**INCLUSION, DIVERSITY AND EQUITY COMMITTEE**

**Dec. 9, 2020 Minutes**

**In Attendance:** Yewande Addie, Natalie Asorey, Merline Durant, Robert Harder, Lyndsey Harris, Joanna Hernandez, Tom Kelleher, Spiro Kiousis, Norm Lewis, Mira Lowe, Carrie Martins, Keisha Reynolds, Julia Seay, Matt Sheehan, Meisha Wade, Sue Wagner, Alexandria Wilkerson, Nyree Wright

**Meisha Wade called the meeting to order at 1:03 p.m.**

**Spiro Kiousis moved and Natalie Asorey seconded that the Nov. 4 IDE Committee meeting minutes be approved. All approved.**

**Matt Sheehan gave an update on the latest 30-day sprint — IDE objectives that were identified over the summer and began working on in the fall semester.**

Although an update was not sent out, the task force (so far, Matt, Keisha Reynolds and Joanna Hernandez) meets regularly on Mondays and continues its pace working on the initiative. Keisha and Julia Seay continue making progress on recruiting measures, making sure the process is fair and equitable. We have approached our colleagues, Tenure & Promotion, to foster discussion on what we need to do.

In addition, there’s been exploration on the part of staff for shared governance. Meisha Wade has formed a work group to examine creating a Staff Council proposal. In order to do this task well, it was thought to not rush it but carry it forward to the spring semester. This group will continue to meet and open it up to the staff in general.

Also, we need more participation on the task force and invite others to attend the weekly 3 p.m. meeting. We are at the point where we need to reexamine the How Might We’s to access what we can take up for spring semester.

**Meisha Wade gave an update on the Staff Council initiative.**

An initial meeting was held on Nov. 13 — Lyndsey Harris took minutes. Focus of the meeting was how to proceed, create a staff council and get representation on faculty senate. We don’t want to rush it. We conducted research and discovered other colleges who have also created Staff Councils. Another meeting is scheduled for next week, and in January meetings will be opened up for all to attend.

In addition, Meisha reported that she is still reaching out to Reichert House in an attempt to form a partnership. It’s been difficult to get through, which is understandable since we are still getting our bearings due to the coronavirus mitigation process. She will continue trying to connect in 2021.

In the meantime, Meisha said she’s been thinking of other opportunities to get engaged with Gainesville community, in respect to high school students. She mentioned East Side High School and its newspaper staff or year book staff. Also, Lofton High School. Coding is really big – high school girls in coding – and mentioned that Norm Lewis Mindy McAdams know this area very well. She also wants to help the CJC Summer Institute recruit for local students.

**Department Updates.**

**Advertising:** Lyndsey Harris spoke for the department. She announced that Jon Morris is retiring; and a second course just went live, sales certificate. Tom Kelleher mentioned that Robyn Goodman is bringing forward Multicultural Advertising in the U.S., a course taught by Raegan Burden, forward for faculty approval.

**Journalism:** Norm Lewis reported on a vote taken at a recent department meeting to approve existing, new and required courses that have been revamped to make them heavily oriented to issues of diversity, for example Mass Media and You taught by Rachel Grant.

**Public Relations:** Natalie Asorey said that conversations have been centered around evaluations and guest speakers. There is a plan to integrate internationalization and diversity into all courses. And they want to have an outcome focus. Nyree Wright is teaching a 3-credit elective “Diverse Voices.”

**Graduate Division:** Tom Kelleher said they are reopening the GRE discussion; for fall 2020 and and spring and fall 2021, it’s not required. The discussion is focusing on fall 2022. They’ve also added 14 more graduate professors. Also, the online master’s program has seen an uptick in diverse candidates. However, Ph.D. candidates are not keeping pace. Yewande Addie suggested that teaching opportunities and teaching assistantships be given to graduate students; Tom said he is open to it.

**New Dean Transition Plan**

Spiro Kiousis is stepping into the Interim Dean position from Jan. 1 to June 30. He has begun to have regular meeting with Hub. Right now, it’s every two weeks but it will likely be more frequent starting in the spring. He is providing information and communication that is strategic: plan documents; college constitution, Randy Bennett’s communications. Hub is very excited to get started elevating and advancing our efforts. Hub is keen on the idea of creating a Staff Council. Would really love to see us make significant progress on that. Some of Hub’s ideas include helping our graduate programs develop a nationwide reputation.

As far as IDE Committee membership, Spiro will be taking hiatus – Tom is covering for him on the committee. Tom and Mira Lowe are also taking on additional responsibilities during this transitional period.

**Roundtable / New Business/Announcements**

Mira Lowe announced that Alex Wilkerson is stepping in to become point person for the Knight Division during Katrice Graham’s maternity leave; the WUFT newsroom is a host — along with over 200 newsrooms across the nation — for Report for America. RFA’s focus is local and on inequity and underserved communities – our coverage will be on East Gainesville.

Meisha announced staff changes — Jennifer Ford is now CJC Director of Marketing and Communications); Daressa Howard Hope is now Admissions and Enrollment Coordinator for the Graduate Division; Natalia Mojica is now Admissions Director for the Graduate Division.

**1:45 p.m. Meeting Adjourned 1:45 p.m.**