**UF College of Journalism and Communications**

**Inclusion, Diversity and Equity Committee**

**Tuesday, Dec. 3, 2019**

**Meeting Minutes**

**In Attendance:**

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

**Minutes for Nov. 19 Meeting**

Maggie Stansly asked that the November meeting minutes be amended to reflect that she was present. Michael Leslie moved to approve minutes with the amendment; Meisha Wade seconded. Motion passes.

**Faculty Applicant & Hire Demographics Reports**

Keisha Reynolds presented Faculty Applicant & Hire Demographics Reports and current Human Resources strategic initiatives that have been developed to promote diverse and inclusive postings, employee feedback and additional tracking on female and minority hires.Data does not include people who did not complete the entire application. Reynolds noted that there are limitations in that not everyone includes their race or gender OR may misrepresent themselves. Also, there was a spike in female hiring and there is no data for Spring 2019. The next report will include staff.

**Focuses for New Hires**

The Committee selected goals for new hiring methods. These include every posting for faculty/staff will have diverse and inclusive language; each search committee to be charge by Spiro Kiousis and/or Kiesha Reynolds; research is being conducted to find out where people are looking for UF jobs — currently, jobs are posted onGrey Stone, on social media and LinkedIn. Job opening are also being spread by word of mouth.

Some committee members expressed concern about whether the university/college’s reputation on tenure is making qualified candidates of color pass on applying for open faculty positions. To mitigate these concerns, the Committee recommended the college make efforts toward building relationships with other universities as a recruitment tool for students, faculty and staff.

**Roundtable**

Meisha Wade presented findings from research on diversity and inclusion workshops for the Committee to consider for future workshops. Joanna Hernandez announced spring semester meeting dates and what would be the focus of the first meeting in the new year.