

TCNJ CAMPUS DIVERSITY COUNCIL

2021-10-06 ❖ [Zoom](#) ❖ 1:30 – 2:50pm

AGENDA

1. Roundtable updates
2. Policy Audit Review - Revisit
3. Indigenous Issues - Land Acknowledgements and beyond
4. Guidance on Inclusive Language
5. Proposed recommendations on membership applications to committees

ATTENDEES

James Felton, Co-Chair

Waheeda Lillevik, Co-Chair

Nicholas Nesh

Jamal Johnson

Joe O'Brien

Lorna Johnson-Frizell

Roy Dean Johnson Jr.

Piper Williams

Hafsah Shaik

Bryana Peralta

Alex Holzman (secretary)

ABSENT

Tieka Harris

Aniefre "Eddie" Inyang

MINUTES

- Roundtable updates
 - [National Diversity Case Competition 2022](#)
 - Policy on Ungraded Option still seeking feedback
 - https://docs.google.com/forms/d/1is-CI8pT_L4xV_2KgwjopqEUah4KY-TNf_jLmhyhdNQ/viewform?edit_requested=true
 - Adam Mastoon narrative project ongoing
 - invitations to go out to selected narrators

- spaces to be showcased, writing workshops
- Student Gov
 - Hafash - seeking more info on disability/accessibility routes so construction can be planned, communicated more inclusively
- Policy Audit Review - Revisit
 - Recap of 5 steps/principles
 - will review new policies as they are being passed, not reviewing retroactively
 - develop training for policymakers in conjunction with outside experts
 - conduct initial review of new policies
 - compile notes, recommendations, observations; invite drafters of policy to “consultation” to discuss
 - accountability; provide report of work on policies annually, discuss with Compliance officer
 - Visualization of the above to be made available
 - Piper asks: “Why don’t we have the power [to force, not just recommend, policy changes?]”
 - James acknowledges that the Council has little direct authority, but does report directly up to those that do (CSPP, Steering), and that its work is eagerly awaited
 - Jamal asks what the status of the VP’s position on Steering is?
 - James clarifies that it has been tabled, but not forgotten
 - Lorna asks to linger on the question of exactly how much power/influence this Council has, before striking out on difficult and expensive work
 - James points out that a number of changes have already been made (Indigenous People’s Day, Charges to develop the equity audit, etc.) due to our proximity to CSPP/Steering
 - Admits direct influence over policy holders is limited, but believes that will grow as we hold ourselves and others meaningfully accountable

- Pull together everyone's availability in the next month for a half-day training:
https://doodle.com/poll/vmnzbkkipkifgnng?utm_source=poll&utm_medium=link
- James has colleagues in Philly area as a starting point for providers
- Indigenous Issues - Land Acknowledgements and beyond
 - TCNJ does not have official land acknowledgement, but people on campus have already begun attempts at them - misinformed and offensive, usually
 - Best practice is to begin breaking bread with local tribes, develop those relationships, and only then working on campus-wide language with their support
 - "envoy" of tcnj community to be formed
 - Only as part of larger program of indigenous engagement and inclusion
- Guidance on Inclusive Language
 - Comprehensive guide to inclusive language, updated on an ongoing basis, holds clear value to entire campus community
 - Can adapt/adopt models from elsewhere
- Proposed recommendations on membership applications to committees
 - Metrics and reasons for committee appointments can be opaque, possibly biased, and lead to unideal outcomes
 - Piper warns that representation is as important as it is challenging and tricky; can easily lead to hurt feelings, racism/sexism, lack of buy-in, and confusion