**UF College of Journalism and Communications**

**Inclusion, Diversity and Equity Committee**

**Thursday, Sept. 9, 2020**

**Zoom Meeting Minutes**

**Attendance:** Natalie Asorey, Raegan Burden, Merline Durant, Carla Fragomeni, Katrice Graham, Rachel Grant, Joanna Hernandez, Spiro Kiousis, Norm Lewis, Mira Lowe, Keisha Reynolds, Meisha Wade, Sue Wagner, Alexandria Wilkerson, Nyree Wright

Minutes from the April 16th, 2020 meeting approved. All meeting minutes are posted on the IDE Website website: <https://www.jou.ufl.edu/diversity-and-inclusion/diversity-documents/inclusion-diversity-and-equity-committee-meeting-minutes/>

**Renomination of Co-Chairs** – the committee voted unanimously for Joanna Hernandez and Meisha Wade to serve a second term. Spiro Kiousis moved, seconded by Katrice Graham, to update CJC bylaws to include that the Director of Inclusion and Diversity always be a co-chair of the IDE Committee; the committee voted affirmatively unanimously.

**Summer Activities:**

-The Committee worked diligently all summer, leading several town halls and collaborating with the college retreat committee to focus on the issues CJC is facing and the current social climate — i.e. Racial injustices and how CJC can implement an environment of inclusivity and diversity among its faculty, staff and students. The effort continues throughout the academic year with regular 30-day sprint reports scheduled for monthly release for accountability and to keep the CJC community informed on progress.

-Updated the IDE website to include:

Inclusive-language guide: <https://www.jou.ufl.edu/diversity-and-inclusion/diversity-documents/cjc-inclusive-language-guide/>

Calendar of religious observances: <https://www.jou.ufl.edu/diversity-and-inclusion/diversity-documents/cjc-calendar-of-religious-observances/>

Helpful resources (BLM, NAACP) due to the unrest related to George Floyd and other people of color: <https://www.jou.ufl.edu/diversity-and-inclusion/helpfulresources/>

**Fall 2020 Focus:**

* Diversity statement update to include in the bylaws the staff seat on the faculty senate . Joanna will submit the language for the change. This will allow the staff to have a stronger voice on faculty issues.
* Climate questionnaire implementation: it was agreed that subcommittee should be created to move these issues forward.
* Follow up on departments for progress on their diversity-and-inclusion curriculum changes.

**Dean’s Search Update:**

Mira Lowe is a member of the Dean’s search committee. The search committee has identified three candidates for the position (Battinto Batts, Mindy Marques, Hub Brown) and the plan is for the candidates to interview in early October. The candidates are well qualified and all have a diverse professional, academia and research background.

-The IDE committee will have an opportunity to meet with the candidates one on one. Therefore, the committee will be meeting to formulate questions for each candidate to ascertain where they stand on diversity issues.

-CJC Faculty member had questions about the qualification of the candidates. Dean Michael Reid (Heath and Human Performance UF) is the chair. He is the point of contact if faculty and staff have questions about the process and qualifications of the applicants.

**Roundtable/New Business**

* Some committee members had concerns with questions that had been emailed to Dean Reid and shared with the CJC community; there was discussion about whether and/or how the IDE was would respond. Due to the length of the Dean’s search discussion, no new business was discussed.