

Inclusion, Diversity and Equity Committee

Annual Report - 2022-23 Academic Year

Co-Chairs: Ryan Vasquez and Matt Sheehan

Members: Natalie Asorey, Lissy Calienes, Pat Ford, Katrice Graham, Joanna Hernandez, Spiro Kioussis, Tammy Nguyen, Keisha Reynolds, Qingyuan Yang and Iman Zawahry

Collaborating attendees: Randy Bennett, Ann Searight Christiano, Jeff George, Carlos Lopez, Glen Rickards, Denise Vickers, Sue Wagner and Alexandria Wilkerson

The IDE committee convened monthly to discuss items brought forward by members of the committee, colleagues in the CJC or requests from the administration. Meetings occurred on: Sept. 16, October 14, November 4, and December 2, in 2022, as well as February 10, March 10 and April 7, in 2023.

The committee discussed and conducted the following business:

- Review and analysis of the 2022 Climate Questionnaire, administered in spring 2022. A smaller working group was established to review data and bring forward information. A synthesis document was shared with the CJC.
- Review and comment on items presented by the administration for the CJC strategic plan draft.
- Discussion of inclusion and belonging items in the news and the contexts within the CJC.
- Proposed, received and established a grant-funded program on belonging in the CJC. Program continues into the 2023-24 academic year.
- Discussion of existing and new HR programs on retention, recognition, staff development and hiring.
- Developed proposed goals, metrics and evaluations for the administration on items in the draft CJC strategic plan on the goal to “develop an environment that fosters and advances equity and a culture of active participatory inclusiveness, collaboration and collegiality.”
- Established a biannual “pulse survey” and administered the first period of measure along with a questionnaire for the belonging project in April. Results to be reviewed over summer '23.