

# TCNJ CAMPUS DIVERSITY COUNCIL

March 3, 2020 ❖ Zoom/Google ❖ 1:30 – 2:50pm

## AGENDA

1. Roundtable updates
2. Diversity Policy Audit
  - a. [Applying Equity Lens to Policy Development](#)
3. Indigenous Peoples' Day
  - a. [Rethinking How We Celebrate American History – Indigenous Peoples' Day](#)
  - b. [What Is Indigenous Peoples' Day? - HISTORY](#)

## ATTENDEES

James Felton  
Maurice Hall  
Alekhya Madiraju  
Elizabeth Wood  
Joe O'Brien  
Tieka Harris  
Nicholas Nesh

Victoria Swift  
Jamal Johnson  
Kerri Thompson Tillett  
Waheeda Lillevik  
Aniefre "Eddie" Inyang  
Marvin Carter

## ABSENT

Mekala Audain

## MINUTES

- Roundtable Updates
  - Victoria: Today is World Inclusion Day, and [Best Buddies is hosting Inclusion Monologues this evening](#)
  - Alekhya: SG forum on Asian American and discrimination thereof on March 25
  - Jamal: CSS open hours for students needing support on Mondays, 7-8pm
  - Waheeda: asks if any department is doing WHM programming

- [WGS running month-long programming](#); DEI co-sponsoring and laying groundwork for more robust WHM next year
    - possible CDC proclamation re: heritage months and celebration
  - Maurice: referenced possibility of [Kenny and Keith Lucas](#) coming to campus to present
- Diversity Policy Audit
  - [Determining scope and nature of equity lens](#) is first step of audit proposal
    - possibly bringing in outside experts/trainers
  - Two schools of thought
    - CDC not involved in review of policies, instead consults/advises on how others can do so
    - CDC actively involved in one or more reviews of policy, equity audit becomes formal function of CDC
  - Questions to consider during an equity audit, will be reviewed and TCNJ-ified by Kerri and Waheeda
    - Who does the policy impact?
    - What forces are driving this policy?
    - Are there individuals and/or communities that will be disproportionately (and negatively) affected by this policy?
    - Does this policy perpetuate or help to dismantle historical, legal, or other barriers set in the past?
    - If disparities are identified, how can they be mitigated or eliminated
  - Initial observations/questions/comments
    - Maurice asks if policy revision was likely to have significant financial implications, who else must approve/review before implementing?
      - Consulting process should emphasize opportunities for improvement from equity PoV, not doing accounting work
    - Jamal appreciates the list of questions as starting point for a policy development checklist, not dissimilar from those used by CAP/CSPP

- James turns to operationalizing this process; will CDC's consulting on policy development be within or outside current process?
  - would need to confirm what the current review/development schedule is
  - Develop checklist for policy review before deciding on how/when
  - do not want to put burden of reviewing policies on new CDC members
    - Possible annual training for CDC and members doing policy review?
    - Jamal: chairs of other committees could also use training
    - possible rotation of review assignments and corresponding training
    - Tieka/Jamal wonders if policy holders need training in DEI themselves or if they need knowledge of what we do for DEI
  - James believes we are describing an external consultation role for CDC in equity audit
    - will begin drafting a template for an audit process
    - asked for volunteers to compile/review case studies
      - Kerri will do so and speak with Jennifer Palmgren and Aminah about possibilities
- Indigenous Peoples' Day
  - Charge included in BLM action plan, taken up by CSPP and then Steering, who gave go-ahead for our moving forward
  - Develop specific rationale for the change and official name for its replacement
    - Consider status of IPD/Columbus Day on energy calendar
  - Indigenous Peoples' Day or First Nations Day?
  - Waheeda notes that name change is first, performative step

- acknowledgment of land use and history of TCNJ
  - possibly included as part of Inclusive Excellence strategic plan
- Maurice wonders if it is possible to have conversation with local indigenous community about the change
- James wonders if an open forum about the change is warranted; would also give time to connect with local indigenous peoples
- Unanimous agreement that the name change should proceed
  - James will prepare draft rationale for CDC to review