UF College of Education

Diversity & Inclusion Committee

August 26, 2020

2:00 p.m. – 3:00 p.m.

**Meeting Notes**

**FPC Members Present:** Hannah Bayne and Elliot Woehler – HDOSE, Lindsey Chapman and Joni Splett – SESPECS, Taryrn Brown and Gage Jeter (FPC Rep and Chair) – STL

**Dean’s Rep Present:** Nancy Waldron

**Others Attending:** Maria Leite, CDL

**Critical/Enduring Questions:**

* What are our committee’s boundaries?
* FPC’s role/purpose – where do we “fit” and what’s our focus?
* Path for work moving forward as an FPC committee = an actionable outcome

**FPC D&I Constitutional Responsibilities:**

*This committee will consist of two people from each school as well as a voting representative of the Council. This committee shall make recommendations regarding policies and matters related to diversity within the College of Education.*

**FPC D&I Mission Statement:**

*The University of Florida Council on Diversity stated: “As the University of Florida harmonizes efforts to become one of the top public research institutions, a commitment to diversity is clearly illustrated in the University Work Plan to improve student and faculty diversity.” President Bernie Machen also stated: “Diversifying the faculty is a goal UF must achieve to maintain the vitality of the faculty and student body.” Following these two statements, the Diversity and Inclusion Committee of the College of Education has a commitment to not only improve student and faculty diversity but to have this diversity illustrated in the curriculum and service of the programs, degrees, and certificates produced in the College of Education. Further, we are also committed to the cultural competence of all members of the College of Education community.*

Hannah: Missing – taking care of diverse individuals/groups once they’re here (beyond just recruiting students/faculty/staff from marginalized communities = retention). Once we have a rough draft, test it with students/faculty/staff to see if it’s accomplishing what we want it to. Get feedback on the language we’re using but also on what folks need/what’s lacking. Remove President Machen’s quote to give space.

Maria: Missing – inclusive actions toward a sense of belonging for all (new IDEA framework – not just D&I); be more intentional in how we word the mission and how we will work from it; add staff (a missing piece as of now)

Taryrn: What does cultural competence mean? (Bullet components to give voice to what makes up one’s “culture”?) What do we mean when we say this? Committing to this as a collaborative effort for us as a committee and as a COE community – ownership/alignment

Joni: Focus more on a continuous, ongoing process (not that we have “arrived” but that we are growing/learning/pushing ourselves and one another) and encourages individual growth

Lindsey – reframe/revise so not “top public research institution”-centered

**FPC D&I’s 2020-2021 Key Initiative:**

* How do we interpret/define/conceptualize IDEA, social justice, etc. (knowing what we mean)?
* Assessment/inventory of what exists re: diversity, inclusion, etc. (knowing what we have)
* Resources for doing this work (including faculty and students) – how can we draw from rich resources in the college?
* Collective – student-centered perspectives in a shared space – and how to we act on their experiences? (1 – creation of new courses/programs; 2 – revision of existing courses)
* Resources for doing this work
  + Serve as consultants for faculty who need/want a critical friend to support their un-learning
* How is this work occurring at the individual school level?
  + Where are individual folks starting?

**Doodle Poll to schedule September meeting (Week of September 14th) –**

<https://doodle.com/poll/qygmeweruv4bihee>

**Next Meeting: Tuesday, September 15th 9:00 – 10:00 a.m.**

**Individual tasks for next meeting…**

* Think about/work on mission statement
* Consider first priorities for our key initiative
  + COE resources – people, materials, curriculum, research etc.
* Investigate critical questions
  + School initiatives related to our work
  + COE Collective subcommittees