**INCLUSION, DIVERSITY AND EQUITY COMMITTEE MEETING MINUTES**

**Friday, Jan. 22, 2021 — 1-1:45 p.m.**

**In attendance:** Natalie Asorey, Randy Bennett, Raegan Burden, Joanna Hernandez, Tom Kelleher, Norm Lewis ,Mira Lowe, Carrie Martins, Jasmine McNealy, Keisha Reynolds, Julia Seay, Matt Sheehey, Ryan Vasquez, Alex Wilkerson, Iman Zawahry.

**Joanna Hernandez called the meeting to order at 1:03 p.m.**

**Minutes for Dec. 9, 2020, minutes approved.** Mira Lowe motioned to approve minutes with the following change in wording: Alex Wilkerson is stepping in to become point person for the Knight Division during Katrice Graham’s maternity leave**.**  Natalie Asorey seconded. The minutes were approved unanimously.

**Interim staff representative and IDE Committee co-chair.** Meisha Wade stepped down from her co-chair position at the beginning of January. She tapped Ryan Vasquez, who agreed to fill in as interim co-chair and staff representative. He will hold this position till the end of this semester; a call for candidates will take place in April/May and voting will take place over the summer for the position.

**Ryan Vasquez officially becomes interim co-chair.** Joanna Hernandez made a motion that Ryan Vasquez be voted in as interim chair of the IDE Committee. Mira Lowe seconded. The vote was unanimous in the affirmative.

**Recruitment updates and call for support of current/future efforts.** Keisha Reynolds said that there is ongoing hiring at CJC and that there is recruiting for three faculty lines — the positions will be posted soon. She asked for support from committee, through word of mouth and sharing the posting link. She added that candidates can be directed straight to her. Also, the Launched Recruitment and Hiring Task Force has launched.

**Discussion on HMWs; creation of subcommittees; moving forward IDE work.** This discussion began with a catch-up report on the work that is being done to build a most inclusive CJC as possible. The 30-day sprint update will now be sent out twice a year — after each semester. This meeting was to ask everyone to focus on the remaining HMWs and what should be focused on this spring.

HR Director Keisha Reynolds had been working on equitable and inclusive hiring practices. Matt Sheehan spoke about other work that’s already been done. Jasmine McNealy asked whether HMWs benefited students as well, and Matt asked what kind of conversations our colleagues have been privy to because we could continue working on HMWs or change course.

Natalie Asorey shared what’s been talked about in her department, evaluating IDE among the courses. One of the challenges has been evaluating and tracking IDE efforts, internationalization, guest speaker efforts, etc. While the Teaching and Curriculum Committee has been tasked with this, it’s still been a challenge. Natalie continued that the meetings the PR department has been having have been getting stuck on two points: one was speakers, the other on how to evaluate student experience.

Randy Bennett asked whether we’ve communicated the progress made Matt Sheehan explained we were giving 30-day updates, which now will be given at the end of each semester.

Mira Lowe asked how to keep the conversation, to continue engaging – we used to have coffee chats. Is there another way to amplify engagement around D&I that keeps the movement going. Slack? Another tool to communicate? Keisha Reynolds said she agreed — email is fine but we need real-time conversations. Like the town halls, which received positive feedback.

**Focus Shifts to Student Town Hall Planning.** Raegan Burden asked about student involvement and feedback from students. Two of her students had mentioned how helpful it was to have a student town hall. They are asking whether they were going to have another one.

Randy Bennett said that with Black History Month approaching, it might be a good time to have a follow-up student town hall. Mira Lowe mentioned that during the student town halls that students had said they liked it and suggested having these type of meetings more regularly, maybe every three months. To Randy’s point, she said, it’s time to organize another town hall.

Matt Sheehan suggesting building on that idea, not to peg it BHM or IDE but look at it as an opportunity to touch base with students and have an open discussion. Perhaps have a series of discussion withing the next two weeks.

Mira said she liked the idea. Tom Kelleher agreed. Randy Bennett said it would be a good idea to have it led by students.

Alex Wilkerson mentioned that the student diversity task force would be meeting the following week to work on some virtual activities next semester.

Natalie Asorey said that students have experienced a lot of emotions, highs and lows, tragedies; but also celebratory moments. She was in agreement of having a collegewide check-in to let students know that we care, that we understand what’s going on outside of classroom. There was agreement with everyone on the Zoom call.

Details began to be hashed out. It was decided to use the weekly HMW Monday 3 p.m. meeting to brainstorm and planning the Student Town Hall to be held in the next few weeks.

**The meeting adjourned at 2:03 p.m.**