

# **FACULTY SENATE ANTI-RACISM INITIATIVES**

In addition to the request for an executive-level committee outlined in the memo Anti-Racism Initiatives, Establishment of Anti-Racism, Diversity, and Inclusion Executive-Level Committee, the Faculty Senate also proposes several anti-racism initiatives that should be acted upon immediately. We propose that an executive-level committee charge the appropriate committees and/or consult with the appropriate administrative unit(s) to lead the campus to address the following:

- FS-1** Develop training for faculty and staff on white supremacy and systemic racism with the goal of preparation for action via allyship, rather than simply identifying as allies. The training should also prepare faculty to integrate diversity and anti-racism into their courses in a way that does not cause harm. These trainings could be led by an outside facilitator, which could be identified through the National Center for Faculty Development and Diversity.
- FS-2** Continue campus-wide dialogue that would foster understanding and connections across members of the TCNJ community in order to build trust among diverse groups, initiate personal action, and encourage all to be actors in dismantling racist structures. Some examples of models to draw on include Coming to the Table, Sustained Dialogues, and Conversations on Race.
- FS-3** Assess curriculum and review policies across departments, schools, and the college to ensure equity, particularly for Black members of the TCNJ community.
- FS-4** Develop a required and sustained first-year, face-to-face, academic component on Power/Privilege/White supremacy, equity and inclusion for all students, including transfer students.
- FS-5** Include a means of measuring the racial climate of the classroom by Fall 2021 for formative assessment to identify ways our instruction can better support minoritized students.
- FS-6** Provide funding for faculty research and other scholarly activity on topics of urgent and critical importance to our society. The college could use some existing mechanisms to support this work, but should also develop new funding opportunities for supporting this work.
- FS-7** Hire, mentor, and retain BIPOC faculty and staff, and increase support for these faculty/staff.
- FS-8** Work with partners in Trenton and Ewing to establish pipeline programs to prepare students for college, with the goal of increasing the admissions, enrollments, and success of BIPOC students.

- FS-9** Create safe spaces for BIPOC and other minoritized students, staff, and faculty to congregate and amplify their voices.
- FS-10** Create and sustain funding of a Black Cultural Center.
- FS-11** Increase on-campus visibility of the college's commitment to anti-racism.
- FS-12** Develop programming and financial resources for BIPOC students in support of summer programming, year-round on-campus housing scholarships, Black History Month events, etc.
- FS-13** Disentangle various services (e.g. mental health services, after-hours facilities access, campus operator) from campus police and create a more holistic model of public health and safety.
- FS-14** Reopen all racial discrimination cases against campus police and take action accordingly.
- FS-15** Establish a reparations fund towards a yearly allocation of funds to Black students in the form of grants, affinity groups, multicultural spaces, and individual expenses (for example, books, online courses, and therapy).
- FS-16** Divest TCNJ from any partnerships that may exist with companies that rely on prison labor, publicly disclosing the companies TCNJ and affiliates work with, as well as any endowment funds with stock in the prison-industrial complex.

