**UF College of Journalism and Communications**

**Inclusion, Diversity and Equity Committee**

**Tuesday, Sept. 17, 2019**

**AMENDED Meeting Minutes**

**In attendance:**

**Yewande Addie**, Graduate Student Representative; **Natalie Asorey**, Public Relations Department Representative; **Raegan Burden**, Advertising Department Representative (replacing Jon Morris who is on sabbatical); **Merline Durant**, Operations Coordinator, Division of Media Properties; **Katrice Graham**, Director, Knight Division for Scholarships, Career Services and Multicultural Affairs; **Joanna Hernandez**, Director, Inclusion and Diversity; **Daressa Howard**, Admissions Coordinator UF CJC Online; **Imani Jackson**, Legal Fellow, Brechner Center for Freedom of Information; **Taylor Johnson**, Student Assistant to Director of Inclusion and Diversity; **Tom Kelleher,** Associate Dean, Division of Graduate Studies and Research; **Spiro Kiousis,** Executive Associate Dean (Ex Officio); **Michael Leslie**, Faculty Senate Representative; **Norm Lewis**, Journalism Department Representative; **Mira Lowe**, Director, Innovation News Center and Assistant Dean for Student Experiences; **Jasmine McNealy**, Telecommunication Department Representative; **Ja’Niyah Moore**, Undergraduate Student Representative; **Melanie Perry,** WUFT Traffic; **Keisha Reynolds**, Human Resources Director (Ex Officio); **Maggy Stansly**, Administrative Manager, National Freedom of Information Coalition; **Meisha Wade**, PATH Academic Adviser and TEAMS Representative; **Alex Wilkerson,** Program Assistant, Knight Division for Scholarships, Career Services and Multicultural Affairs

**Voting for Committee Co-Chairs**

At the first 2019-2020 academic year meeting, the Committee voted to select faculty and staff co-chairs. Joanna Hernandez (Faculty) and Meisha Wade (Staff) will co-chair.

**Potential measurable goals for Institutional Effectiveness Diversity Assessment**

The Committee discussed two goals to focus on for the annual Institutional Effectiveness Diversity Assessment.

The first goal is to produce a CJC Climate Survey, setting a baseline for benchmarks, standard measures. A subcommittee is being formed to create. The second goal discussed is connecting the Graduate Division to work on recruiting and retaining diverse students.

**Subcommittees**

The committee decided to open subcommittees for non-Committee members to serve.

**GRE Voting**

As a response to the vote for the confirmation of the requirement of the GRE, the committee is recommending a subcommittee be formed to focus on mitigating the harm done of the GRE to minority students.

The Committee is also looking for ways to ensure success with current enrollees and good practice/collaboration with the Graduate Division. There may be value in finding out why people are advocating for GRE.