**UF College of Journalism and Communications**

**Inclusion, Diversity and Equity Committee**

**Tuesday, Jan. 14, 2020**

**Meeting Minutes**

**In attendance:**

Natalie Asorey, Merline Durant, Katrice Graham, Rachel Grant, Joanna Hernandez, Daressa Howard, Taylor Johnson, Spiro Kiousis, Michael Leslie, Norman Lewis, Mira Lowe, Jasmine McNealy, Ja’Niyah Moore, Kiesha Reynolds, Meisha Wade

**Minutes for Dec. 3 Meetings**

Spiro Kiousis moved to approve the minutes; Katrice Graham seconded. Motion passes.

**Rules of Committee Engagement**

Joanna Hernandez presented Rules of Engagement for committee interaction during meetings; Spiro Kiousis said it could adapted by other CJC committees. Michael Leslie moved to adopt the rules for IDE Committee; Natalie Asorey seconded. Motion passes.

**2020 Agenda and Goals**

The Committee reviewed goals in four ongoing missions – CJC Climate Survey, Committee Constitution, Community College Outreach and Public Relations Campaign.

The survey is being modified. It is currently based on the 2016 Climate Survey used for the Faculty and Staff retreat. Mira Lowe offered to provide the climate survey wording used for Journalism and Women Symposium, the organization of which she is president.

Taylor Johnson is working with Spiro Kiousis on adding the IDE Committee to the Constitution. Waiting on amended proposal from Faculty Senate.

Community College Outreach will become focus after completion of CJC Climate Survey.

The Committee discussed and decided on an internal focus for the Public Relations Campaign class competition. Committee members were encouraged to participate in student-led interviews as they gather information needed to create campaigns.

**Discussion on Breakthrough Workshop**

Michael Leslie asked for Committee consideration on a half-day workshop centered around practices from “3 Laws of Performance” by Dave Logan. It’s a four-step focus: determining a desired future, planning steps for action, determining obstacles and actions to surmount them, carrying out the new vision. Further discussion needed.

**RoundTable**

A brown-bag lunch for faculty with UF’s new Program Director for LGBTQ+ Affairs Tiffany Richards was proposed. Discussion would include use of pronouns and protocol for addressing transitioning students. Keisha Reynolds recommended including staff. Spiro Kiousis suggested considering a once-per-semester diversity workshop with lunch provided to discuss diversity and inclusion issues in the college. Natalie Asorey said Committee members were welcomed to attend Diverse Voices — a 1-credit course offered on Mondays at 10:40 in Room 3032 by the PR department. Katrice Graham seeks help with community colleges recruiting and getting parents involved in CJC.