



# THE COLLEGE OF NEW JERSEY

## DIVISION OF INCLUSIVE EXCELLENCE

## Contents

### 1 Message from Inclusive Excellence Leadership

### 2 Semester in Review

- a New Faces and Refreshed Spaces in Roscoe West Hall
- b Equal Employment Joins Inclusive Excellence
- c Intercultural Center Opening Events
- d First Generation & Men of Color Success Initiatives

### 4 Divisional Updates

- a Board of Trustees Inclusive Excellence Committee
- b Inclusive Excellence Plan
- c Intergroup Dialogue Initiative
- d Institutional Equity and Intercultural Affairs
- e Accessibility Resource Center

### 6 Recent and Upcoming Programs

- a Inaugural MLK Jr. Week
- b Diversity Narratives Project
- c Black History Month 2022

### 7 Meet Your Inclusive Excellence Team



**James A. Felton III**



**Tacquice Wiggan-Davis, Ed.D.**



**Crystel Maldonado, Ed.D.**



**Meghan Sellet**



[Pictured (left to right, back row): Crystel Maldonado, Tacquice Wiggan-Davis, James A. Felton III, Ky Tucker, Alex Holzman, Lynn Ann Cornell (Front row) Meghan Sellet, Jordan Shyi]

[Not Pictured: Dixita Malatesta, Kenley Souffrant, Joely Torres, Julia Melito]

## Message from IE Leadership

The Fall 2021 semester was a time of new beginnings for the Division of Inclusive Excellence as our team expanded, welcomed new personnel, and settled into its new home in Roscoe West Hall.

We are excited to share with you all that our division has achieved this past semester as well as what we have planned for the coming Spring semester!

Thank you for your ongoing commitment to an inclusive campus community at TCNJ.



## New Faces and Refreshed Spaces in Roscoe West Hall

Dr. Tacquice Wiggan-Davis and Jordan Shyi joined TCNJ as Assistant Vice President for Inclusive Excellence and Director of Intercultural Affairs, respectively. Tacquice joins us from Western Carolina University, where she served as Associate Director of Intercultural Affairs, while Jordan has moved over from his role as Interim Director for Leadership and Experiential Learning at Rutgers - New Brunswick. The Division also welcomed Dr. Crystel Maldonado to the team as Director of Equal Employment Opportunity Programs. Dr. Maldonado recently transitioned from her position as Director of Student Conduct to the Division of Inclusive Excellence.

If you haven't yet been introduced, stop by their offices in Suite 202 in Roscoe West or reach out at [inclusion@tcnj.edu](mailto:inclusion@tcnj.edu). They couldn't be more excited to meet you!

Thanks to the generous contributions of the TCNJ Foundation and the Alumni Association, as well as the incredible efforts of the Department of Facilities & Administrative Services, beautiful new spaces on the second floor of Roscoe West Hall are now open to the campus community. The centerpieces of this renovation are the new ARC Testing Center in Roscoe 222, and the Intercultural Center (IC) in Roscoe 201. The former is dedicated exclusively to testing for students with disabilities, while the latter is an open space for students to meet, study, socialize, and program. If your student organization is looking for space to host events in the Spring, consider the IC! Requests to use the IC can be submitted here: <https://bit.ly/icresform>. Rounding out the renovation is a new office for the Vice President of Inclusive Excellence in Roscoe 200, and a multi-office suite for the Inclusive Excellence team in 202. The Division is immensely grateful for all the support and we look forward to serving the campus community in the years to come.

## Equal Employment Opportunity Joins IE

We are pleased to announce that Dr. Crystel Maldonado has joined the division as the Director of Equal Employment Opportunity Programs.

Crystel has been with TCNJ since 2015, serving as Assistant Director of Student Conduct and Director of Student Conduct & Off Campus Services within Student Affairs. A first generation college student, Crystel earned a Bachelors in Psychology from Ramapo College of New Jersey, a Master's Degree in Higher Education/Student Affairs from the University of Connecticut, and recently earned her Ed.D. in Higher Education Administration from Northeastern University. In her new capacity, she will oversee EEO compliance, affirmative action planning, bias incident response, and more. Crystel's unit will be hosting an implicit bias training on February 25, 2022; please contact her at [maldonac@tcnj.edu](mailto:maldonac@tcnj.edu) to register.

Please join the Division in welcoming and congratulating Crystel!



Crystel Maldonado, Ed.D (she/her)

Director of Equal Employment Opportunity Programs





## Intercultural Center Opens, Programs Off to Exciting Start

The Intercultural Center (IC) is off to a great start as it opened its doors for the first time last semester. The IC's opening event, "My Voice, My Power," featured amazing performances from student poets that shared art inspired by their personal journeys and experiences, headlined by talented spoken word poet and Fulbright-NatGeo scholar, Alyea Pierce.

Since then, the IC has hosted and partnered on numerous events, including the Annual Veterans Appreciation Brunch, a horror movie night, holiday hospitality suite, and celebration of Black LGBTQ artists from the Harlem Renaissance, "When the Pages Sang," designed by Intercultural Affairs Intern, Mo Gonzalez.

The IC staff would like to recognize the incredible organizations and departments that have held events in the IC these past few months, including Women in Leadership and Learning (WILL), Union Latina, Sigma Lambda Beta Fraternity Inc., Zeta Phi Beta Sorority Inc., Student Government, the Staff Mentoring Council, Art Department, and EOF! If you would like to request use of the Intercultural Center for a DEI-related event for your organization or student group, email us at [inclusion@tcnj.edu](mailto:inclusion@tcnj.edu)!

### IC Interns

Lakshmi Gurram '23 Mo Gonzalez '23  
Brandon Hoang '22 Crystal Tran '22

**IC Hours** Monday-Friday  
10am-10pm

### IC Assistants

Ashley Herrera '23 Mariama Bah '24  
Shania Welch '23 Ashley Ricks '23  
Megha Sehgal '23 Kruti Patel '25

## First-Generation & Men of Color Success Initiatives Launched

Graduate Assistants Julia Melito and Kenley Souffrant respectively launched the Division's First-Generation Student and Men of Color Success Initiatives.

The First-Generation Success Initiative will help foster a community of first generation students at TCNJ by hosting events, featuring speakers, and offering peer support. A First Gen Coffee Hour was held in the Intercultural Center during the week of National First Gen Day, as well as a Finals Destress Game Day. Next semester, the initiative will hold a motivational speaker event and our annual campus-wide First Gen Mixer. If you identify as a First Gen student and would like to get involved, please reach out to Julia at [melitoj1@tcnj.edu](mailto:melitoj1@tcnj.edu).

The purpose of The Men of Color Success (MCS) Initiative is to provide a welcoming, supportive, and affirming space for male students of color to promote their academic, social, and cultural success at TCNJ and beyond. Its inaugural roundtable discussion in November invited male-identifying students and staff of color to discuss retention and achievement in higher education. The featured speaker for the event was TCNJ EOF alum, Eashwayne Haughton ('19), currently an Associate at Kivvit. Mr. Haughton shared his experiences as a TCNJ student, touching on important topics including self-worth, purpose, and resiliency. Next semester, the MCS initiative will continue with additional roundtables, professional development, and lifestyle programs! If you'd like to be included in these opportunities, contact Kenley Souffrant ('23), Graduate Assistant for MCS Initiative, at [souffrk1@tcnj.edu](mailto:souffrk1@tcnj.edu).



The opening First Gen Coffee Hour of the year, held in the Intercultural Center on November 10, 2021



Group photo from the inaugural Men of Color roundtable on November 18, 2021 (Eashwayne Haughton '19 center rear)

## Board of Trustees Inclusive Excellence Committee Continues Work

In 2020, TCNJ's Board of Trustees passed a resolution in support of its unwavering commitment to racial and social justice. One of the recommendations of the resolution was to establish a Board committee on Inclusive Excellence. The committee is currently chaired by Trustee Tammy Tibbetts, and co-chaired by Trustee Eleanor Horne. VP Felton III serves as the Cabinet Officer liaison to the committee.

Some of the responsibilities of the Committee include: holding the VP and Division of Inclusive Excellence accountable for the development and progress towards the Inclusive Excellence Plan; observing and listening to TCNJ's particular strengths and weaknesses relative to issues of diversity, equity and inclusion, and aligning the Committee's goals with the institutional Strategic Plan and monitor progress through available data. The Committee looks forward to engaging members of the campus community in supporting a welcoming and inclusive environment for all members of the TCNJ community.

## Inclusive Excellence Committee Convened, Planning Underway

In addition to the Strategic Planning process, the college has also embarked on implementing an Inclusive Excellence plan. The goal of the plan is to develop a set of measurable goals, metrics, and priorities in order to create and sustain a diverse and inclusive environment for all members of the campus community. VP Felton III is leading a committee of 14 faculty, staff, and students who will submit a final draft of the plan for Board of Trustees approval in March, 2022.

You can learn more about the committee as well as how to contribute to the Inclusive Excellence plan at [diversity.tcnj.edu/inclusive-excellence-plan/](https://diversity.tcnj.edu/inclusive-excellence-plan/) or by attending an upcoming [Inclusive Excellence Cafe](#).

## New Intergroup Dialogue Initiative

VP Felton III and Keli Fazio, Chair and Associate Professor of Communication Studies have partnered to establish an initiative on Intergroup Dialogue this year. Intergroup Dialogue (IGD) is a facilitated learning approach that engages participants in exploring issues of identity, inequality and change through continuous, face-to-face meetings between people from two or more social identity groups that have a history of conflict or potential conflict. IGD is an innovative strategy to enhance participant's awareness, knowledge, and skills in relating to people who differ from them.

Dialogues assist participants in enhancing their skills in the areas of multicultural competency development, cross-cultural communications, problem solving, teamwork and collaboration. Felton III and Fazio hosted an introductory workshop on Wednesday, November 10, and plan to host a two-day facilitator training this February. Staff and faculty interested in becoming IGD facilitators can register here: <https://bit.ly/35wC96p>



Dr. Keli Fazio will join VP Felton III in bringing IGR and IGD to TCNJ this semester



## Institutional Equity and Intercultural Affairs Unit Established

The division is grateful to foster numerous collaborations throughout the college. As a newly formed unit, Institutional Equity and Intercultural Affairs (IEIA) has engaged with with student advocacy groups, Residential Education, Campus Police, Student Conduct, and campus-wide Affinity Groups, including the Minority Executive Council, Parenting Network, Women's Professional Network, PRIDE, and others. This semester, we supported a successful three-part series on intersectionality with WPN and co-hosted a productive conversation over lunch with the PRIDE Network.

This semester, IEIA will continue to implement workshops and trainings, including an Implicit Bias training on February 25. If you are interested in collaborating on a project, please send an email to [inclusion@tcnj.edu](mailto:inclusion@tcnj.edu)!



## Accessibility Resources Remain Essential Campuswide

The Accessibility Resource Center (ARC) collaborates with students, faculty, staff, and guests to advance access within the campus community and to support the success of persons with disabilities at TCNJ. The staff has served hundreds of students this semester through support with testing, access to accommodations, and educational programming. With the grand opening of the Testing Center this Fall, ARC has been able to use this renovated space to support our students and faculty.

Another priority service provided by ARC is the Lions Plus program. The program has seen continued growth throughout the 2021-2022 academic year. Currently, the cohort is composed of 35 students with more students being placed on a waitlist than ever before. The Lion Plus students went on a bowling trip this semester and had a wonderful time getting to know their peers off campus. We also strengthened the partnership with Lime Connect, hosting an information session and a dialogue on disclosure at TCNJ. Due to the increase in demand for the Lion Plus program, there is a continued emphasis to seek more funding through private foundations and donors to offset the costs associated with the program for those with greater financial need.

In October 2021, Ky and Meghan presented to the TCNJ Women's Professional Network (WPN) regarding Accessibility Diversity.

In November 2021, Ky and Meghan presented at the AIEA Thematic Forum, Overcoming Challenges for Global Engagement through Virtual Exchange in partnership with our counterparts at Northumbria University.

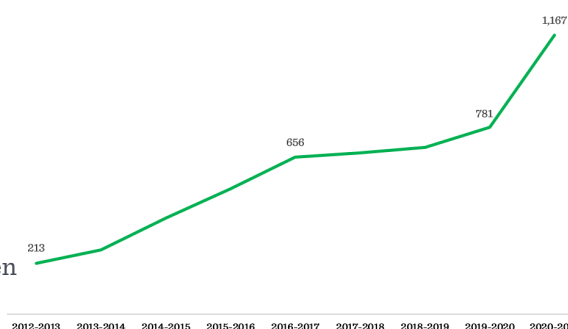
Ky, Dixita, and Lynn Ann were nominated for the Helen Shaw Award for their incredible work in supporting students and all members of our campus community. We were able to celebrate their great work at a November 2021 reception for all Helen Shaw nominees.

If you have disabilities, learning differences or access barriers, this is the place to address your questions and concerns. Send an email to [arc@tcnj.edu](mailto:arc@tcnj.edu) if you have questions.



The ARC team was nominated for the 2021 Helen Shaw Award (left to right: President Kathryn Foster, Dixita Malatesta, Ky Tucker, Meghan Sellet, Lynn Ann Cornell)

Number of Students Affiliated with ARC, 2012-present

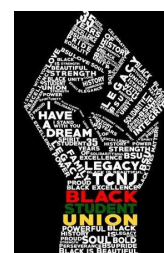
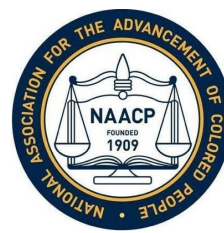


41% increase in number of students affiliated with ARC since 2019; does not reflect staff or faculty associations

## Inaugural Celebration of Martin Luther King Jr. Week

In the wake of the violence and racial injustice faced by marginalized communities, we believe that messages from civil rights leaders of the 20th century and their successors should live on in our collective consciousness. As such, TCNJ hosted an inaugural week-long celebration of Dr. King's legacy from January 24-31, 2022. The week featured a screening of Destin Daniel Cretton's powerful film "Just Mercy," a conversation about the legacy of key social activists, an inspiring panel discussion with TCNJ alum and Trenton leaders, leadership workshops, and an afternoon of service projects.

A truly campus-wide effort, this year's MLK Week programming was co-sponsored by the Division's partners in:



Career Services & Leadership Programs

African American Studies

## Diversity Narratives Project Launched

Thanks to the generous contributions of the TCNJ Foundation and Alumni Board, the Division has begun work on a Diversity Narratives project that will decorate the second floor of Roscoe West Hall. Topics of racism, anti-racism, and allyship will be explored through the lived experiences of TCNJ community members.

Artist Adam Mastoon will realize this TCNJ initiative in collaboration with trusted design studio partners and creative colleagues. He creates transmedia story-listening projects developed to strengthen equity, diversity, and inclusion in community. The guiding principle of his work is the cultivation of a deep sense of honoring of individuals, their cultural legacies, and unique identities. Mastoon's work has been exhibited nationally and published internationally.



Artist Adam Mastoon's narrative-based works have been showcased globally

## Black History Month 2022 Calendar Available

Black History Month 2022 will be a campuswide celebration of and reflection upon the contributions of the Black community to US and world history. The Division will support the Black Student Union, Department of African American Studies, and numerous student organizations in their intentional programming, designed to uplift the stories and successes of the Black community. Observation of BHM will begin on February 1 with the raising of the Pan-African Flag outside Trenton Hall and close with the signature Black Excellence Ball on February 27.

View the full BHM 2022 calendar here: <https://diversity.tcnj.edu/black-history-month/>





# Meet Your Inclusive Excellence Team

**JAMES A. FELTON III**  
VP FOR INCLUSIVE EXCELLENCE



**JAMES...**

loves all things sci-fi  
is a published author  
is a huge dog lover  
is a proud member of Alpha Phi Alpha  
is always yours in inclusion

**DR. TACQUICE WIGGAN DAVIS**  
AVP FOR INCLUSIVE EXCELLENCE



**TACQUICE...**

is a mother of two  
loves whales of all kinds  
cannot wait to travel again  
is a proud member of Delta Sigma Theta  
believes in your potential

**MEGHAN SELLET**  
AVP FOR ACCESSIBILITY RESOURCES



**MEGHAN...**

loves spending time with family  
has a dog named Dublin  
is an international wheelchair athlete  
has family ties to TCNJ and TSC  
believes in equitable access for all

**DR. CRYSTEL MALDONADO**  
DIRECTOR OF EQUAL EMPLOYMENT  
OPPORTUNITY PROGRAMS



**CRYSTEL...**

is a longtime pizza aficionado  
loved her trip to South Africa  
is a Broadway connoisseur  
is followed by Taye Diggs on Twitter  
says to be comfortable being exceptional

**JORDAN SHYI**  
DIRECTOR OF INTERCULTURAL AFFAIRS



**JORDAN...**

starred on a TV quiz show  
is a licensed CrossFit trainer  
is a huge superhero nerd  
surf'd all throughout high school  
believes in leading with heart and care

**KYLA TUCKER**  
DISABILITY SPECIALIST



**KY...**

is a Jazzercise enthusiast  
has a passion for penguins  
has a sugar glider named Benji  
has lived in four different states  
believes in leveling the playing ground

**DIXITA MALATESTA**  
LEARNING SPECIALIST



**DIXITA...**

is a licensed clinician  
is a proud TCNJ alumna  
never misses Taco Tuesday  
still loves watching Survivor  
believes that to learn is to belong

**LYNN ANN CORNELL**  
PROGRAM ASSISTANT



**LYNN ANN...**

is an avid amateur musician  
loves detective novels  
has family in Atlanta, Georgia  
is a Tai Chi practitioner  
believes in harmony through diversity

**ALEX HOLZMAN**  
PROJECT COORDINATOR



**ALEX...**

graduated from TCNJ in 2017  
studied at Oxford University  
is not short for "Alexander"  
lives in a 300-year old house  
encourages you to make TCNJ your own

**JOELY TORRES**  
GRADUATE ASSISTANT



**JOELY...**

loves all things Star Wars  
recently learned to ride a bike  
is a Latin dance instructor  
has family that attended TCNJ & TSC  
believes there is strength in solidarity

**KENLEY SOUFFRANT**  
GRADUATE ASSISTANT



**KENLEY...**

holds high school track records  
founded the non-profit "Greater"  
dances along to any song  
speaks both English and Creole  
knows a simple "Hi" can go a long way

**JULIA MELITO**  
GRADUATE ASSISTANT



**JULIA...**

loves reading fantasy novels  
enjoys exploring hiking trails  
relaxes by cooking new recipes  
releases music as "Misty Willow"  
believes it is never too late for empathy