

IDE Meeting - 4 November 2022

Minutes

Attending: Vasquez, Hernandez, Kiouisis, Asorey, Zawahry, Yang, Nguyen, Graham, Sheehan

Also present: Lopez

Meeting was called to order, 11:02 a.m.

Welcome to new student members and introductions of those present

Review of October minutes and approval

Feedback on CJC Strategic Imperatives

- Discussion on how specifically we can set goals
- Admin is now translating the spreadsheet to a narrative format
- A version of the plan with the narrative will be presented at end of term meeting
- Overall feedback:
 - where possible, be as specific as possible
 - Very focused on arrival and departure
- Committee sends thoughts by 9 Nov, will curate and send them back to Spiro by 15 Nov

Update on the climate analysis group

- Workgroup meeting Nov 17 for the second time to further evaluate the questionnaire data; collaborative documents generated and members analyzing qualitative and quantitative responses separately

DEI Departmental Inventory Update

- Hernandez and Trias continue to evaluate the information collected for the CDO process from summer '22.
- Discussion on the term "inventory" as cataloging the baseline assessment of IDE efforts in the College; how will this document inform our IDE efforts?
 - Hernandez explained the Chief Diversity Officer process including pending report from UF level to be released later this year
 - She shared that she is taking the CDO process further at the College level that builds an annual assessment that builds on this initial gathering of data

New business

- Update on staff council activities (Vasquez) – two arenas under discussion
 - Staff emeritus - has meaning beyond CJC; can we use different nomenclature? CJC staff council would like to lead a discussion at the University level. Council will explore what other universities do and previous efforts at UF at staff council

meeting. Questions regarding costs of implementing, including parking and e-mail

- Adding feedback loop of staff evaluating supervisors - updates on staff council discussions with the dean

- Rakeem Robinson celebration of life - 9 Nov 6-8 p.m. in Gannett

- Other instruments collecting feedback - IDE committee collecting our climate questionnaire and other committee surveys; pulse surveys that other organizations have adopted

- Updates from student members – grad association focusing on academic activities and then will shift to IDE; undergrad diversity council working on student climate data

- Discussion on anti-semetic messaging at Florida-Georgia game. What should CJC response be?

Adjourn 12:07 p.m.