

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

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

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

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 data, context, and support needed to contribute to a more inclusive environment.

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

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

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.

Ed 213

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

2:30 - 3:30 pm

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

RWH 201

Dr. Michael Benitez Jr.

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' 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.



--	--	--

WORKSHOP NAME:

PRESENTER(S):

[illegible][illegible]

WORKSHOP NAME:

PRESENTER(S):

NOTES

Lined area for notes.

WORKSHOP NAME:

PRESENTER(S):

[illegible]This image shows a single sheet of white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

WORKSHOP NAME:

PRESENTER(S):

NOTES

Lined area for notes.

--	--	--

WORKSHOP NAME:

PRESENTER(S):

[illegible]This image shows a full page of blank handwriting practice paper. It features approximately 28 evenly spaced, horizontal blue lines running across the width of the page. The lines are thin and consistent in color, providing a guide for letter height and placement. There are no margins, text, or other markings on the paper.



TCNJ
THE COLLEGE OF
NEW JERSEY



THE COLLEGE OF NEW JERSEY
DIVISION OF INCLUSIVE EXCELLENCE

STRATEGY

bit.ly/wearetcnj
diversity.tcnj.edu



ASSESSMENT

bit.ly/tcnjeval
inclusion@tcnj.edu