**INCLUSION, DIVERSITY AND EQUITY COMMITTEE**

**April 16, 2021 Minutes**

**In Attendance:** Natalie Asorey, Raegan Burden, Carla Fragomeni, Joanna Hernandez, Thomas Kelleher, Norman Lewis, Mira Lowe, Aurora Martínez, Carrie Martins, Sofia Mingote, Ryan Vasquez, Sue Wagner, Iman Zawahry

**Meeting called to order at 1:07 p.m.**

**Minutes for March 26, 2021, minutes approved.** unanimously.

**Joanna Hernandez gave a presentation on the 2020-2021 Academic Year Review**

* Hernandez said it would be finalized by the end of June.
* She presented a storyline with significant events per month, which included 12 IDE committee meetings, 11 town halls, about 17 HMW meetings, no coffees and the Qualtrics climate survey.
  + Volunteers are still needed to help analyze the responses and create a presentation for the retreat.
  + It is necessary to stay vigilant on global national social justice matters and be ready to meet/act for whatever that might happen during the summer.
* Hernandez asked people to reach out in case any corrections should be made.
* Mira Lowe asked to have a copy of the PowerPoint presentation and Hernandez said she will send it out.
* Natalie Asorey suggested adding not just that town halls were held and students listened to but also how the college is responding to issues that were brought up.
  + Hernandez said that will be included in the report.

**CJC Response to Outcome of Chauvin Trial**

* Hernandez said UF wants to share a message on behalf of president Fuchs after the result of Chauvin’s trial and that she would contact people to help craft a CJC statement.
* Ryan Vasquez said the college can do more than just supporting what the president will send out, such as including actionable items in the message.
* Hernandez mentioned sending a note after the meeting to contact department heads and put a statement together.
* Burden said that knowing that there is some flexibility as to how to write the statement, she advised that regardless of the verdict, Black people from the CJC should help put the statement together to show in the writing that black people were in fact included in the crafting and that it speaks to the affected community.
* Hernandez agreed with Burden and said she would send the draft to Burden by Monday so she could make proper changes.
* Asorey seconded Burden statement, adding she has heard from students that other statements have lacked connection — something that had to be said but was not really felt.

**New Business / Roundtable**

* Norman Lewis spoke about the new bill passed by the Florida Legislature that is going to make protesters more people who would protest after any kind of verdict more liable for criminal penalties. He also brought up another bill passed a couple of weeks ago that outlaws the ability of Black people in the college to talk about critical race theory. He expressed concern for not having heard anything being said about it. He pointed out their concerned about things in Minnesota but not about issues that directly affect their classroom. He asked what is being done about the fact their jobs are at stake.
* Vasquez replied they are under constant fire and that there’s need of having more places to open dialogue. He pointed out they are not being proactive but responsible, and that it is not OK.
* Hernandez thanked Lewis for bringing it up and apologized for not being aware of it. She suggested restructuring the committee to have a sort of a response team to keep track of things that should be discussed an addressed.
  + She said she would reach out to Lewis to hear more about it and see how the administration can respond to it. Also, she mentioned she can talk with the CDL group to bring it up.
* Burden said she is surprised no one has talked about it considering there is a critical race theory professor at the college. She added there have been times in the past where Black faculty that have spoken up or advocated for Black human rights have been targeted and even had to file restraining orders for people following them to their homes, which have resulted in leaving the university. She asked what the bills would mean for their ability to maintain a job in such environment.
* Vasquez talked about how it attacks their freedom of speech and how Florida legislature makes him wonder whether he wants to spend the rest of his life in the state. He said the best they can do is advocate and speak up.
* Lewis said he was by no means criticizing them but trying to put the elephant in the living room where it is.
  + He pointed out legislature can’t be change but that administration must identify ways in which they will protect its faculty. He doesn’t want to see any statements but something tangible at the college here and now.
  + Burden said she is worried for Rachel Grant because of the reason and title she was brought under. She wonders when and what the university will do with people who are brought to specifically engage in such critical conversations.
  + Vasquez said something must be done strategically and immediately.
  + Lewis added it affects people across the board, including white people.
  + Vasquez said he won’t stop making us of his freedom of speech.
* Hernandez opened the meeting for any other comments and said she will be in contact.

**Meeting Adjourned 2 p.m.**