

4TH ANNUAL

DIVERSITY Summit

*DIVERSITY, EQUITY, & INCLUSION
AND CAREER READINESS*

**NOV. 29,
2023**

**8:30^{AM} » Breakfast & Welcome
State of Diversity Address**

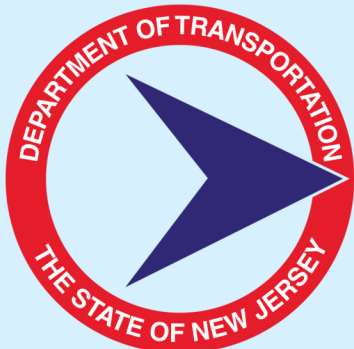
**9:40^{AM} » Breakout Session 1
DEI & Career Readiness Panel**

**10:50^{AM} » Breakout Session 2
Student Career Connections**

12:00^{PM} » Lunch and Learn

**1:15^{PM} » Breakout Session 3
Student Career Connections**

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STATE OF DIVERSITY

8:30 » 9:30 AM

The State of Diversity Address is offered each year in consideration of diversity, equity, inclusion, and justice (DEIJ) efforts on our campus and across our society. VP James A. Felton III will discuss how to build and sustain DEIJ principles through the tenets of Inclusion and Belonging as part of a global, 21st century model for DEI work. He will present a context for DEIJ in higher education, propose a replicable DEIJ infrastructure, and outline strategic diversity initiatives at TCNJ.

*A national leader and scholar-practitioner in the field of diversity in higher education, James A. Felton III serves as Vice President for Inclusive Excellence at TCNJ. He is the co-author of the book *Inclusive Directions: The Role of the Chief Diversity Officer in Community College Leadership*.*



Vice President
JAMES A. FELTON III

LUNCH AND LEARN

12:00 » 1:00 PM

Join us for an interactive roundtable discussion between alumni, employees, faculty, staff, and students. Facilitated by TCNJ career and diversity experts, this session will explore outcomes from equity initiatives and best practices, while considering experiences across industries as it relates to diversity, equity, inclusion, and career readiness. Forge meaningful connections and further prepare yourself for a career that makes a difference - no matter the field.

Featuring an exclusive Asian-Latin fusion themed lunch menu by TCNJ Executive Chef Pablo Naughton!



Associate Vice President
DR. TACQUICE WIGGAN DAVIS



Director of TCNJ Career Center
SHANNON CONKLIN



Executive Chef
PABLO NAUGHTON

SESSION 1

9:40 » 10:40 AM

BSC 100E » DEI & CAREER READINESS PANEL

A highlight of this year's Diversity Summit is a Career Connection panel discussion and Q&A hosted by the Career Center, featuring representatives from Amwins, the NJ Civil Service Commission, Warner Bros. Discovery, Howard University, and our sponsor, the NJ Department of Transportation. Learn more about how these organizations are implementing DEI principles, how these individuals rose to their current positions, and how you can prepare yourself to make a difference with your chosen career, no matter the field.

BSC 100W » SO YOU THINK YOU CAN INTERVIEW? LEARNING TO ASSESS JOB CANDIDATES WITH AN EQUITY LENS DR. WAHEEDA LILLEVIK

Interviewing job applicants is often seen as 'common sense' skill, meant to get to know the candidate personally, beyond their initial application and resume. In fact, interviewing is a crucial & learned skill that is rarely given enough consideration. We try to be equitable and avoid bias, but even innocuous comments can come from a place of unrecognized bias, generating 'noise' throughout the interview process and potentially resulting in a loss of a good candidate or a overall candidate pool. This interactive discussion session will focus on the types of perspectives, comments, and approaches to assessing interviewees that can eliminate good candidates and proliferate bias, while providing recommendations for becoming a more equity-minded interviewer.

BSC 101 » TEACHING ACCESSIBILITY & TEACHING ACCESSIBLY: STRATEGIES FOR BRIDGING THE SKILLS GAP DR. JUDI COOK | DR. ELLEN FARR | MEL KATZ | DR. ANDREA SALGIAN

One aspect of career readiness that intersects with TCNJ's commitment to inclusive excellence is ensuring students graduate with knowledge of key accessibility concepts. In this presentation, we explore what it means to "teach accessibility" and how accessibility concepts can be integrated into the curriculum. We will also examine how advocacy groups, industry partners, and academic institutions can collaborate to bridge the accessibility skills gap. Last, we will highlight how TCNJ's work with the non-profit organization Teach Access can contribute to progress on our own campus through student and faculty initiatives.

BSC 104 » THE PURPOSE PUSH: STEPS TO STOP FAKE FLEXING & DISCOVER PURPOSE TERRENCE C. JONES

Recognizing the specific challenges faced by Gen Z students, this presentation aims to empower and inspire them to discover purpose and maximize potential. Delving into the notion of purpose and its significance in shaping one's life trajectory, it draws on research and personal narrative to highlight the importance of purpose in driving motivation, resilience, and wellness. Through a series of interactive discussions, participants are encouraged to reflect on their values, strengths, and passions. Participants will leave with a deeper grasp of the significance of purpose and the tools necessary to explore and define their own.

BSC 222 » DRESS TO IMPRESS (AND EXPRESS) ERICKA CASTRO

Professional attire can be challenging, especially when you're expected to conform to unwritten rules. This workshop explores what "professionalism" can mean and how you can represent your identities more authentically in a variety of industries. Attendees can discuss and share advice about confronting attire taboos like unique hairstyles, visible tattoos & piercings, and more.

BSC 224 » IMPLEMENTING SPANISH FOR THE PROFESSIONS: CURRICULA FOR SOCIAL JUSTICE DR. ISABEL KENTENGIAN | DR. REGINA MORIN | DR. ANN WARNER-AULT

World Languages departments must respond to a nationwide need for interculturally and linguistically competent bilingual professionals. In response to community need and student interest, the TCNJ World Languages department has created professionally focused and academically rigorous language classes and certificate programs. This panel focuses on the salient features of and unique opportunities offered by our three new certificate programs: Spanish for Law and Justice Practitioners; for Healthcare; and for Counseling & Human Services. Attendees will leave with practical methods for creating and implementing rigorous, career-ready curricula for social justice.

SESSION 2

10:50 » 11:50 AM

BSC 101 » *CAREER AND COMMUNITY STUDIES (CCS) PROGRAM INFO SESSION*

**AMY K. SCHULER | BRYANA DEMONTE |
VICTORIA E. SWIFT | NICOLE SHERIDAN | OLIVIA SULLIVAN**

The Career and Community Studies (CCS) Program is a 16-year standing program on the TCNJ campus, that offers an inclusive post-secondary liberal learning college experience for college-age students with intellectual and developmental disabilities. Come learn more about how this certificate program exemplifies the college's missions for diversity, equity, and inclusion, as well as explore opportunities for collaboration and partnerships.

BSC 104 » *BEYOND BELONGING: BUILDING CONFIDENCE & CURIOSITY IN STUDENTS OF COLOR* **JAMAL T. JOHNSON**

Students of color deserve more than just social "belonging": they deserve the same confidence, curiosity, and social capital higher education offers others. This workshop will offer attendees insight into how the Office of Mentoring, Retention, and Success Programs (MRSP) uses data, strategic planning, and partnerships to build interpersonal and professional competencies in minoritized student populations. Attendees will learn how intentional programming provides the support students need to achieve self-actualization, and to identify the key components of such mentoring and retention programs.

BSC 222 » *NAVIGATING THE WORKPLACE THROUGH CODE SWITCHING* **LEAH LAVENDER | FAIZA HOQUE | ISAIAH FORREST**

Code-switching is the practice of adjusting language, behavior, and communication style to fit the cultural norms of a particular group or environment. In this workshop, participants will delve into the multifaceted world of code-switching and its impacts on workplace dynamics. Throughout the activities, attendees will witness and discuss common instances of code-switching, which will foster a deeper understanding of its complexities.

BSC 224 » *INCLUSIVE, EQUITABLE SYLLABI (AND MORE)* **DR. LYNN GAZLEY | DR. GLENN STEINBERG**

Would you like to make your syllabi more inclusive and equitable for BIPOC and first-generation college students? Join Lynn Gazley (Sociology & Anthropology) and Glenn Steinberg (English) for a workshop about inclusive, equitable syllabi. Bring a printed copy of one of your syllabi to the workshop with you. Using materials from the Center for Urban Education at USC Rossier, we will look very specifically and concretely at our syllabi in order to talk about very practical, actionable best practices. We will also discuss tips on scaffolding, grading, and classroom management.

BSC 225 » *STUDENT CAREER CONNECTIONS*

This interactive networking event is a chance for students to make connections with TCNJ alumni and representatives from partnered organizations to gain insights into career paths, DEI in the workplace, & more. Representatives from over 20 companies, agencies, and other organizations are eager to make genuine connections with you as you explore your career options.

Use this time to discuss internship, career, and graduate school paths/opportunities, information related to diversity, equity, and inclusion initiatives, and how to make a difference in your career - no matter your field.

SESSION 3

1:15 » 2:15 PM

BSC 101 » *TAKING YOUR LEADERSHIP WITH YOU!* **DR. AVANI RANA | LINDSAY BARNDT**

Come to this workshop to learn more about how to express your leadership skills and learnings on your resume, in interviews, and beyond. This workshop will encourage you to think critically about your transferable leadership skills so you can share them with future employers and organizations. You will learn to craft statements for your resume that reflect leadership experience, and to more effectively articulate leadership competencies during interviews. Don't leave your leadership behind; learn to take it with you!

BSC 104 » *FIRST-GENERATION COLLEGE EXPERIENCES AT TCNJ* **DR. NADYA PANCOSFAR**

We will present findings from our qualitative research study on the experiences of first-generation college students majoring in Education. Our findings apply a community cultural wealth lens and have implications for fostering more equitable experiences for first-generation college students in higher education.

BSC 222 » *YOU ARE ENOUGH, YOU'VE DONE ENOUGH* **JORDAN SHYI | AMBER BURROUGHS**

This workshop will work with attendees to combat their internalized impostor syndrome by assessing their employability. There are 10 skills that are typically evaluated by employers. We'll take you through what they are and how your current experiences may already be meeting them! We'll also offer suggestions on how to continue building on your employability while at TCNJ.

BSC 224 » *DIVERSITY FOCUSED STUDENT ORGANIZATIONS IN STEM: BUILDING COMMUNITY & SCIENCE IDENTITY* **DR. JENNIFER ALEMAN | DR. GIOVANNY PARADA**

In this session, we will use the TCNJ SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in Science) chapter as a case study for analyzing how professional student organizations help build science/professional identity in students of underrepresented demographics in STEM. We will discuss how the roles of chapter leaders, advisors and members all contribute to achieving true diversity in STEM at the college level through student professional development, community building and outreach leading to feelings of belonging and persistence in STEM.

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DIVERSITY *Summit*

EVALUATION



[BIT.LY/TCNJ2023](https://bit.ly/TCNJ2023)

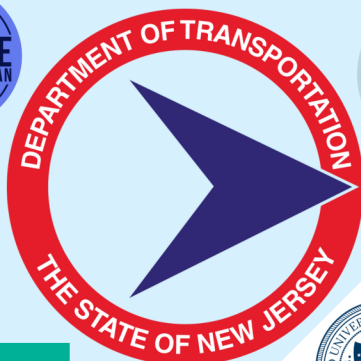
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