**INCLUSION, DIVERSITY AND EQUITY COMMITTEE**

**March. 19, 2021 Minutes**

**Approved March 26, 2021**

**In Attendance:** Fareeha Abrar, Natalie Asorey, Daniella Bass, Randy Bennett, Beatrice Brunschwiler, Raegan Burden, Dana Cassidy, Catalina Castro, Xinni Chen, Rachel Grant, Lyndsey Harris, Noura Ibrahim, Tom Kelleher, Jiselle Lee, Moon Lee, Mark Leeps, Norman Lewis, Jania Lowe, Mira Lowe, Ben Lynn, Aurora Martínez Carrie Martins, Sofia Mingote, Sophia Mueller, Rakeem Robinson, Talia Rogers, April Rubin, Matt Sheehan, Rayna Van Beuzekom, Ryan Vasquez, Meisha Wade, Nyree Wright

**Ryan Vazquez called the meeting to order at 1:02 p.m.**

**Minutes for March 5, 2021, minutes approved.** The minutes were approved unanimously.

**Vasquez welcomed everyone and said Joanna Hernandez and Aurora Martínez will be working on the Qualtrics Climate Survey to be sent out by Friday, March 26.**

* He explained it will be open until April 9 and that the task force will be analyzing the data afterwards. He invited people to join the task force.

**Vasquez invited students to share about concerns, issues, things they would like the CJC to work on**

* Dana Cassidy asked whether and how UF will be administering vaccines to students
  + Vasquez said he hasn’t heard anything about vaccine availability. He mentioned that along with the statement sent out earlier in the day, UF decided to relax testing and added he feels uncomfortable about how quickly things are returning to normal.
* Cassidy also asked how the hyflex model will move forward for students’ accessibility
  + Vasquez said so far, all classes are set up to be equipped for hyflex classes and that UF has to follow state mandates that the university may or may not always want to do.
  + Mira Lowe added there is nothing definitive and that with regards to the news about the opening up to Summer B and Fall 2021, everyone wants to whether hyflex will be available and how that process will be. She said the expectation is that all classes will return to face-to-face in the Fall.
  + Tom Kelleher said technology won’t go away but that the university hasn’t said what exactly will be done, other than announcing the schedule of classes. He said it seems that Summer B and Fall will be at regular capacity and that there’s going to be some flexibility, but nothing has been said officially.
* Vasquez asked on behalf of Matt Sheehan whether students are on the distribution lists/receive health screening, tests and protect messages.
* Jania Lowe asked whether there is going to be a mask mandate and what will the options be for immunocompromised students/students who live with family or roommates who are immunocompromised?
  + Mira Lowe said they don’t have answers for any of those questions yet, but that her understanding is that masks will be required.
* Cassidy asked about the transparency levels of knowing whether or not faculty and students are vaccinated and if a card or clearance status will be necessary (also with regards to students or faculty who may refuse vaccination)
  + Vasquez mentioned disclosure of COVID-related information about students can get into HIPAA violations
* Vasquez encouraged students to talk about their concerns and issues with Joanna Hernandez and faculty members as they can guide them.
* Jania Lowe brought up four concerns on behalf of another Dean’s Student Council member: lack of Black faculty, extremely low Black enrollment, faculty and students can't relate to low-income minorities, and a lack of mentorship opportunities within the college, especially for minorities.
  + Vasquez said he agrees with all of them and said those are things they are working toward. He mentioned they are putting efforts into mentorship opportunities for students.
  + Mira Lowe said the college is starting and alumni mentorship program, specifically for Black, Caribbean, African American students. She said Talia Rogers is leading the effort.
* Nyree Wright said the college has a new Black dean arriving in July and asked how involved he will be in bringing about change and whether the concerns shared in these kinds of meetings will get to him. She said change comes from top down and that it is needed to have people with decision making power pushing for change.
  + Vasquez said Hub Brown is a great listener and that he’s participated in meetings with the college already and that the climate questionnaire is designed to be something that could set him up to understand the environment as he starts in the college. He added that Hub is being advised and provided with material to prepare for his arrival. Randy Bennett seconded. Mira Lowe added he has already met with various people across the CJC as well as with students a few weeks ago.
* Beatrice Brunschwiler introduced a student organization called [BRIDGES](https://sg.ufl.edu/branches/executive/agencies/), which forms connections among UF students and minorities and low-income high school students, as a way in which students can create a more inclusive environment.
* Rakeem Robinson touched on:
  + Phrasing of COVID and the psychological ramifications that students are going through as well as how cultural and racial issues are affecting them
  + Feeling of having to be accessible at all times, especially because most things happen virtually, and people are getting drained from looking at screens all day
  + Not having space to relax
  + How can students engage and feel welcomed?
  + Need to provide personal protective equipment and information to students
    - Vasquez said the university can do better and that faculty has access to a lot of masks and that they should sent out a message for people to come to them and get them. He also shared the never feels off the clock and that they should establish a protocol or parameters around the college about how people are expected to do things.
    - Mira Lowe asked if the problem with regards to resources is that there is a lack or that students don’t know where they are, and Robinson replied hand sanitizer has been out for which he has been having to bring his own personal bottles.
* Sofia Mingote asked whether there has been any progress with making the student reporting process less bureaucratic in cases such as microaggressions.
  + Vasquez said his understanding is that the university is working on making it more accessible and easier for students. He mentioned having the Ombuds available as a resource that students can use and encouraged students to take the issues to faculty and staff. He added they have tried to create something at the CJC level, but legal concerns have been brought up. He finished by suggesting disseminating information out to the student body about the resources already available.
* Rayna Van Beuzekom asked whether there are specific actions the IDE committee want to accomplish and mentioned that the average CJC student doesn’t even know it exists and is trying to make things better.
  + Vasquez said Ryan the committee is here to be proactive and reactive to things happening in the CJC. He mentioned they are working on promoting and improving its appearance, but that the outreach could definitely be better so that the community knows about its accomplishments and initiatives.
  + Rayna Van Beuzekom said for the past year she has been the diversity leader for her organization — didn’t have anybody to guide her through processes and resources and said having faculty helping with that would be beneficial.
  + Vasquez said the committee can and should provide better support structure and guidance.
* Wright asked where students should go first if a negative experience were to happen to them.
  + Vasquez said it depends on the situation and that people probably need to be given guidance on it. He asked student if they had an issue who would they go to or would the first person they talk about it with be.
    - He said it is important to have representation to feel students have a place to go and that they want to make sure students are aware of what is already in place by have a better outreach strategy.
* Meisha Wade said students have channels to report complaints. It goes in the following order: instructor, department chair, associate dean, Dr. Babanikos. Dr. Babanikos serves a middle person to resolve the situation. If the situation is not resolved, students have the right to the ombuds, a neutral person who will get all parties involved and work toward a solution.
* Catalina Castro said one of the problems at the time being is not the lack of communication but the type of communication. Students feel overwhelmed not only with schoolwork but also with overload of communication about COVID, which ends up getting lost because emails are very long, and people are not reading them. She suggested creating information more visually appealing, such as having graphics. She also pointed out the need for representation, for people who would make her feel represented and with whom she could connect with.
  + Vasquez emphasized the need of working on having better means of communication.

**Extra information from the chat box**

* Matt Sheehan announced the provost sent a note about future semesters and sent an attachment of it.
* Mira Lowe shared [UF and CJC Reporting Procedures](https://www.jou.ufl.edu/cjc-human-resources/hr-reporting-procedures/).
* Misha Wade provided link to [U Matter, We Care](https://umatter.ufl.edu/refer-or-report/).
* Sofia Mingote shared a [link](https://sg.ufl.edu/branches/executive/agencies/) listing the SG Agencies.
* Mira Lowe shared the [IDE Committee website](file:///Users/joanna.hernandez/Downloads/-%09https:/www.jou.ufl.edu/diversity-and-inclusion).

**Meeting Adjourned 1:58 p.m.**