggle with way forward due to reporting structure and lack of external charges
- Further complicated by creation of new Division of Inclusive Excellence; raises question of how CDC should situate itself in governance/administration
- Find intersections between ongoing projects and work in DIE with strategic issues as articulated by CSPP and other bodies
 - lead an equity audit of existing campus policies; review new charges/policies coming out of CSPP
- Governance anchors work of individual committees to overall priorities of campus community, encourages our taking advantage of this feature
- Questions?
 - James asks whether an equity audit should be done retroactively or as new policies emerge?
 - Either or both can be done; prioritize based on “pain points” identified by campus community
 - James warns against appearance of “diversity police,” suggests we work with the process to point out issues rather than overhaul the entire manual
 - Matt points out that CSPP and others are easily overwhelmed, suggests a toolkit for them to apply in their ongoing work
 - Maurice asks exactly how Matt sees CDC working within governance and what difference should CDC be making on how governance is done
 - Matt initially thought CDC should be elevated to an executive position, but given James’ role at that executive level, CDC should play key role in policy work coming out of governance
 - Articulate intersections between inclusive excellence and policy & planning
 - Matt asks CDC what it is interested in doing and what they have done

- Waheeda recalls her work on the global engagement committee, which was part of a pipeline from CGE in their policy and priority recommendations
 - Maurice points out that DEI issues play a long term and complicated role in campus culture, and the committee's work should reflect this
 - Joe shares work of Staff Senate as it attempts to be part of the solution, but is eager for direction from CDC and DIE
 - Joe and Waheeda warn against letting projects linger in limbo, which erodes trust and leaves even the most committed jaded
- Updated on the BLM Call to Action document
 - James recounts how and why the original BLM document went through CDC rather than DIE, and how the final draft was distributed
 - feedback was overall positive; intent was to start conversation and articulate a position rather than be a policy charge
 - What do we do with it now?
 - anti-racism task force
 - open fora to discuss its implications
 - alternatively, develop list of stakeholders to serve as representatives to key focus groups
 - Matt calls for more crosstalk between stakeholder groups; Tieka agrees, wants everyone to have a chance to give feedback to legitimize ultimate outcome
 - Victoria suggests multiple avenues for feedback; focus groups, written responses, open fora, etc.
 - Maurica and Waheeda emphasize the importance of participant safety in any type of feedback pipeline
 - James calls for shared document to brainstorm potential next steps with the BLM document as well as reflections on CDC's place in Governance