

**The College of New Jersey Board of Trustees  
Resolution Affirming Our Commitment to  
Racial and Social Justice and Inclusion**

Preamble: This *Resolution Affirming Our Commitment to Racial and Social Justice and Inclusion* is inspired by The College of New Jersey’s long-standing commitment to develop and maintain a campus community free of racism, sexism and other forms of bigotry in which all students, faculty and staff are respected, valued and treated fairly. Recent events across the country have sparked righteous emotion and the need for immediate and ongoing constructive change. Our societal shortcomings underscore the need for energized efforts by the TCNJ Board of Trustees to re-commit to the values and vision of our country’s foundation by joining with the campus community through this resolution based on hope. While this resolution is also born out of support for the *Black Lives Matter* movement, its implementation encompasses more. It seeks to ensure a campus environment that is inclusive and free of bigotry and racism. By intention and example, The College of New Jersey will educate students to be active advocates and leaders for social justice in all aspects of society, their families, communities and places of work.

Whereas: Consistent with its vision and mission, The College of New Jersey: i) “is composed of people with diverse backgrounds, perspectives and abilities [which] promotes learning and engagement; ii) “is committed to building [this] diverse and inclusive community”; and iii) “recognize[s] the unique worth of each member of our community;” and,

Whereas: It is the responsibility of the College to create and protect a campus community that promotes inclusivity and social justice, is free from prejudice and does not tolerate acts of discrimination; and,

Whereas: The Board endorses President Foster’s commitment to enhancing the College’s work in equity and inclusion by the 2019 establishment of the Division of Inclusive Excellence and by creating a cabinet level position to lead the work in this area.

Therefore,  
Be It

Resolved: That the Board of Trustees unequivocally affirms our commitment to inclusive excellence, social justice and a campus culture that equitably protects the rights of all students, faculty and staff. The Board is further committed to the development and implementation of initiatives to support inclusive excellence inside and outside of the classroom and throughout our community. These initiatives should include consideration of student admissions, academic program and liberal learning

curriculums, recruitment, hiring, compensation, reappointment, tenure and promotion; and,

Be It

Further

Resolved: That the Board endorses the College's commitment to ensuring that under represented racial and ethnic groups, and all protected classes, as defined by the NJ law against discrimination, are assured racial and social justice, are fully included in all aspects of the campus experience, and are welcomed, respected and protected in the TCNJ community; and,

Be it

Further

Resolved: That it is hereby created a standing committee of the Board of Trustees named the Inclusive Excellence Committee. The purpose of this committee is to: i) promote a campus community free from systemic racism, racial bias and unlawful discrimination on campus; and ii) promote full inclusion across all areas and divisions, including the board, administration, faculty, staff and student body. The Vice President for Inclusive Excellence will serve as the cabinet liaison to the committee; and,

Be It

Further

Resolved: That the Division of Inclusive Excellence shall prepare annually an actionable report to the campus community to be delivered at such time that its recommendations and the consideration of racial and social justice are reflected in strategy, policy, decision making and budgeting across the institution; and,

Be It

Further

Resolved: That as the College begins the process to establish a new institutional strategy, the commitment and principles outlined within this resolution will be reflected and integrated throughout the process of strategy formulation and execution.

Be It

Further

Resolved: The board will provide oversight and hold the college accountable for implementation of this resolution.