

**INCLUSION, DIVERSITY AND EQUITY COMMITTEE**  
**Feb. 10, 2022 Minutes**

**In Attendance:** Ryan Vasquez, Joanna Hernandez, Matt Sheehan, Natalie Asorey, Katrice Graham, Lissy Calienes, Iman Zahwary, Carrie Martins, Ana Trias, Sue Wagner, Rachel Grant, Ann Searight

**Meeting called to order 3:03 p.m.**

**Introduction of Ana Trias as new student assistant for IDEA director**

**Rachel and Joanna review of the draft goals of the CJC 2025 planning process.**

2<sup>nd</sup> goal – enhance recruitment, retention, etc.

3<sup>rd</sup> goal – environment that fosters active participatory inclusiveness

Working groups assembled, looking for others to participate.

Mission of the third goal – how might we actively engage all parties and the culture of the CJC to activate everyone in the inclusion and equity role. Mentorship mentioned as area that could be expanded cross-identity (versus mentoring people who look like us).

Work groups will meet before early March and groups will develop measures.

**Overview of the pending allyship project**

Joanna shared the genesis of the IDE programming goals at the CJC

Ann shared [document](#) as a way to “build the College we wish existed” – acknowledging, once again, too often the weight of the task to resolve issues on the people most affected

People want to be allies, but may not have the skills or knowledge to do so. Pulling on knowledge of social norming (perceived behaviors of those around us) we can take a social science approach to building a culture of allyship.

Overview of the potential project roadmap.

Seen as a culture, skillset and muscle to flex that every person part of the community can work toward. Nobody can excuse themselves from this work and behaviors.

Discussion of plan – staff are critical to success. Could “outside-in” strategy strengthen the work?

Allyship is great. Advocacy is greater.

**Approval of minutes for Jan. 25, 2022 meeting.**

**New Business**

- Brainstorming meeting forthcoming on NBCU Academy (Katrice) – CJC now has access to guest speakers, virtual materials, scholarship and equipment support. Encourage faculty to utilize resources.
- Board of Hispanic Affairs update (Natalie) – Association of Hispanic Alumni has scholarships that are now open (closing in next couple of weeks). UF working toward Hispanic Serving Institution status. Natalie serving on Hispanic PR society (HPRA) award committee working to develop new student award and scholarship.
- Summer Media Institute search update
- A better repository of when meetings are scheduled in shared governance.

**Meeting Adjourned about 4:06 p.m.**