

INCLUSION, DIVERSITY AND EQUITY COMMITTEE
November 12, 2021 Minutes

In Attendance: Ryan Vasquez, Carrie Martins, Aurora Martínez, Joanna Hernandez, Spiro Kiouisis, Lissy Calienes, Matt Sheehan, Katrice Graham, Alexandria Wilkerson, Natalie Asorey, Rachel Grant, Ted Spiker, Mickey Nall, Ethan Magoc

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

Minutes for October 15, 2021: Unanimously approved.

Conversation on Faculty/Staff Recruitment and Open Positions: The IDE committee and guests (including search chairs, search members and equity advisors for active CJC searches) discussed the ongoing and upcoming searches for new colleagues in the College. This discussion included:

- Review of the new equity advisor positions in CJC searches, including roles and lessons so far.
- The importance of personal outreach of members of our team from underrepresented groups in their networks highlighting the benefits of joining the CJC.
- The effect of the headlines and public discussions of academic freedom at UF on the search process. Recognition that this is a topic of discussion in active searches from candidates and review for the committee of what the UF Faculty Senate, bargaining units and others are sharing.
- The committee asked our colleagues in public relations to share a rubric of recruitment engagement they developed for professional faculty searches with the wider CJC community.
- The committee was reminded of the open call for additional equity advisors.

Updates on current IDE projects: Staff council chair Ryan Vasquez talked about the first staff council meeting and the goal is to have elections as soon as possible. IDE director Joanna Hernandez said Marsha McGriff accepted the UF chief diversity officer position and will be starting December 1. Joanna wants to plan a get-together with her sometime early next year.

New Business: Discussion of MLK Day and plans to identify service activities.

Meeting Adjourned 2:09 p.m.