

Accountability

for policies and practices

- In September 2020 Provost Osborn challenged the faculty to acknowledge that systemic racism exists in the academic disciplines and to adopt structural and cultural changes to ensure that our efforts are woven into the fabric and curricula of our academic programs.
- The November 2020 Academic Leaders meeting was dedicated to an interactive discussion of five questions that each department was asked to evaluate: (a) Has your department or unit had conversations about structural or systemic racism in your academic discipline/field? (b) What resources have you used and found to be valuable in this effort? (c) What strategies or approaches have you used that have been the most effective? (d) What aspects of your efforts have been the most challenging? (e) Where would you like guidance or help from colleagues?
- In November 2020 the Inclusive Excellence Committee of the TCNJ Board of Trustees was created to promote anti-racism and full inclusion. The Cabinet also worked with the Board of Trustees to develop a resolution Affirming Our Commitment to Racial and Social Justice and Inclusion
- In December 2020, the Division of Inclusive Excellence formed an Anti-Racism Task Force to actively examine mechanisms to help the college catalyze and measure efforts towards becoming an anti-racist institution.
- In fall 2020 the Steering Committee charged the Campus Diversity Council to develop a process to audit new and existing policies and procedures across TCNJ.
- Steering issued a charge to the Committee on Faculty Affairs (CFA) to review the Student Feedback Task Force's recommendations to include questions (or statements) on course evaluations to assess inclusivity and racial climate in the classroom.

Education

in and out of the classroom

Cultivation

of intercultural capacity & humility

- The Center for Excellence in Teaching and Learning and the Division of Inclusive Excellence collaborated to establish the Culturally Responsive Teaching (CRT) initiative, whose purpose is to help faculty responsibly integrate diversity and anti-racism material into their courses
- The Division of Inclusive Excellence has offered a number of professional development opportunities addressing White Supremacy and systematic racism. Topics have included "The N-Word," "Actors, Allies and Accomplices," and "Decolonizing the Curriculum."
- Eighteen faculty and staff members in the School of Education have completed Racial Equity Facilitation Training through the Equity Literacy Institute featuring the work of Paul Gorski.

- The Department of Special Education, Language and Literacy for its equity retreat in January 2021.
- The Department of Elementary and Early Childhood Education is revising its curriculum to include a conversation hour in field placement classes.
- The School of Humanities and Social Science created its Anti-Racism Task Force.
- The School of Science, through its Fostering Student Success/Inclusive Excellence Committee, has been working holistically across the school on many fronts.
- Librarians and library staff members are engaging in professional development training and pursuing a Certificate in Diversity and Inclusion Skills through the Library Juice Academy.
- The Department of Music started its conversations by acknowledging the deeply colonized history of conservatory style music programs and has openly discussed the impact of the privileging of “dead white men’s” music in many aspects of their program including admissions procedures, hiring, and curriculum.
- The School of Business has begun to scaffold topics into the curricula in many departments. In the “Introduction to Data and Information Science” course, for example, issues of data privacy and data collection that focus on biases inherent in current systems are directly addressed.
- In partnership with the Division of Inclusive Excellence, the AFT committee is developing trainings and workshops on social justice issues.
- In Fall 2020, VP Felton III, Dean Maurice Hall, and Professor Keli Fazio began planning a pilot Intergroup Dialogue program.
- The Division of Inclusive Excellence has initiated the Intercultural Development Inventory (IDI) at TCNJ.
- Through its Intercultural Engagement and Inclusion effort, the Division of Inclusive Excellence sponsored student-facing programs to address anti-racism. .
- In Spring 2021, the Center for Excellence in Teaching and Learning is sponsoring a “book read” on Isabel Wilkinson’s book *Caste*.
- The Department of Special Education, Language and Literacy is sponsoring monthly spring discussions/hallway chats on white discomfort, which are open to adjunct faculty members.
- The School of Arts and Communication is engaging in a year-long review of its curriculum through an anti-racism lens.

Engagement

with Trenton & Ewing

- The following programs are designed to build bridges between TCNJ and the Trenton community: Early College Program at Trenton Central High School (dual-enrollment high school/college courses are taught at the high school by TCNJ professors from a variety of academic fields); Middle School Initiative (promotes access and early awareness to TCNJ); Troublemakers Initiative (a social justice initiative working with TCNJ faculty members and students in Trenton middle schools); Trenton Rises (a collaboration with this community-based organization to provide enrichment, skill development, and college prep services); and Mental Health counseling support with Ewing and Trenton School Districts. In the planning stage are efforts to create similar pipeline programs within the Willingboro School District.
- The College submitted an application to participate in the Truth, Racial Healing & Transformation Center for the campus and local community.

Representation

of minoritized communities

- The Division of College Advancement worked with the Division of Inclusive Excellence to support scholarships for underrepresented and minoritized students.
- The Divisions of Inclusive Excellence and Academic Affairs are working collaboratively to update the college's recruitment timeline and processes for faculty/librarian hiring to include anti-racism training and account for bias throughout the hiring process.
- During this academic year, the college is searching for nine tenure-line faculty members. Of these searches, seven new teacher-scholars have been hired to date. Four are BIPOC and one is a woman in a discipline where women faculty members are underrepresented.
- The Division of Inclusive Leadership met with several faculty to discuss increasing BIPOC student participation in the MUSE program.
- The School of Science received philanthropic support from Sanofi and was invited to compete for a highly competitive grant from the Sherman Fairchild Foundation; both supporting BIPOC students and students from other underrepresented groups in the MUSE program.

Recognition

of others' lives and work

- The major renovation (thanks to funding secured by the Division of College Advancement) of the second floor of Roscoe West will include two new spaces for student and campus engagement: (a) a physical location for the Accessibility Resource Center; and (b) an Intercultural Center.
- The Division of Inclusive Excellence launched a Diversity Narratives Project on Anti-Racism and Allyship. For more information, please see <https://www.adammastoon.com/>
- The college committed additional funding and support for 2021 Black History Month programming.