

Report from Faculty Committee 2020-2021

Goal 1: Create an ongoing training program to support faculty and staff in cultural competency, anti- racism, and social justice

- Developed an anti-racism advocates program to support anti-racism efforts in departments. Recruited initial cohort of 8 faculty members, who completed training on “allyship” and bias-response procedures. Identified goals for fall 2021. Started summer reading groups.
- Developed training program for faculty on anti-racist classroom practices to be finalized during the summer of 2021 and held during the fall 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 and African American Studies and Political Science’s VAP hire.
- Developed training workshops on anti-racist practices in hiring Black faculty to be finalized in the summer of 2021 and held in the fall of 2021.
- Sent memo to CFA on conceptualization of “service” in RPD document. Steering charged CFA to revise the document.
- Added testimony to preliminary recommendation on SOSA revision.

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.