

INCLUSION, DIVERSITY AND EQUITY COMMITTEE
December 10, 2021 Minutes

In Attendance: Ryan Vasquez, Aurora Martínez, Joanna Hernandez, Spiro Kioussis, Lissy Calienes, Matt Sheehan, Katrice Graham, Natalie Asorey, Rachel Grant

Meeting called to order about 1:03 p.m.

End of year celebration and review of IDE efforts: The IDE chairs recommended to the committee to shift focus of the December meeting to a celebratory review of IDE work done in 2021, particularly in light of the schedule of the meeting right at end of term. The committee enjoyed pastry and snacks provided by the IDE co-chair.

Lauded projects include:

- Launch of the staff council and additional opportunities for staff participation in shared governance
- Launch of the equity advisors program and more standardization of full-time colleague search processes across the CJC and faculty and staff searches.
- The first of planned annual climate surveys of the CJC.
- Continued review and discussion of the ‘how might we’ responses from the 2020 CJC Retreat and how they layer on our IDE explorations of recruitment, retention, classroom environment and other identified areas of focus in our IDE efforts.

The committee thanked student assistant Aurora Martínez for her service to the committee and IDE efforts and wished her well on her semester at sea program.

Updates on current IDE projects: Continued discussion of MLK Day of service and extending the service mindset to others days, highlighting and leveraging skills unique to the CJC in benefit of local community organizations.

Meeting Adjourned about 1:40 p.m.