**INCLUSION, DIVERSITY AND EQUITY COMMITTEE**

**March 26, 2021 Minutes**

**Approved April 16, 2021**

**In Attendance:** Randy Bennett, Rachel Grant, Rob Harder, Lyndsey Harris, Joanna Hernandez, Benjamin Johnson, Norman Lewis, Mira Lowe, Aurora Martínez, Carrie Martins, Maria Di Mauro, Sofia Mingote, Keisha Reynolds, Julia Seay, Ryan Vasquez, Sue Wagner, Iman Zawahry,

**Joanna Hernandez called the meeting to order at 1:02 p.m.**

**Minutes for March 19, 2021, minutes approved.** The minutes were approved unanimously.

**Presentation given by the CJC Human Resources Team**

* Keisha Reynolds, director of the CJC HR, introduced her team, including Julia Seay and Maria Di Mauro and gave a report on all HR has done.
	+ Reynolds and her team launched an onboarding process to enhance their diversity recruitment efforts. The process includes a CJC buddy, which is someone familiar with the college and is assigned to help a new employee to navigate UF and the greater Gainesville community. The intention is to make them feel valued.
	+ They’ve also instituted a more robust exiting strategy as they also want to know what people are saying when the leave the CJC
	+ Seay mentioned that a recruitment and hiring survey was released in late October-early November. The information obtained led them to establish a hiring task force to tackle gaps and needs for improvement in the process.
	+ Reynolds also talked about the “Stay Survey” — sent current employees asking how they are doing. It is done in an effort to be proactive and retain employees. CJC HR has also created cards that can be sent out that emphasize the importance of saying “thank you.”

**CJC response to violence against the Asian American community**

* On Monday March 22, Dean Spiro Kiousis sent out a statement that the IDE committee helped compose; it condemned hate and violent acts leveraged as the APIDA community. At the following HMW meetings, the committee discussed hosting a town hall as an immediate response to show students the college cares. Moni Basu attended the HMW meeting and was part of the process.
* Iman Zawahry asked about the letter and whether any Asian faculty was part of its creation and voiced her concern that the letter only addressed Asian Americans and not only the entire Asian community. And she also added it would have been better to get more voices into the planning.
	+ Ryan said it is true they tried to do something quickly and that they tried to get people but that getting everyone’s voices is hard. He said they were trying to be as inclusive as possible — to have conversations with everyone whose voices need to be heard and how they’ve felt or been triggered by this most recent event in Atlanta.
* Rachel Grant expressed concern with the title of the event because for her being the “only” reinforces the idea of tokenism and separation. She said it’s meant to be a global conversation and not just in the American context. She added her fear is that people won’t feel encouraged to attend it. She called for having it open to nonwhite students who want to learn, educate themselves and get involved as well.
	+ Hernandez said that maybe a listening session would be more needed than a presentation with speakers.
	+ Vasquez explained that his original goal was to recruit alumni who can share their experiences in the field and have a panel to answer to questions and provide resources on what is available at the college level. He said the title was not meant to be exclusionary but inclusive.
	+ Randy Bennett said students haven’t been given the opportunity to express their feelings. He asked whether it’s too soon to jump into how to navigate the field.
	+ Vasquez said a challenge he sees is that the end of the semester is coming, and things are starting to get very jammed up, meaning people are experiencing fatigue and having a lot of meetings, so that they are trying to not have multiple meetings. They didn’t want to get lost in the end of the semester.
	+ Hernandez said what they want to do is to show concern, that they do care and offer the opportunity to share experiences and ideas to understand what the college needs to provide.
* Zawahry said having a town hall is important for what Randy said. She also agreed with Grant and said the “only” should be taken out of the title of the event.
	+ Hernandez said “Done.”
* Vasquez asked about how to proceed with alumni.
	+ Members expressed that having a panel discussion or presentation is probably not the right thing to do — that it shouldn’t be a career discussion.
	+ Vasquez said it would now be more of a listening session.
	+ Mingote pointed out that it’s only after 30 minutes into the listening sessions that there’s students actually listening and speaking. She suggested highlighting that more instead of presenting it as a career building or networking event.
* Hernandez asked whether it should be made clear they want to hear from the greater community so that it is student, faculty and staff.
	+ Mingote mentioned she had shared names of APIDA current students who might want to sit in the panel. She also talked about having stakeholders, alumni and others dealing with grief at the moment.
	+ Zawahry mentioned the option of having something with moderators similar to what was done last year — separate sessions for students, faculty and affinity groups just to talk.
	+ Mira Lowe added that maybe there will be need of having a follow-up session after listening people’s feelings and concerns in the first one.
	+ Vasquez said he thinks that indeed they will have to host a secondary event to respond to the listening session.
* About the title, Lowe said the acronym APIDA is not as well known by the community. She suggested being more specific or spelling it out. Additionally, she said they are trying hard to avoid putting any burden on people affected by the matter.
	+ Vasquez pointed out they’re uncomfortable reaching out to faculty and staff to see if they wanted to be part of it without being outspoken about it. It is hard to determine who identifies as members of the community.
	+ Benjamins suggested to reach out to Asian American faculty and graduate students to be part of the conversation.
* Zawahry pointed out there is no member from the Asian American community in the IDE committee.
* Grant emphasized the need of including graduate students as significant number are internationals from Asia.
* Keisha Reynolds asked whether people can get educated or get some training because she herself is confused with regards to foundational knowledge, who they are talking about and what can or cannot be considered as offensive.
	+ Ryan talked about a LGBTQ stylebook and Hernandez about a similar resource that was put out by the AAJA.
* Hernandez said they’d contact Tom Kelleher to get reach out to graduate students and asked Reynolds if she could help her identify faculty demographics.
	+ Reynolds said she’ll see what she has available.
* Grant shared a resource she uses with her students: <https://consciousstyleguide.com/>
* Members agreed on publicizing the event Monday.
* Hernandez said she’d send out email to people who might be interested in the town hall to happen on April 1 to plan for it Monday night.

**Meeting Adjourned 2:17 p.m.**