

*3rd annual*  
**DIVERSITY  
SUMMIT**

*Doing Our Part:*  
Inclusivity is a "We" Responsibility



**November 30, 2022**

**8:30am-3:30pm**

**Today's Schedule**

- 8:30** Welcome by Dr. Michael Benitez Jr. in Ed 212
- 9:30** Employee Session I
- 10:40** Employee Session 2
- 11:45** Lunch 'n Learn by SRS in Ed 212
- 1:15** Student Session
- 2:30** Keynote by Dr. Michael Benitez Jr. in RWH 201



# EMPLOYEE SESSION I

**8:30 - 9:25am**

## **Breakfast and Welcome Address**

by **Dr. Michael Benitez Jr. of MSU Denver**

**Ed 212**

**9:30 - 10:30am**

## **Anti-Racism and Equity are Verbs**

with **Dr. Sharmaine Bertrand**

This session will highlight the course experiences of BIPOC students at Predominantly White Institutions (PWIs), then move to an activity that provides faculty with an opportunity to critically reflect on their personal identities and biases and consider how both their identities and biases may impact the teaching and learning experience they provide. Faculty will then share and discuss ways they can be intentional about creating course environments that provide BIPOC students "safer" spaces to learn by centering equity and anti-racist practices.

**Ed 207**

## **Implicit Bias; Let's Make it Real**

with **Adam Carlson & Michelle Forbes**

Implicit Bias is a part of all of our lives - plain and simple. This presentation will focus on digging deeper into how we can take ownership in addressing our own implicit biases in our personal and professional lives.

**Ed 208**

## **Building an Accessibility Mindset**

with **Meghan Sellet & Dr. Judi Cook**

During the Spring 2020 semester, the Covid-19 pandemic forced an abrupt switch to remote learning for colleges around the globe. A successful pivot required partnerships to deliver solutions that worked for ALL students—creating a digital environment that was accessible and equitable. One such partnership involved ARC (Accessibility Resource Center) and OID (Office of Instructional Design). In this presentation, we will provide insight into how our two divisions collaborated to build an accessibility and equity mindset on our campus.

**Ed 209**

## **Equity, Inclusion, and Diversity 101**

with **Christina Parle & Roslyn Gowens of Social Responsibility Speaks**

The session will address approaching this work through a "journey" mindset rather than a "destination" mindset meaning we will emphasize that this work never ends because humans will continue to evolve. Exploring social identities and discussing where power and privilege lie is crucial to effectively engaging in equity and justice work. Participants will be encouraged to reflect on who they are and their actions as we delve into the area of bias - both explicit and implicit. We will center the concept of intent vs. impact and share skills to assist you in interrupting and disrupting problematic behavior in your daily life.

**Ed 212**

## **Inclusive Excellence Strategy**

with **VP James A. Felton II & Dr. LaMont Rouse**

In Spring of 2022, the TCNJ Board of Trustees approved the College's first institutional strategy for inclusive excellence. We Are TCNJ: A Strategy for Inclusive Excellence is a collaborative effort reflecting the needs and perspectives of all members of our community. However, it can only be as successful as we see ourselves as active parts of its implementation. This session will describe and explore its three underlying strategies - Access & Success, Policy, and Inclusive Campus Climate - and equip participants with the context and support needed to contribute to a more inclusive environment.

**Ed 213**

# EMPLOYEE SESSION 2

10:40 - 11:40am

## Safe Zone/Ally Training

with **Dr. Jonathan Murakami**

This workshop will offer the opportunity to learn about the concept of providing a "safe space" to students who identify as LGBTQIA+ and to learn ways in which they can provide a supportive environment. Workshop attendees will gain introductory information about gender and sexuality, and the challenges these students may face when navigating The College of New Jersey. In addition, attendees will also learn about communication skills and resources that help support the creation of welcoming environments for LGBTQIA+ people.

Ed 206

## Creating Inclusive & Equitable Classrooms

with **Dr. Tabitha Dell'Angelo**

In order to achieve the goals outlined in Strategy 2 – an inclusive campus climate – we need to individually be thinking about what inclusive and equitable classrooms look like. Classrooms where instructors and students feel safe, supported, and invited to participate fully, voice their opinions and concerns begin to move in the direction of inclusive learning. In this session we will discuss the ways in which course content, bias/assumptions, and pedagogical approaches might support our ability to create more inclusive and equitable learning environments.

Ed 200

## Implicit Bias; Let's Make it Real

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Ed 209

## The "Us" In Inclusion

with **Student Government VP Yashvi Verma**

Student Government will engage faculty and staff in a workshop and panel meant to cultivate unity between students and faculty. The panel will discuss the first two strategies of the Inclusive Excellence plan and how Student Government can support those efforts. We will reflect on what we think makes TCNJ inclusive and equitable to the diverse groups of students that attend, and what more could be done from the student perspective to further increase retention and academic success during their years at the institution.

Ed 204

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Ed 213

11:45 - 1:00pm

## Lunch 'n Learn: (Re)Learning How to Talk to Each Other

with **Social Responsibility Speaks**

Lots of people want to jump to the concepts of social justice, equity, social constructions, and more, but we're missing the foundation: Language. Re-learning new ways to use language requires self-reflection, some discomfort, and leaning into complexity. Join the presenters in discussing the power of language and its lasting impacts when used intentionally. Many people hide behind "words only have power if you give it to them" because using inclusive language is viewed as inconvenient. Instead of staying silent or worrying about saying the wrong thing, let's learn inclusive ways to engage with each other.

Ed 212

# STUDENT SESSION

**11:45 - 1:00 pm**

## **Lunch 'n Learn: (Re)Learning How to Talk to Each Other with Social Responsibility Speaks**

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**Ed 212**

**1:15 - 2:15 pm**

## **Safe Zone/Ally Training with Dr. Jonathan Murakami**

This workshop will offer the opportunity to learn about the concept of providing a "safe space" to students who identify as LGBTQIA+ and to learn ways in which they can provide a supportive environment. Workshop attendees will gain introductory information about gender and sexuality, and the challenges these students may face when navigating The College of New Jersey. In addition, attendees will also learn about communication skills and resources that help support the creation of welcoming environments for LGBTQIA+ people.

**Ed 206**

## **Creating Inclusive Organizations with Dr. Cynthia Fulford**

Creating an inclusive organization (environment) will not happen without intentionality and a plan. In this workshop, students will be given a few steps they can take to move their club/organization toward inclusivity. Intentionality must first be built around individual readiness, group readiness, and finally a strategic plan.

**Ed 200**

## **Wired for Connections with Dr. Debeka Bennett**

Cultivating relationships with individuals that differ from us enhances our worldview and deepens our understanding of individuals with different perspectives and lived experiences. In this interactive workshop, you will have the opportunity to interact with individuals that are similar, yet different than you, and increase your relational skills to diversify your relationships.

**Ed 204**

## **Mental Health in Communities of Color with Julia De Jesus & Ashley Herrera**

Mental Health is often a stigmatized subject in communities of color, therefore this workshop aims to create healthy conversations and evaluate proper resources and support systems.

**Ed 209**

## **Inclusive Leadership with Caitlin Mbuakoto, Kelly Perez, & Leah Lavender**

In this presentation, audience members will be encouraged to reevaluate the traits and behaviors of what they believe leadership to be. By the conclusion, the audience will walk away with the knowledge of qualities and tangible ways to foster an inclusive environment.

**Ed 213**

## **Equity, Inclusion, and Diversity 101 with Christina Parle & Roslyn Gowens of Social Responsibility Speaks**

The session will address approaching this work through a "journey" mindset rather than a "destination" mindset meaning we will emphasize that this work never ends because humans will continue to evolve. Exploring social identities and discussing where power and privilege lie is crucial to effectively engaging in equity and justice work. Participants will be encouraged to reflect on who they are and their actions as we delve into the area of bias - both explicit and implicit. We will center the concept of intent vs. impact and share skills to assist you in interrupting and disrupting problematic behavior in your daily life.

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**Ed 208**

**2:30 - 3:30 pm**

## **Keynote Address by Dr. Michael Benitez Jr. of MSU Denver**

**RWH 201**



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# Dr. Michael Benitez Jr.

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## Vice President for Diversity and Inclusion, MSU Denver

A highly sought out speaker at colleges and conferences nationwide, Dr. Michael Benitez is a nationally-acclaimed scholar practitioner and educator in the field of diversity, equity and inclusion in higher education. Dr. Benitez is known for his down-to-earth, insightful commentary, and critical perspectives on social and cultural issues, ranging from leadership and identity development, intersectionality, race and ethnicity, postcolonial thought, knowledge production, and critical pedagogy and practice in higher education.

Dr. Benitez has authored book chapters and articles on identity development, hip hop culture, cultural centers, cultural and ethnic studies, institutional research and campus climates, and faculty development. He is co-editor of the anthology, *Crash Course: Reflections on the Film "Crash" for Critical Dialogues About Race, Power and Privilege*, and has contributed to online magazines, scholarly databases, books, and peer-reviewed journals. Benitez has been featured in educational documentaries such as *Cracking the Codes: The System of Racial Inequity* and has appeared on talk shows such as *Worlds Apart*, *Hard Knock Radio*, and *Speak Out with Tim Wise* and is occasionally invited to contribute to and appear on podcasts and media outlets, addressing some of today's most pressing diversity, equity, and inclusion issues and challenges.



Part of his success lies in his ability to speak heart-to-heart while bridging theory and scholarly inquiry with everyday life, his use of accessible language that multiple audiences can relate to, and his deep knowledge and practice of innovate equity and inclusion-based strategies and approaches to address some of higher education's more pressing campus climate issues of today, providing multi-context and issue frameworks for empowerment and transformation. Benitez has helped create, shape, and lead such innovate programs as the Diversity Monologues- a critical spoken work initiative he has helped implement and shape at multiple institutions, the campus climate community participatory framework, and the NW5C consortium for supporting faculty of color.

Over the last two decades, Dr. Benitez has served higher education in different capacities, including; academic affairs, student affairs, diversity and inclusion and teaching, and currently serves as the Vice President for Diversity and Inclusion, and Associate Professor of Multicultural Education at Metropolitan State University of Denver.

Dr. Benitez completed both his B.S. and M.Ed. at the Pennsylvania State University, where he gained interest in pursuing doctoral studies as a TRIO student and McNair Scholar. He holds a Ph.D. in Educational Leadership and Policy with a focus on Social Justice in Higher Education, from Iowa State University School of Education, and has been recognized with multiple leadership and scholarly awards throughout his career.



# SOCIAL RESPONSIBILITY Speaks

Social Responsibility Speaks' mission is to create a culture of belonging and mattering through a focus on equity, inclusion, and justice. We partner with individuals and organizations to commit to becoming better and stronger in our journey to prevent harm, confront bias, and seek justice. The Social Responsibility Speaks' team sees everyone in this space as a leader who must model cultural humility and hold themselves and others accountable to this work.

Our goal is to aid individuals, non-profit organizations, and global companies in assessing, naming, and engaging in strategies that encourage us to do better. Leaders committed to cultivating spaces where their teams can perform at their best are knowledgeable about the business and humanistic cases for equity, inclusion, and diversity. We recognize that change does not happen overnight because these issues did not manifest overnight.

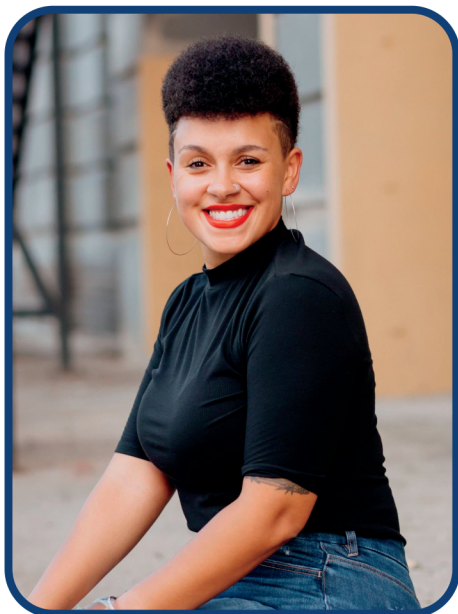
Our research-based content is enhanced with the art of story-telling and opportunities for self-reflection and dialogue. The Social Responsibility Speaks Team brings a unique set of professional and personal experiences which allows us to customize content to the needs of the client.

Christina Parle (she/they) is an equity, inclusion, and diversity (EID) educator and consultant with her company, Social Responsibility Speaks, and she recently served as the Director of Chapter Services and Conduct for Zeta Beta Tau Fraternity (ZBT). Christina believes she has a social responsibility to educate others and create space for dialogue related to these concepts. Much of her work is rooted in unlearning, conflict resolution, and effective communication. Christina's particular interest is on language and its impacts.

Christina is also the President-Elect on the Board of Directors for the Association for Student Conduct Administration (ASCA). Christina has specific experience in behavioral conduct, curriculum writing, and leadership education. Much of her work is rooted in unlearning, conflict resolution, and effective communication skills.

Christina is a Kansas City, Missouri native. Prior to her work at ZBT, Christina served as the Assistant Director of Student Conduct and Community Standards at the University of Kansas (KU) where she served as the Student Housing liaison and then transitioned to a focus on student organization misconduct. Before KU, she served as a Fraternity and Sorority Advisor at Western Carolina University where she advised the Panhellenic, Interfraternity, and National Pan-Hellenic Councils.

Christina earned her Bachelor's in Criminal Justice and Political Science at the University of Central Missouri and attended Penn State where she earned her Master's in Higher Education with an emphasis in student affairs. While at Penn State, she completed a graduate assistantship in student conduct and served as the primary advisor for the National Pan-Hellenic Council and the Multicultural Greek Council for a semester.



Roslyn Gowens has many titles: friend, sister, traveler, and educator. She professionally identifies as an emerging leader in the area of equity, inclusion, and diversity (EID). She has a passion for speaking, facilitating, and designing programs that help break down barriers of EID. Roslyn's experiences and areas of interests are focused on the holistic fraternity and sorority member experience, domestic and sexual violence-based prevention and education, helping individuals identify their "why", and building team dynamics that are conscious and effective for their greater purpose.

Roslyn was born and raised in Greenville, South Carolina, and she currently resides in Washington, DC where she serves as the Fraternity and Sorority Advisor at George Washington University (GW) - overseeing the Interfraternity (IFC), National Pan-Hellenic (NPHC), and Multicultural Greek Councils (MGC). She also serves as the advisor to the GW Panhellenic Council (PHA) Diversity and Inclusion Leadership Board. Prior to working at GW, Roslyn served as the Fraternity and Sorority Advisor at Western Carolina University (WCU) where she worked with PHA and NPHC. Before WCU, she served as a Case Manager at Helpmate Inc. where she focused on violence prevention education, adolescent sexual assault screenings, and court advocacy.

After gaining full-time experience, Roslyn returned to WCU to receive a Master's of Education with a focus in Higher Education and Student Affairs. During her graduate experience, she was able to work in leadership development, academic advising, and classroom instruction. Roslyn also earned her Bachelor's in Criminal Justice and Political Science at WCU.







# EMPLOYEE AFFINITY GROUPS

## Women's Professional Network

The TCNJ Women's Professional Network (WPN) was formed to advance the interests and well-being of female staff and faculty at The College of New Jersey.

The WPN holds monthly meetings on a variety of topics related to wellness, advocacy, and professional development. Anyone committed to creating a more women-friendly campus climate is welcome to join.



## Minority Executive Council

Since 1968, the Minority Executive Council (MEC) has been an officially recognized professional organization at The College of New Jersey. Its primary purpose is supporting the faculty, staff, and students of color at The College. MEC is committed to supporting and enriching the overall experience and professional development of faculty and staff of color at The College of New Jersey. Membership is open to all faculty and staff of TCNJ.

## TCNJ PRIDE

PRIDE was formed to support and enrich the experiences of all TCNJ faculty and staff members who identify as LGBTQIA+. PRIDE sponsors a variety of social justice, professional development, and community-building initiatives and events. Anyone committed to creating a more LGBT-friendly campus climate is welcome to join.



## TCNJ Parent Network

The TCNJ Parent Network was formed to support current (and future!) parents at The College of New Jersey. The Parent Network sponsors a variety of social justice, professional development, and community-building initiatives and events. Anyone committed to creating a more parent-friendly campus climate is welcome to join.



**Learn more & sign up at:**  
[diversity.tcnj.edu](https://diversity.tcnj.edu)  
"Get Connected"





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**ASSESSMENT**

[bit.ly/tcnjeval](https://bit.ly/tcnjeval)  
[inclusion@tcnj.edu](mailto:inclusion@tcnj.edu)