

# TCNJ CAMPUS DIVERSITY COUNCIL

2021-12-01 ❖ [Zoom](#) ❖ 1:30 – 2:50pm

## AGENDA

1. Guest attendees from Steering: Tom Hagedorn and others
  - a. Background: Steering drafted a revision of the Governance document to create a third Executive level committee called "Committee on Anti-Racism, Equity and Inclusion." (tentative title)
  - b. Documents: [Governance Structure](#) and [Executive Committee Overview](#)
2. Review of [minutes](#)
3. Roundtable updates
4. Policy Audit Review - Ongoing ([policy framework](#)) and [Equity Audit Charge](#)
  - a. Updates on Policy Audit Training (January?)
  - b. Developing a timeline of activities for moving ahead
    - i. (and process)
  - c. Subcommittees for
    - i. Inclusive Language/Resource Sheet (some samples below)
      1. [Amherst Common Language Guide](#)
      2. [University of Oregon Inclusive Language](#)
    - ii. Process and timeline document
5. Indigenous Issues - Land Acknowledgements and beyond

## ATTENDEES

James Felton, Co-Chair  
Waheeda Lillevik, Co-Chair  
Nicholas Nesh  
Jamal Johnson  
Lorna Johnson-Frizell

Roy Dean Johnson Jr.  
Piper Williams  
Hafsah Shaik  
Alex Holzman (secretary)  
Tieka Harris

Aniefre "Eddie" Inyang  
Jeffery Osborne (guest)

Shaun Wiley (guest)  
Tom Hagedorn (guest)

## ABSENT

Joe O'Brien  
Bryana Peralta

## MINUTES

- Approval of [Minutes](#)
  - No objections, minutes approved
- Roundtable updates
  - Nothing to report
- Guest attendees from Steering
  - Question if CDC as such would cease to exist under new exec committee
    - answer is no, CDC would continue and answer to new exec, with the latter having specific charge for that work (rather than make recommendations)
    - more clarity requested on the distinction between their missions
  - Question about desired outcomes from new exec committee
    - ensure issues are receiving attention deserved at high enough (out of weeds) level; dedicated time + attention
    - Follow-up if consideration to VP of IE being on Steering is being continued
      - Idea was for VP to be on CSPP (?) but Faculty Senate did not love idea due to proportional representation thereon
    - Question if CDC would specifically benefit from reporting structure up to Exec, if its issues would be better served
      - Wonder what those "issues" would be or are, who would decide?
    - Clarification that CDC would get its charges from this new exec?

- CDC would retain its standing charge, ideally to support the broader charge of Exec (which would be a charging, but planning, committee)
- Primarily a planning focus for new Exec, would have less to do with policy and more to do with DEI planning
- Concern that separation of DEI from other core governance structures would regress from having DEI issues being a concern of all existing committees/groups/stakeholders, and produce another silo
  - Ideally not mutually exclusive, allow room for the scope to grow and issues to be adequately addressed outside of existing and swamped Committees - CSPP has a lot on its plate and DEI is too important to ignore
- Comment that draft charge for new Exec is very similar to that for BoT's IE Committee charge; notes concern about "diversity burnout" in too much workload being taken too quickly; not sure if there is enough activity to justify two separate Governance committees
- Question if the IE plan/planning process will play a role or intersect with this new DEI committee structure
  - Answer that process and product is not Governance and distinct from that, and has distinct value in having DEI front and center
  - Reminder that the practical reality of this proposal is more work and more meetings for black and brown stakeholders, and that the source of committees is immaterial; having the time to do the work is more important than another committee
  - Desire is to have DEI formally integrated into Governance structure, one way or another, at the appropriate level
    - value in "signaling" ability of this commitment, and appreciates CSPP's workload, but echoes concern that separating DEI planning would remove the responsibility from all to do DEI work
  - belief that real issue is not systemic OR representation, but both; don't need a third committee but better representation all around and better utilization of existing resources/groups

- “Don’t need a Committee of devils’ advocates but a devil’s advocate at every committee”
- Would preference be to elevate CDC to third exec committee rather than create a new one?
  - support given faculty’s hesitation to put VP on CSPP
  - what form that change would it take, must it be Council or Exec Committee?
- Admission that not all were initially in favor of a new “CAEI” committee, but encourages a careful read of the charge to note the distinction between the planning and doing the work; idea is to enable the work actually getting done, not inhibiting it
- Appreciation of the intent and timeliness of the plan for new committee; concept is valid, but use existing body to achieve; asking the right question of “how do we embed DEI in institutional structure”
- Guests thank CDC for their time and feedback and depart; CDC has quick debrief
  - Timeline? Final revision hoped for by Spring 2022, this interview was part of process that will culminate in Steering vote
  - Wonders if it would be programmatically duplicative?
    - Noting of practical tension between Division of IE (operational) and Governance IE (planning/charging); still finding the exact boundaries of one another’s work
    - Reiteration of the need to have DEI represented at the center of strategic planning, question is how that is implemented
- Policy Audit Review - Ongoing ([policy framework](#)) and [Equity Audit Charge](#)
  - Updates on Policy Audit Training (January?)
    - New trainer options
      - <https://www.thereeddevelopmentgroup.com/>
      - <https://www.voltagevista.com/mylena-sutton/>
      - <https://www.therozgroup.com/>
    - James will reach out for initial contact, Alex will get poll for availability

- Developing a timeline of activities for moving ahead (and process)
  - Jamal proposes creation of an initial living document outlining the ideal process, with that to be shared and commented upon by relevant stakeholders (faculty senate...)
  - Process, Language, Timeline of policy review
- Subcommittees for
  - Inclusive Language/Resource Sheet (some samples below)
    - [Amherst Common Language Guide](#)
    - [University of Oregon Inclusive Language](#)
    - Volunteers
      - Tieka Harris
      - Waheeda Lillevik
      - Eddie Inyang
      -
  - Process and timeline document
    - Volunteers
      - Eddie Inyang
      - Jamal Johnson
- a. Indigenous Issues - Land Acknowledgements and beyond
  - i. Initial envoy to those communities to precede any commitment to language; cannot acknowledge without acknowledgement
  - ii. Open ended timeline, keep on agenda to ensure not lost but not something that can happen on a deadline
- b. [Subcommittee folders made on Shared drive here](#)