**INCLUSION, DIVERSITY AND EQUITY COMMITTEE**

**March 5, 2021 Minutes**

**Approved March 19, 2021.**

**In Attendance:** Yewande Addie, Natalie Asorey, Raegan Burden, Merline Durant, Carla Fragomeni, Rob Harder, Joanna Hernandez, Benjamin Johnson, Thomas Kelleher, Mira Lowe, Aurora Martínez, Carrie Martins, Sofia Mingote, Melanie Perry, Ryan Vasquez, Meisha Wade, Sue Wagner, Alexandria Wilkerson, Iman Zawahry

**Meeting called to order at 1:03 p.m.**

**Tom Kelleher moved that the minutes for Feb. 19, 2021, be approved; Ryan Vasquez seconded.** The minutes were approved unanimously.

**Joanna Hernandez gave updates about the Student Solutions Task Force meeting.**

Hernandez explained that she and Keisha Reynolds met with UF Dean of Students Pam Malyk to discuss a student reporting method for students to report negative experiences. Malyk said that UF is working on such a mechanism but that it was still a work in progress. The discussion led to Malyk agreeing to put together a “cheat sheet” of information that CJC will be able to put on its website so that students will have information to follow for reporting. She added that she will be sending notes from the Feb. 8 Student Town Hall to committee members before the listening session planned for the March 19 meeting with the CJC Student Diversity Task Force and the Dean’s Student Advisory Council. In addition, Hernandez said that at the Student Solutions Task Force meeting, it was agreed that student representatives on the CJC IDE Committee would take the planning of future student town halls, including topics of discussion.

**Natalie Asorey said she was able to share some of the feedback from the Student Solutions Task Force meeting with her department.** What stood out to her was that one of her colleagues shared about being sort of cautious with relinquishing all control to the university on matters like the reporting of incidents and also mentioned feeling reminiscent to when affirmative action was being talked about around gender. She said she can dig and a have a deeper conversation on that.

**Climate Questionnaire:** The questionnaire was tweaked a bit because was created last year, but it questions are still pertinent. It will be anonymous, and the intention is to get a pulse of what has happened on campus since last year and use it as a baseline moving forward. It will be a Qualtrics survey created by Hernandez and Aurora Martínez. Hernandez said she would like to put the survey out by the end of March. Mira Lowe questioned who would receive and view the results. Hernandez said she will and that she would like to work with two to three more people with expertise to make sure things get done. Hernandez suggested the creation of a task force and someone to chair that task force; the task force would oversee data analysis and share it with administration. She asked for volunteers to form a Climate Questionnaire Task Force. Carrie Martins, Melanie Perry and Ryan Vasquez volunteered and will work with Hernandez and Martínez on creating the Qualtrics questionnaire.

**Additional feedback on the Climate Questionnaire:**

* Thomas Kelleher mentioned adding an option for people under 21. Lowe suggested having options for both OPS adjuncts and non-adjuncts.
* Carla Fragomeni said it’d be more inclusive to say OPS staff rather that non-adjuncts. She also later suggested adding a question about whether people feel represented within the college — do people see people similar to them; Lowe said having questions about representation would be great.
* Hernandez asked if current and previous year should be combined; Perry said it should be 2019 to 2021. Hernandez later said she would add definitions next to specific questions.
* Martins suggested including a question about whether people feel part, connected and supported by the general UF community. She also seconded Benjamin Johnson on changing “tenure” to “promotion” so that is applied to more people.
* Johnson also wrote on chat that it might be better to have “ableist” as an attitude/behavior and that in the introductory page, that it would be good to mention that each person should take the questionnaire once only, and that the disclosure of their responses although unlikely is a risk.
* Asorey suggested having a “prefer not to answer” option for all demographic questions; Hernandez said she would include “N/A” for all questions.
* Lowe said there are questions regarding promotion process and recruitment process, but she wondered whether the hiring process is part of the recruitment process. Rob Harder said hiring and onboarding are two different things, but that they are both part of the recruitment process.
* Iman Zawahry asked whether the survey is about the CJC culture, and about what will be done with the information.
	+ Hernandez said it will be used to learn about the climate and what can be done to improve. It will serve to gauge and compare when the survey comes out next time.
* Zawahry asked about having a “1,2,3” scale instead of a “1,2,3,4,5” one.
	+ Fragomeni said that would be useful to get more straight forward answers.
	+ Perry suggested keeping it as “1,2,3,4,5” but adding a key on what each one means.
	+ Reagan Burden said “1,2,3,4,5” would be preferred because it speaks more about intensity, especially because cultural conversations are a spectrum and having more options gives room to see that reflected.
* Perry suggested adding a question about perceived change, either good or bad.
* Martins asked how the data will be presented to everyone afterwards.
	+ Hernandez said perhaps results could be shared in the August retreat. It could become the 90-minute presentation they are planning on having then.

Kelleher moved that the meeting be adjourned; Lowe seconded.

**Meeting Adjourned 1:53 p.m.**