**UF College of Journalism and Communications**

**Inclusion, Diversity and Equity Committee**

**Tuesday, Nov. 19, 2019**

**Amended Meeting Minutes**

**In attendance:**

Yewande Addie, Natalie Asorey, Raegan Burden, Merline Durant, Katrice Graham, Joanna Hernandez, Daressa Howard, Taylor Johnson, Michael Leslie, Mira Lowe, Jasmine McNealy, Ja’Niyah Moore, Melanie Perry, Maggy Stansly, Meisha Wade, Alex Wilkerson

**Minutes for Oct. 22 Meeting**

Katrice Graham moved to approve the Oct. 22 meeting minutes; Joanna Hernandez seconded. Motion passes.

**Subcommittee Presentation**

Joanna Hernandez presented the list of subcommittees: Community College Outreach, Constitution, Climate Survey and Assessments. Those in attendance were encouraged to volunteer for one. Meeting time for subcommittees to be determined.

**CJC PATHS**

Katrice Graham announced the pilot class for CJC PATHS — a new program targeted toward underrepresented transfer students to increase their success rate and retention. Students will have peer mentors, their own section of MMC1009 and Knight Division scholarship. The application deadline for the program is March 1. (jou.ufl.edu/cjcpaths)

**Update on University Diversity Efforts (Meisha Wade)**

Meisha Wade presented diversity efforts from around the university. The Institute of Hispanic-Latino Culture (La Casita) and Institute of Black Culture (IBC) had their ribbon cutting ceremonies. The buildings are at 1510 and 1504 W. University Ave.

Wade mentioned UF Affiliate Groups for faculty and staff and asked that the Committee consider adding a place on website to list organizations and contacts.

A new UF VP of Student Affairs, D’Andra Mull, who starts January 2020. (<https://news.ufl.edu/2019/10/vice-president-of-student-affairs/>)

It was also noted that there have been posters worded “It’s okay to be white” found around campus. The posters are not a threat and are a form of free-speech, but Committee and college members need to remain aware of posting that could be a threat.

**Faculty Senate report on CJC**

Michael Leslie discussed the Faculty Senate report for CJC. The report included discussion on lack of diverse faculty, lack of promotions/raises and unwarranted pay difference between faculty members, negative effects of GRE on minority students and potentially bringing in outside organization to orchestrate change within CJC.