**UF CJC Inclusion, Diversity and Equity Committee Zoom Meeting Minutes**

**Wednesday, Oct. 7, 2020**

**In attendance:** Yewande Addie, Natalie Asorey, Randy Bennett, Ted Bridis, Raegan Burden, Merline Durant, Rachel Grant, Rob Harder, Joanna Hernandez, Ben Johnson, Spiro Kiousis, Norm Lewis, Mira Lowe, Keisha Reynolds, Carla Fragomeni, Julia Seay, Katrice Graham, Meisha Wade, Sue Wagner, Alex Wilkerson

Meisha Wade called the meeting to order at 1:01 p.m.

Mira Lowe moved to approve Sept. 9 meeting minutes; Yewande Addie seconded.

Joanna Hernandez gave a progress report on work that came out of Faculty and Staff Retreat:

• Matt Sheehan, Keisha Reynolds and Hernandez meet Mondays to work on the retreat’s “How Might We” (HMW) statements; they’ve identified actions, discussed methods to get tasks done

• Human Resources (Reynolds and Julia Seay) rolled out Report Your Way, an anonymous reporting system where employees can report on work environment concerns

 • Next 30-day sprint (Oct. 6-Nov. 6) entails:

• Meeting with Faculty Senate to start discussion on shared governance

• Identifying, with Faculty Senate, committees whose work aligns with HMWs

• HR working with UFHR on strengthening recruitment and retention policies

• Creating a repository for shared resources (and getting faculty to share)

Hernandez also discussed tapping faculty and staff members for two subcommittees: to move forward on the climate survey; to create metrics that evaluates the success of our work.

Wade introduced weblinks from the UF College of Public Health and Health Professions Faculty Council, submitted by Katrice Graham, that could be a good blue print as we investigate creating a staff council and move forward with a staff presence on the CJC Faculty Senate.

<https://facultycouncil.phhp.ufl.edu/committees/staff-council/>

<https://facultycouncil.phhp.ufl.edu/constitution-2/constitution/>

Graham recommended that staff be part of Faculty Senate discussions. Interested staffers were asked to contact Wade.

Representatives (Raegan Burden, Advertising; Norm Lewis and Rachel Grant, Journalism; Natalie Asorey, Public Relations) provided IDE updates on each department’s activities, including curriculum reviews, the sharing of resources, adding international elements to every course, creating appropriate metrics and introducing monthly IDE-type book clubs.

Yewande Addie asked whether there’s a specific way to engage graduate students in the curriculum review process to make sure CJC is preparing future faculty with valuable IDE training. Wade said she would contact Tom Kelleher.

Mira Lowe gave an update on the dean’s search, advising everyone to fill out feedback form to make their assessments known to the provost.

Meeting adjourned at 1:57 p.m.