



HSS Anti-Black Racism Task Force

Charge from Dean Wong

The School of Humanities and Social Sciences (HSS) at TCNJ stands in solidarity with the College's goal to become an anti-racist institution where Black Lives Matter. Toward this overarching goal, the Dean of HSS formed the HSS Anti-Black Racism Task Force, comprised of faculty and staff from each of the School's departments. The Task Force is charged with examining the HSS curriculum, the accessibility and success of students of color in our Signature Experiences, and the experience of faculty, staff, and students of color in HSS toward the goal of advocating for actions that would create and further an inclusive HSS community that is free of bigotry and racism.

Organization

- ▶ At least one member from each Department in HSS (roughly proportional)
- ▶ General Meetings on the first Wednesday of each month from 3pm to 4pm
- ▶ 4 Subcommittees meet/communicate independently between general meetings
 - ▶ Assessment, Curriculum & Signature Experiences, Faculty, Student Life
- ▶ Co-Chairs: Dr. Lisa Grimm (Associate Dean) and Dr. Shaun Wiley (Psychology);
Vice Chair: Dr. Holly Haynes (Philosophy)
- ▶ More information (i.e. detailed charge, complete membership, goals & action steps, meeting minutes) at Task Force page on HSS website: <https://hss.tcnj.edu/hss-anti-black-racism-task-force/>

Subcommittee Goals & Action Steps

- ▶ Assessment
- ▶ Curriculum & Signature Experiences
- ▶ Faculty
- ▶ Student Life

Assessment

Current Members: Dr. Jess Barnack-Tavlaris, Dr. Matt Bender, Dr. Lynn Gazley, Dr. Ada Onyewuenyi

- ▶ **Goal 1: Assess the extent of inequities in access to signature experiences (research, internship, honors designation, etc.), and work with HSS departments to acknowledge and dismantle these inequities**
 - ▶ Acquired demographic data on MUSE participation from Summer 2014 to present
 - ▶ Acquired a list of class codes for signature experiences from AY 2013-2014 to present (internship, honor thesis, independent research/study, II/LA, Collaborative learning, group research, senior capstone/project that is considers experiential learning)
 - ▶ In **Spring 2021**, we will analyze these data and send a list of questions about signature experiences to Department Chairs
- ▶ **Goal 2: Assess inequities in students' academic progress toward degree completion and work with HSS departments to acknowledge and dismantle these inequities**
 - ▶ Acquired a list of class codes for “kill” courses from AY 2013-2014 to present (kill courses are course that students struggle with the most or prevent them from moving forward in the major)
 - ▶ In **Spring 2021**, we will analyze the data and send a list of questions about academic excellence to Department Chairs
- ▶ **Goal 3: Assess inequities in students' completion of courses for which they have receive an Incomplete (I) or In-Progress grade (IP)**
 - In **Spring 2021**, we will request IP/I reports from R&R and send to department chairs

Curriculum and Signature Experiences

Current Members: Dr. Janet Gray, Dr. Lisa Grimm, Dr. Holly Haynes, Dr. Dave Mazeika, and Dr. Cynthia Paces

▶ **Goal 1: Suggest racial climate items for end-of-course evaluation forms**

- ▶ We provided recommended optional questions for use in Canvas in **Fall 2020**. These optional questions are for use by the faculty member only and will not be shared with Chairs or administrators.
- ▶ Currently, we working to create an item bank in Evaluation Kit that will be accessible to HSS faculty, such that questions can be directly imported by faculty for use in **Spring 2021**.

▶ **Goal 2: Determine faculty and departmental capacity to teach anti-racism courses**

- ▶ We developed one survey instrument for faculty that was distributed in **Fall 2020**. All faculty responses were collected and organized into reports that were delivered to Department Chairs at the end of the semester.
- ▶ Currently, we are finalizing the departmental questionnaire that will be shared with Department Chairs. We will analyze responses in **Spring 2021**.

▶ **Goal 3: Revise Overload Process**

- ▶ **Starting Fall 2020**, the overload process was inverted such that students completed an overload interest form that generated a request to Department Chairs and the Associate Dean.
- ▶ In **Spring 2021**, we will analyze data to examine equity issues in overload access and approval rates.

Faculty

Current Members: Dr. Piper Kendrix Williams, Dr. Glenn Steinberg, Dr. Shaun Wiley, Dr. Simona Wright

- ▶ **Goal 1: Create an ongoing training program to support faculty and staff in cultural competency, anti-racism, and social justice**
 - ▶ Develop an anti-racism advocates program to support anti-racism efforts in departments; initial cohort in **Spring 2021**
 - ▶ Develop two training workshops on anti-racist practices in the classroom and in advising in **Spring of 2021**
- ▶ **Goal 2: Recruit, hire, support, mentor, tenure, promote, and celebrate Black (and, specifically, African-American) faculty**
 - ▶ Supported African American Studies and Criminology's hire of Professor Michael B. Mitchell
 - ▶ Develop two training workshops on anti-racist practices in hiring and mentoring Black faculty in **Fall of 2021**
 - ▶ Send memos to CFA on conceptualization of "service" in RPT document and on SOSA concept document in **Spring of 2021**
- ▶ **Goal 3: Hold faculty, staff, and students accountable for anti-Black racism**
 - ▶ Included request on racial climate of classroom items in end-of-term Student Feedback charge to CFA
 - ▶ Clearly communicated procedures for [TCNJ's Policy Prohibiting Discrimination in the Workplace/Educational Environment](#) on an easily-accessible website.

Student Life

Current Members: Dr. Tao Dumas, Dr. Felicia Steele, Dr. Mindi McMann, Dianne D. Miles

- ▶ **Goal 1: Increase access to student clubs, honor societies, and other co-curricular experiences for Black students and other students of color**
 - ▶ Begin student surveys and focus groups in the **Spring of 2021**
- ▶ **Goal 2: Create opportunities to develop skills and leadership in inter-cultural communication, anti-racism, and DEI scholarship**
- ▶ **Goal 3: Examine and address climate and cultures that affect the experiences of Black students and other students of color in HSS courses and activities**
 - ▶ Begin student surveys and focus groups in the **Spring of 2021**

*****Student participation is central to their work of the Student Life subcommittee. These goals may change. The larger committee is exploring mechanisms to compensate students for their involvement.*****



Questions?