

## **Inclusion, Diversity and Equity Meeting - 16 September 2022**

*Members present:* Reynolds, Calienes, Vasquez, Sheehan, Hernandez, Asorey, Zawahry, Ford, Graham, Kiousis

*Also:* George, Searight, Bennett, Wilkerson

Call to order - 10:05 a.m.

Introductions of colleagues participating in the meeting

Election of Vasquez and Sheehan as co-chairs for the 2022-23 academic year

Overview of the 2022 CJC Faculty/Staff Climate Questionnaire. Discussions and queries include:

- Could we develop standard questions on each of the affinity group surveys (paid staff, students, etc.)?
- Could the committee receive a report on retention survey (HR administered) from leadership retreat
- Could we create a Net Promoter Score for CJC?
- Establish a work group on climate questionnaire analysis – hands raised: Asorey, Zahwarhry, Hernandez, Carlos (career); Benjamin (Joanna invite); wilkerson (later declined)

Discussion of allyship grant project. A social norms approach on building a culture of allyship. Ann and Joanna explain project reasoning and structure.

- Discussion of how one might be involved: research group, bright spots, survey design and analysis, collateral
- Hands raised: Ford, Reynolds, Hove, Agency, Calienes, Asorey

2022-23 Planning

- Report from Kiousis on the leadership retreat and outcomes for planning – objective was learning a strategic planning process; one of first areas was IDE space. Focus on full-time faculty retention from under-represented groups (subgroup now formed and in process of developing out strategic plan – Reynolds, Ostroff, Vickers, Wright, Spiker – set deadline of Oct. 1 for that plan. Socialize to different groups in College and get input; that plan will ultimately be finalized.
- Retention of under-represented group is just a start. (reynolds)
- 3 identified areas: retention, recruitment, and placement/advancement
- Other projects

- CDO inventory and aligning our departments and efforts
- Inventory for celebratory affinity group months - discussion on event planning versus other IDE goal development and execution
- Discussion of Hispanic Communicators Association collaborations with NAHJ and other groups; HMW operationalize?
- Put out call for volunteers of a subcommittee for the days/months

Update from Campus Diversity Liaisons

- Listening sessions of various groups being held at the campus level
- Continued work on the summer inventory from the units (consultant)

Superior Accomplishment Awards - applications open. Keisha encouraged folks to apply.

AEJMC Diversity Award - our plan is to submit this year.

Discussion of student members on IDE committee: undergraduate, pro-master's, master's, PhD

Staff Emeritus concept - staff council examining to make recommendation

Staff Council update - election update from summer, Vasquez is chair, Osegueda is vice chair

Try to identify 2nd Friday 11 a.m. for meetings

*Adjourn 11:37 a.m.*