**INCLUSION, DIVERSITY AND EQUITY COMMITTEE**

**Feb. 19, 2021 Minutes**

**In Attendance:** Yewande O. Addie, Natalie Asorey, Randy Bennett, Merline Durant, Carla Fragomeri, Rachel Grant, Rob Harder, Lyndsey Harris, Joanna Hernandez, Benjamin Johnson, Thomas Kelleher, Aurora Martínez, Carrie Martins, Jasmine McNealy, Sofia Mingote, Melanie Perry, Keisha Reynolds, Talia Rogers, Matt Sheehan, Ryan Vasquez, Sue Wagner, Alexandria Wilkerson, Nyree Wright, Iman Zawahry

**Ryan Vazquez called the meeting to order at 1:03 p.m.**

Vasquez welcomed Sofia Mingote, the new undergraduate student representative, to the IDE Committee; and introduced Aurora Martínez, assistant to the director of Inclusion and Diversity, who will be taking minutes.

**Minutes for Jan. 22, 2020, minutes approved.** Tom Kelleher moved the minutes be accepted; Natalie Asorey seconded. The minutes were approved unanimously.

**Joanna Hernandez explains there will be more than one meeting per month.**

With the intention of getting things done in a timely manner — in a period of two to three weeks — she created additional meetings, which are all themed. There will be five additional meetings after today.

* March 5 will be to talk about the climate survey, which was ready to go out right before COVID-19. Last year’s survey will be sent to committee members prior to the March 5 meeting so they can think about enhancing questions and determining what the committee wants to get out of it. The plan is to send out the survey to the CJC community by the end of March.
* March 19 will be a listening session for students with the Student Diversity Task Force and also the Dean's Student Advisory Council.
* March 26 will be a human resource update to discuss about what needs to be accomplished for the fall as well as a review of the How Might We’s (HMWs) that were created during the August faculty/staff retreat.
* April 9 will be to talk about the fall retreat, for which we are requesting having a 90-minute session. It is necessary to brainstorm what exactly we want to present. Hernandez said she can work on implementing the plans over the summer.
* April 16 will be the last meeting. Hernandez will present the year-end report and committee members will be able to discuss and tweak it.

**Carrie Martins asked about whether people will be notified about future meetings.**

Hernandez replied she will send out a calendar invite for the upcoming meetings. She said she will also send HMW meeting reminders for 3 p.m., which are always on Monday at 3 p.m.

**Last week’s Student Town Halls**

 Vasquez asked for insights and action items from the town hall to committee members who also attended the town halls.

**Rachel Grant talked about the Tuesday meeting on race and social justice**

Rachel Grant said students shared that they are not feeling as if they have a space for this type of conversations. One topic the student moderator brough to her attention is that when this kind of discussions take place, the conversation shifts to other forms of oppression or other issues. Grant pointed out the need to give space for what the conversations are originally meant to be; also, coming from a student perspective, the college has not established spaces for students of color. A lot of Black students see their white, nonblack colleagues as having an advantage in terms of networking and opportunities that they don’t necessarily have. She asked how to make students know that it’s a professors’ job to offer advice and to be there for them. She asked, “Are we actually creating a space for students to feel safe in the classroom?” She added career advice should also be given in the classroom, so students learn about what their options are. She mentioned there is a system for students to report incidents that needs to more well-known. Also, she added that students want to engage and have conversations about difficult topics.

**Vazquez talked about meeting on Wednesday**

* UF is doing OK as far as COVID-19. Not everyone feels safe or unsafe in the same way and students talked about not having opportunities available to them.
* Discussion about mental health and people not feeling happy with the CWC.
* He mentioned resources such as We Matter, We Care, while talking about how there’s a heavier burden on professors, advisers, doctors dealing with mental health concerns. He added he hopes the recharge days will be a good opportunity to improve.

**Iman Zawahry spoke about the meeting with graduate students on Thursday**

* Some of the things that stood out to Iman Zawahry includeaggression in classrooms from other classmates. Aggressive comments regarding people’s backgrounds and offensive comments coming even from a faculty member. Some possible solutions were raised, such as teaching classes on their own on certain specific topic as well as having mentorships.
* Vazquez added that one of the major takeaways was the need to have a support system for graduate students coming from other countries for which English is their second language. He suggested having not necessary an adviser but a mentor, having collaboration groups, writing hours. He added that for people who have a “majority” background, there is a level of ignorance. He emphasized the need to educate about how to be in a world that is culturally different and how to react to aggressions.

**Thomas Kelleher added his own takeaways and action items ideas.**

* Need to work on giving TA graduate students the opportunity to teach more critical cultural, international, intercultural cross-cultural type of courses.
* Need to expand the list of graduate courses. He suggested having kind of an official list that would let graduate students know which courses are being offered.
* He added there is a new way to do a dissertation based on three articles and that the college needs to do a better job making sure students are aware of such opportunities.
* Need to think about how Ph.D. students can get involved and learn about opportunities with the INC and The Agency, as well as about nontraditional career paths.

**Staff Council Task Force**

Vazquez said the task force met on Thursday to talk about how the process will look. The plan is to have something formalized next Thursday. During Vasquez’s “road show,” they had successfully reached 50% to 60% of staff. The intention is getting two seats in the faculty senate for staff so that their voices also become represented and heard. Vazquez said staff is not included in the Constitution, bylaws of the CJC.

Options as to how to proceed include creating a separate Staff Council or creating seats on the Faculty Senate or doing both, which is what they are aiming for. Vazquez said they have a timeline to get the idea passed to this Faculty Senate session, which ends in April.

**Discussions.**

Sofia Mingote asked what if it was required for every graduate student to pair up with a first-year student, given there is a need for mentorship. She also asked about a form people can use to report microaggressions they face in classes.

* Kelleher said the college has been working on having a mentor for everyone but that not everyone is interested. However, they are now working on a feedback mechanism, but he could not give further details.
* Keisha Reynolds replied about the forms to report microaggressions. She said it has to be redone. In fact, the form they reference to is for CJC employees only. However, she said her HR office listens to everyone. She said she will have a meeting Monday with Pamela Malyk, the Assistant Dean of Students, solely to talk about how people can get training about it and how student report incidents.
* Mingote emphasized it is hard to come forward with microaggressions when having to deal with bureaucratic processes on top of it all.

**Hernandez asked for the creation of a task force that would be engaged for two to three weeks to address student issues and particularly, how student can report on issues.**

Randy Bennett, Rachel Grant, Natalie Asorey, Lyndsey Harris, Sofia Mingote, Nyree Wright, Alex Wilkerson volunteered to be on the task force.

**Benjamin Johnson shared in the chat a file title “College of Journalism Reporting Policy”**

**New Business**

* Natalie Asorey gave a quick update about departmental committees. She said at a meeting yesterday, they talked about the need to have a committee focused on IDE and internationalization.
* Randy Bennett asked if the committee knows what each department is doing. Hernandez said she and Aurora will be working on contacting each department and asking about what they are doing to be able to include it in the year-round report.
* Nyree shared she will be a panelist March 18 with the institute of public relations about race in the Public Relations classroom and asked for help to spread the word. Hernandez suggested sharing the information with Bennett as well.

**Meeting Adjourned 1:49 p.m.**