



WHAT IS CAMDEN COUNTY COLLEGE'S POLICY ON "DIVERSITY?"

As an educational institution comprised of individuals from diverse backgrounds, Camden County College is committed to creating an atmosphere that is free from all manifestations of bias and from all forms of harassment, exploitation, and intimidation.

As an intellectual community that attaches great value to freedom of expression and vigorous debate, the College condemns expressions of hatred and insensitivity directed against any individual or group. Statements that undermine the civility and sense of community on which the well-being of the College depends; that devalue the distinct contributions of individuals and groups; and that impair individuals' opportunities to contribute their views and talents to the community have no place at Camden County College.

The College has a President's Advisory Council on Diversity, Equity and Inclusion. The Council has four sub-committees:

- Social Justice Education
- Social and Human Capital
- Student Identity and Advocacy
- Social Justice Policy and Practice



FOR QUESTIONS/COMPLAINTS REGARDING D.E.I OR FOR MORE INFORMATION ABOUT JOINING THE PRESIDENT'S COUNCIL ON DIVERSITY, EQUITY, AND INCLUSION PLEASE CONTACT:

Executive Director, Human Resources
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Camden County College
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Blackwood, NJ 08012
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We are better because of our differences!

SOCIAL AND HUMAN CAPITAL COMMITTEE

Valuing Diversity, Equity, Inclusion & Civility



ANNUAL PUBLIC NOTICE
www.camdencc.edu/public-notice



WHY IS “DIVERSITY” IMPORTANT AT CAMDEN COUNTY COLLEGE?

Camden County College’s mission statement includes this commitment – “The College is committed to preparing students to be continuous learners who succeed upon transfer, work effectively in the contemporary workplace and function as citizens and leaders in their communities.”

The workplaces and communities from which students come and in which they will live and work are diverse, ever-changing and dynamic. Personal success in our pluralistic democracy depends upon an individual’s ability to understand and appreciate the contributions of the many different races, religions, nationalities, ethnicities, backgrounds, experiences, ideas and attitudes that surround and enrich our society.

Preparing students to achieve success in this diverse society is one of the College’s most important missions.

WHY THE COLLEGE PRIORITIZES “EQUITY”?

In equitable communities, everyone has the opportunity to succeed regardless of their original circumstances such as socioeconomic status, educational background, native language, or disability. By making equity a priority, the College hopes to bridge the gap between majority and minority groups so that individuals can be successful in their role whether they are students or employees. Combining equity with diversity will help to maximize the mission of the College by empowering its people to develop new skill sets and ideas while becoming better problem solvers and effective communicators.

HOW CAN WE CREATE AN “INCLUSIVE” CULTURE?

The College seeks to empower individuals that have been historically marginalized based on race, gender, sexuality, ability, national origin, religion, income and limited access to higher education by educating its leaders and supervisors on how to ensure that everyone’s voice is heard. The formation of the President’s Council on Diversity, Equity, and Inclusion was organized in an effort to promote strategic decision making that is not solely reliant upon the College’s Executive Team. Students and staff have been given a safe space to voice their concerns and offer feedback as well as necessary support and resources to promote a more inclusive campus community.

WHAT ROLE DOES “CIVILITY” PLAY IN A DIVERSE INTELLECTUAL COMMUNITY?

Civility is the atmosphere of mutual respect, tolerance, and open-mindedness that is the foundation of all rational discussion in a college community in which students, faculty, and staff exchange and critically examine different ideas and views.

Not every idea or view expressed on a campus or in a classroom will be popular and acceptable to everyone. But a discussion marked by civility permits everyone to critically weigh the strengths and weaknesses of new ideas and views, understand different perspectives, develop empathy for others and, perhaps most importantly, engage in self-reflection and personal growth.

SOME EXAMPLES OF UNACCEPTABLE CONDUCT:

In an institution that promotes and values diversity, here are a few examples of conduct that are not acceptable:

- Publicly displaying or communicating jokes, cartoons, graffiti, signs, posters, etc. that degrade, insult, or offend members of a particular group.
- Using vulgar, mean-spirited or hateful language to describe members of a particular group.
- Attempting to incite violence against, intimidate, or bully members of a particular group.
- Stereotyping members of a particular group.
- Discriminating against any member of a protected group in violation of federal law or New Jersey’s Law Against Discrimination.