

INCLUSION, DIVERSITY AND EQUITY COMMITTEE
January 25, 2022 Minutes

In Attendance: Ryan Vasquez, Joanna Hernandez, Matt Sheehan, Katrice Graham, Natalie Asorey, Cynthia Morton, Iman Zahwry, Carrie Martens, Keisha Reynolds, Glen Richards

Meeting called to order 2:35 p.m.

Approval of November and December IDE committee minutes

Discussion of Faculty/Staff retention at CJC: The assembled discussed perceptions of retention of full-time colleagues at the College.

The group noted the significance of a number of departures of valued colleagues, particularly Black women, from the CJC in the last few years. The group recognized that some of these departures were for excellent opportunities away from UF. Retention of colleagues is also not a challenge unique to the CJC or higher education – the group cited the recent headlines regarding host and journalist departures from NPR and other industry organizations.

A discussion was held on what factors might help colleagues decide to stay when faced with other opportunities. Points were made on the following:

- **How might the CJC build more of a culture of growth within the College for personnel?** Does our community, particularly staff members, feel that they can grow and progress in their careers at the CJC? Examples were shared where we've noted colleagues have decided to leave because they are unable to grow in their positions at CJC. Or people have to leave and come back to grow. Are there examples of promotions and promotion paths for staff that are more clear like faculty positions? Is this seen as a CJC norm? The UF HR Career Paths site was shared in the chat (<https://learn-and-grow.hr.ufl.edu/career-path/>) What does the research on “boomerang employees” tell us?
- **What does the data from our exit interviews show?** Request to inquire with CJC HR if there are any themes emerging from departures. IDE co-chair shared that HR Director Reynolds said exit interviews were an area of development for her team.
- **How does the UF Engaged process factor into retention?** Are there signals from these exercises that could assist in our retention efforts? Are standards of evaluation applied equally? Members noted that there is a perception that evaluations may be lowered “because you can't have too many ‘excellent’ ratings” or may be inflated because supervisors may be evaluating their former peers and friends and feel pressure.

- **Discussion of leadership culture at CJC.** Our leaders often come from faculty ranks. How might we highlight a more formal leadership culture and resources in the CJC? How might we create systems and paths for those who might aspire to leadership positions? Can we further curate opportunities through UF programs for mid- and senior-level supervisors and collect resources for leaders from outside UF (e.g. professional organizations and external groups).
- **The CJC takes a passive role in colleague growth.** The leadership doesn't "tap people on the shoulders" and encourage them to stretch or grow into new roles; opportunities are self-nominating paths. A comment was made that "people want to feel seen" for their contributions. (*note: recognition and rewards is a topic of a upcoming CJC HR summit for leaders in spring 2022*).
- **Discussion of cultural norm of "not hiring own."** Cited as a possible future conversation.
- **A desire for more transparency on how positions are created.** For whom and how we search can be an opaque process for many. For example, when needs are identified, is there a systemic look at how that might be a growth opportunity for a valued colleague?

Updates on current IDE projects: Continued discussion of days of service and extending the service mindset to year-round events, highlighting and leveraging skills unique to the CJC in benefit of local community organizations. An ad hoc planning group is proposed and public call for collaboration will be issued for a meeting in February.

Update from Campus Diversity Liaisons: IDE Director Hernandez provided updates from the UF workgroup including her role as an IDE grant reviewer for an internal process, the strategic plan process underway from the UF chief diversity officer and a preview of an upcoming IDE retreat requested by President Fuchs for senior campus leadership.

Introduction of the "Culture of Allyship Project": IDE Director Hernandez introduced a concept for a research-informed, year-long project on allyship for the CJC community that is proposed. The project would be a collaboration of the Center for Public Interest Communications, the IDE committee, the Faculty Welfare and Development committee, The Agency and interested parties. Future updates to come as this project commences.

Meeting Adjourned about 3:51 p.m.