**UF College of Journalism and Communications**

**Inclusion, Diversity and Equity Committee**

**Tuesday, Oct. 22, 2019**

**Meeting Minutes**

**In attendance:**

Yewande Addie, Natalie Asorey, Raegan Burden, Merline Durant, Katrice Graham, Joanna Hernandez, Daressa Howard, Imani Jackson, Taylor Johnson, Tom Kelleher, Spiro Kiousis, Michael Leslie, Norm Lewis, Mira Lowe, Jasmine McNealy, Josh Merrill, Ja’Niyah Moore, Keisha Reynolds, Maggy Stansly, Meisha Wade, Alex Wilkerson

**Minutes for Sept. 17 Meeting**

Amend to include goals for upcoming votes GRE requirements for the college: “CJC is looking for ways to ensure success with current enrollees and good practice/collaboration with the Graduate Division.” Tom Kelleher also provided an update on diversity data gathered for the Graduate Division.

Spiro Kiousis moved to approve the Sept. 17 meeting minutes with amendments; Meisha Wade seconded. The motion passed.

**Feedback from College Council Meeting**

Tom Kelleher suggested taking advantage of interpersonal recruiting and faculty/staff relationships built at conferences to help increase graduate applicants of color.

There were recommended edits on diversity goals for the annual Goals for Institutional Effectiveness Diversity Assessment. These included adding “Demonstrate and achieve that staffing reaches parity (at least) with the local market (Florida),” clarifying that the recruiting goal would include creating relationships and setting up recruiting practices for the 2020-21 academic year; amending “In parity with state and national demographics”; separating International and Domestic diversity; and adding “Collaborate with special interest groups around campus to ease transition for Graduate students.” The committee will also look at including age diversity and connecting graduate students with community college recruits to expose them to research and capture engagement for graduate programs.

**Presentation on Digital Measures**

Josh Merrill lead a discussion about the process of collecting data during self-assessments and effectiveness of the questions. The Committee made suggestions for amendments to the current set of questions, including adding sexual orientations, changing “Race” to “Race/Ethnicity,” adding “What did your speaker do to bring diverse perspectives to your class?” and “What have you done to bring diversity to your class?”

**Announcements**

There will be two meetings in November. On Nov. 5, the Committee will convene to have a conversation with James Babanikos, candidate for Associate Dean of Undergraduate Affairs; the Nov. 19 will be the regular monthly Committee meeting.

A new course is being offered for the spring semester: Islam, Media and Pop Culture. The flyer for the class will be emailed to Committee members.