

INCLUSION, DIVERSITY AND EQUITY COMMITTEE
Oct. 15, 2021 Minutes

In Attendance: Natalie Asorey, Randy Bennett, Lissy Calienes, Katrice Graham, Joanna Hernandez, Cally House, Benjamin Johnson, Tom Kelleher, Spiro Kiousis, Aurora Martínez, Carrie Martins, Keisha Reynolds, Julia Seay, Matt Sheehan, Ryan Vasquez and Alexandria Wilkerson

Meeting called to order at 1:05 p.m.

Minutes for Sept. 10, 2021: Unanimously approved.

Vote on 2021-22 co-chairs: Joanna Hernandez thanked the committee for having served as its co-chair and nominated Matt Sheehan, who is faculty representative, to serve as co-chair. All attendees voted in favor of Sheehan. He, along Ryan Vasquez, will co-chair of the committee for the academic year.

Conversation on CJC Recruitment: Vasquez spoke of the work collectively done with CJC Human Resources to ensure advancement in recruitment and also among existing colleagues, faculty and staff. Priorities have been established, decentralizing processes that allow for getting diverse candidates.

Dr. Katrice Graham and Lissy Calienes talked about transfer student admissions and recruitment for the professional master's program.

- Dr. Katrice Graham:
 - The percentage of Black students has declined at the university level and also at CJC.
 - Black student enrollment is the lowest in the state university system.
 - Currently, the Knight Division offers virtual tours for high schools, provides scholarships for the Summer Media Institute, and is working on an event for exploratory students to learn about CJC.
 - They've also resumed virtual workshops for state transfer students.
 - There is also the CJC Pass program, crisis assistance, the CJC Survival Guide and the weekly newsletter with leadership, internship and scholarship resources.
 - The IDE Committee could help the Knight Division by sharing any programs geared toward high school or transfer students, their networks or making referral contacts.
- Lissy Calienes:
 - CJC Pro Master's program has a majority student female enrollment
 - 10% are international students
 - 61% are double Gators, coming from UF
 - Not everyone identifies their race and/or ethnicity
 - Of the few African American applicants, a couple decided not to come for financial reasons.

- Important to identify what CJC's enrollment goal is and how to make it happen.
- Resources are also needed toward retention.
- More opportunities at CJC for Professional Master's students is being discussed.
- Other discussion:
 - Keisha Reynolds said she has spoken with the dean about the possibility of hiring and recruiting for adjuncts.
 - Hernandez pointed out that adjuncts don't make a good salary.
 - Dr. Graham said the Knight Division is not formally participating in adjunct recruitment but contributes by sharing the posting listing with the minority alumni associations.
 - Dr. Graham said it's considered a success if the college reach more than 1 percentage point over the UF demographics, but they understand that at this point it sounds unrealistic.
 - Tom Kelleher said that having partner institutions is something that can be explored.

Updates on current IDE projects: The Staff Council will meet to codify the bylaws and constitution, as well as to look for next year's staff council. Joanna said she will send an email with information about the UF diversity and inclusion award; its deadline to nominate people is November 15. Also, a task force has convened to analyze and climate questionnaire results to be shared with the CJC community.

New Business: Next meeting will be Nov. 12 at 1 p.m. Meeting now will last 90 minutes to allow having proper discussions and meeting only once a month. Retention could be a topic of discussion for next meeting. Natalie Asorey said she would like to have updates on the searches happening across the college.

Meeting Adjourned 2:20 p.m.