



TCNJ Anti-Racism Crosswalk

prepared by



THE COLLEGE OF NEW JERSEY
DIVISION OF INCLUSIVE EXCELLENCE

What is a crosswalk and how do I use this document?

A crosswalk is a document that provides an index of similar programs and initiatives. This document aims to collate campus-wide anti-racism action items, demands, and other calls for change published by various groups of the TCNJ campus community in response to the national events of Summer 2020. Individual action items are given a label corresponding to the document title and paragraph number it references (e.g. 5th paragraph for Faculty Senate's = FS-5). Brief summaries of action items are provided, and the full documents can be accessed online. Action items have been grouped into 8 themes: Accountability, Education, Reparation, Recognition, Cultivation, Reclamation, Representation, and Engagement.

This crosswalk also serves as a visualization of progress on and responsibility for action items. Page 6 summarizes the total number of action items by stage of development, and stage of development by theme. Pages 7 and 8 list each action item by theme, and gives a brief update as to their status. Original documents submitted by the community and full update memos are [available here](#).

How will the institution use this information?

The information in the crosswalk will inform TCNJ's broader Inclusive Excellence Strategic framework, currently in development.

Who created this crosswalk?

This document was developed by the Division of Inclusive Excellence and an ad-hoc workgroup of the Campus Diversity Council. Questions or concerns about its content, structure, or uses should be directed to the Division of Inclusive Excellence at inclusion@tcnj.edu.


The referenced calls to action, memos, lists of demands, and other documents were received and compiled over Summer and Fall 2020 and may have been updated or amended since.

When will it be updated?

This document will be updated periodically by the Division of Inclusive Excellence in collaboration with the Anti-Racism Task Force. Subsequent versions of the crosswalk may include new information or visualizations as we incorporate feedback from community members.

How can I get involved?

The work of diversity, equity, and inclusion belongs to us all. Anyone interested in contributing to any of these initiatives should contact the responsible unit, or contact the Division of Inclusive Excellence at inclusion@tcnj.edu.

	<p>BLM Call to Action</p>	<p>Student Government</p>	<p>Faculty Senate</p>	<p>HSS Commitment to Anti-Racist Action</p>	<p>Lions' Committee for Justice</p>
<p>Accountability for policies and practices</p>	<p>CDC-9.1 – equity policy audit CDC-6.1 – faculty evaluated on inclusivity</p>	<p>SG-1 – Student Diversity Steering Committee convened SG-2 – RSO President’s Council convened</p>	<p>FS-11 – visible anti-racism commitment FS-13 – holistic model of public health & safety FS-3 – curricular policy equity audit FS-5 – classroom racial climate metrics FS-14 – reopen racial bias cases against campus police</p>	<p>AR-2 – anti-racism committee, draft DEI plan AR-14 – better enforcement of anti-discrimination policy AR-3 – review all programs for racist policies annually AR-15 – publish anti-racism action timeline AR-13 – racial climate on course evals AR-10.2 – reopen racial bias cases against campus police AR-10 – disband, replace campus police</p>	<p>LCJ-2.1 – LCJ spot on BEST</p>
<p>Education in and out of the classroom</p>	<p>CDC-7.1 – new student diversity training</p>	<p>SG-3 – biweekly educational BLM bulletin</p>	<p>FS-4 – first-year course on racism</p>	<p>AR-4 – create and mandate white privilege/supremacy course AR-5 – credited community-building summer course for black students</p>	<p>LCJ-3 – mandatory social justice course</p>



**BLM
Call to
Action**

**Student
Government**

**Faculty
Senate**

**HSS
Commitment
to Anti-
Racist Action**

**Lions'
Committee
for Justice**

Reparation

for past and present injustices

N/A

SG-7 – treat plantation house for asbestos, etc.
SG-8 – paid/credited research opportunities at plantation house

FS-6 – fund relevant social research
FS-12 – BIPOC programming funds and support
FS-15 – establish reparations fund
FS-16 – divest from prison labor

AR-8 – establish reparations fund
AR-10.1 – redirect police funds to mental health, CARE
AR-11 – divest from prison labor

LCJ-7 – disclose prison/child labor partners

Recognition

of others' lives and work

CDC-8.1 – MLK Day off energy calendar
CDC-11.2 – campus-wide Black History Month
CDC-8.2 – Indigenous Peoples' day programming
CDC-7.6 – first gen programming
CDC-7.7 – build intercultural center and other safe spaces
CDC-7.3 – res halls open during breaks
CDC-7.4 – more diverse foods
CDC-7.5 – student org DEI plans

SG-5 – LGBTQ+ and Women's center

FS-9 – BIPOC safe spaces
FS-10 – Black Cultural Center

AR-9 – Black History month events & funding, more diverse attendance

LCJ-5 – creation of diversity room

Cultivation

of intercultural capacity & humility

N/A

FS-1 – active allyship training
FS-2 – campus-wide dialogues

AR-7 – annual and orientational faculty DEI training

LCJ-4 – DEI essay for applicants



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Reclamation
of our college's history

CDC-11.1– Truth, Racial Healing & Transformation Center

SG-4 – SG coordinating with plantation house committee
SG-10 – SG support for scholarly work at plantation house
SG-9 – create plantation house website

N/A

AR-12 – audit building/landmark names & histories

LCJ-6 – Green house updates & focused class

Representation
of minoritized communities

CDC-5.1– BIPOC students proportional to NJ population
CDC-5.2– BIPOC faculty proportional to NJ population
CDC-5.3– BIPOC staff proportional to NJ population
CDC-5.4– recruit BIPOC students from south NJ
CDC-11.4 – jail-to-work pipeline

N/A

FS-7 – recruit & support BIPOC employees

AR-6 – hire and retain faculty of color
AR-6.1 – publicize diversity job boards
AR-6.2 – black students on faculty search committees
AR-6.3 – join NCFDD

N/A

Engagement
with Trenton & Ewing

CDC-11.3 – Trenton/Ewing pipeline

N/A

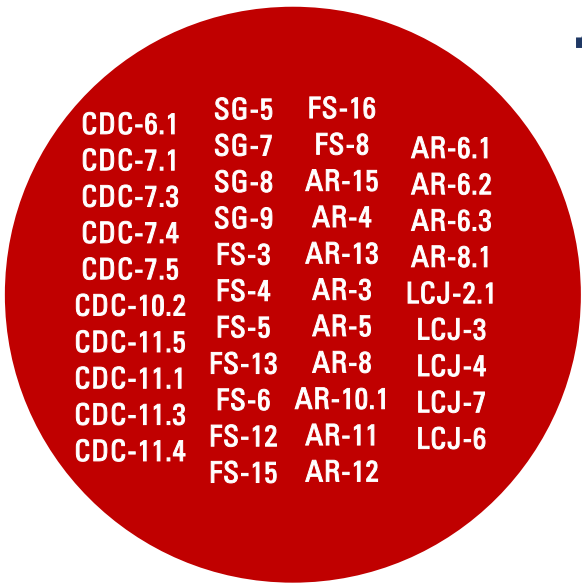
FS-8 – Trenton/Ewing pipeline

AR-8.1 – host and fund community programs

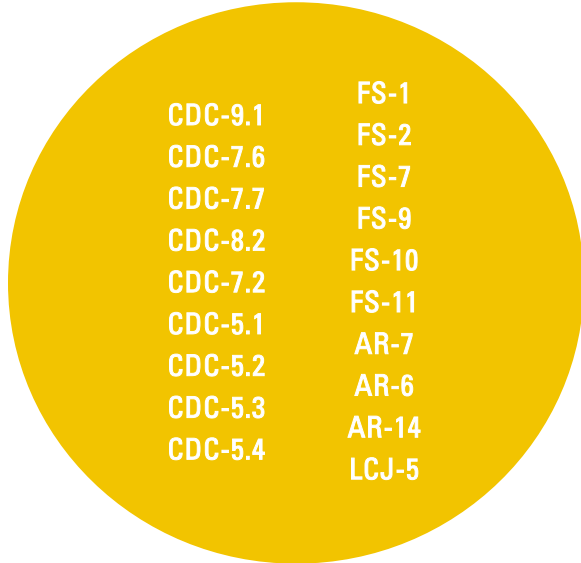
N/A

Action Item Progress

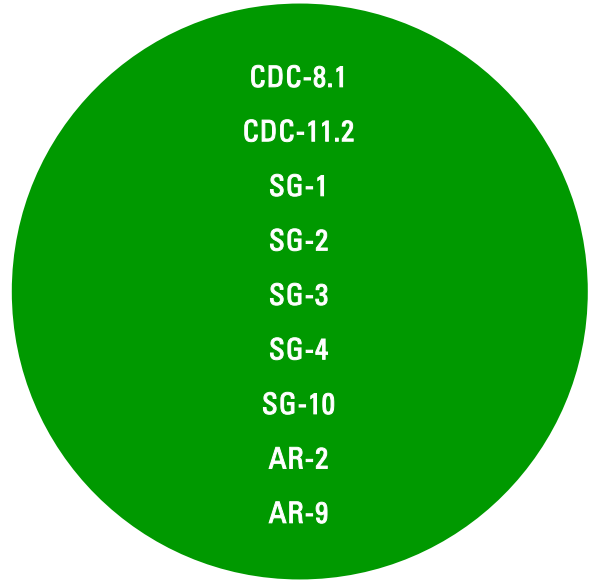
In Planning | In Progress | Implemented



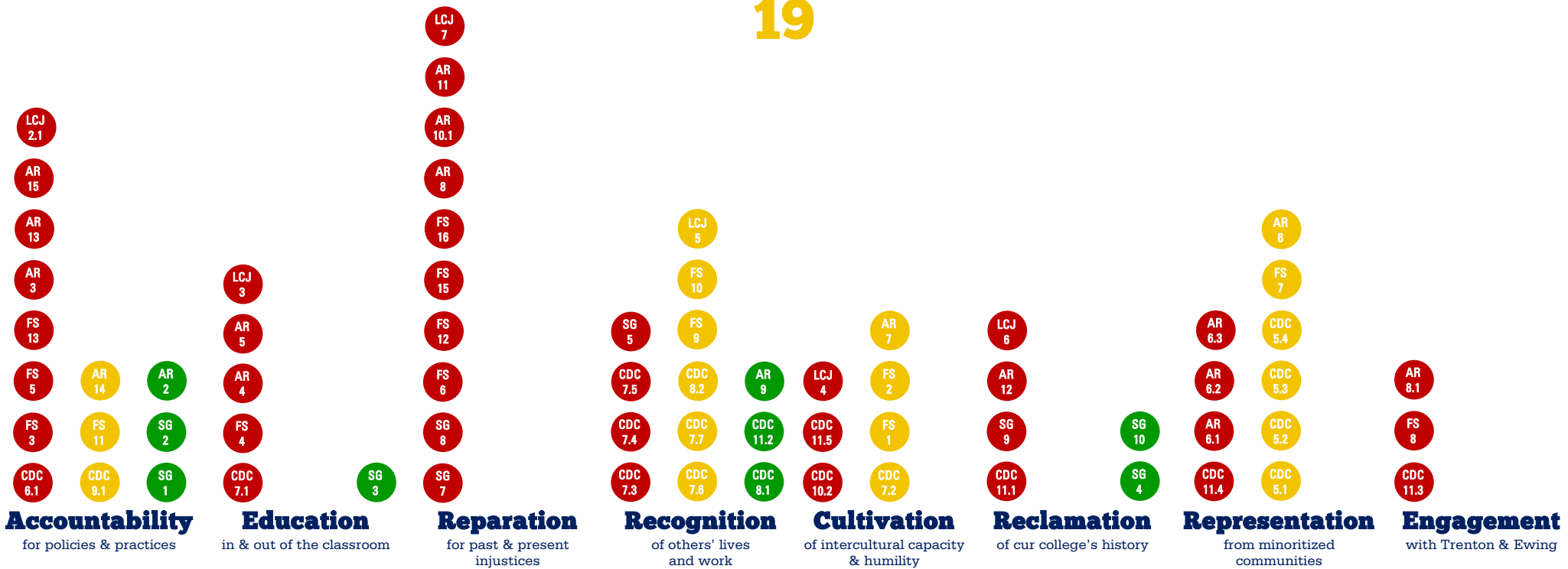
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Accountability
for policies & practices

Education
in & out of the classroom

Reparation
for past & present injustices

Recognition
of others' lives and work

Cultivation
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Representation
from minoritized communities

Engagement
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