

INCLUSION, DIVERSITY AND EQUITY COMMITTEE
March 29, 2022 Minutes

In Attendance: Ryan Vasquez, Joanna Hernandez, Matt Sheehan, Natalie Asorey, Katrice Graham, Iman Zahwary, Carrie Martins, Ana Trias, Lissy Calienes, Benjamin Johnson, Sofia Mingote

Call to order 10:02 a.m.

Approval of minutes

Update on staff council – planning and discussions continue. Ryan updated us on the discussions of communication practices (e.g. newsletters); staff feedback on evaluations of supervisors and how the College might standardize leadership evaluations from all levels; event upcoming at Arrendondo Room to build staff community. Martins inquired on activities of staff council over summer terms and Vasquez response was affirmative activities will continue. Staff council elections coming in April 2022.

Update from the strategic plan process of the UF Chief Diversity Officer. Hernandez shared information about a strategic planning process by Dr. McGriff's office shared with the campus diversity liaisons.

Update on reporting from HR. Reynolds shared processes on benchmarking and gathering data on retention, recruitment and reward information on colleagues. UF is strengthening processes and the College is also strengthening processes on collecting exit data. Reports will be developed and shared. Additional processes are also being developed by the College on retention, including a survey 3-6 months after arrival. Recruitment is also a focus; survey is coming to colleagues involved in recent searches to gather data on processes.

Discussion of IDE event/discussion for Spring semester – the dean charged the IDE director with ensuring that each semester there is a public and systematic discussion on an IDE issue. One topic that the IDE chairs identified might be a anniversary discussion of “Black Thursday” (April 15, 1971). Other potential topics include: the first climate survey results (Hernandez), or a conversation on the now-passed “Don’t Say Gay”/”Parental Rights in Education” legislation in Florida (Asorey). Discussion of potential topics and how we might execute and build in accountability.

Mingote suggested rather than creating events, how the College might help highlight other programs occurring and share our collective perspectives with the community.

Committee discussed how we might program communication and event strategies on the recent legislation and Black Thursday remembrances.

We recommend facilitating the notes to the CJC community and then two events, one focused on faculty-staff and one on students, in the coming weeks.

Update on the 2022 CJC Climate Survey Joanna updated the committee on plans for the second annual climate survey for the CJC community.

From chat

10:57:38 From Katrice Graham to Everyone:

BSU upcoming events- <https://blackaffairs.multicultural.ufl.edu/blackthursday/>

10:58:23 From Katrice Graham to Everyone:

There will be a virtual remembrance for Black Thursday

10:59:15 From Katrice Graham to Everyone:

There's also a panel on the 13th.