

Achive Manager Export

From: Tonjua Williams **Sent:** Mon, 30 Jan 2023 11:07:49 GMT
To: Kendra Parson ; lhofmeyer@broward.edu ; dcircons@broward.edu ; CravenB@chipola.edu ; robertsm@chipola.edu ; kummerlj@cf.edu ; jillian.ramsammy@cf.edu ; Brauckmuller@CF.edu ; hinkles@cf.edu ; babbb@DaytonaState.edu ; glischj@easternflorida.edu ; Mike.mckee@fgc.edu ; joe.coleman@fsw.edu ; gturchetta@fsw.edu ; jill.johnson@fscj.edu ; virginia.haworth@fscj.edu ; brock@gulfcoast.edu ; kmccurdy2@gulfcoast.edu ; ejohnson71@hccfl.edu ; acarl@hccfl.edu ; atreadwe@irsc.edu ; kbeall@irsc.edu ; rlane@irsc.edu ; sseldes@irsc.edu ; longleyg@lssc.edu ; YurasekK@lssc.edu ; jmendiet@mdc.edu ; mperez51@mdc.edu ; finleya@nfc.edu ; schrodtj@nwfsc.edu ; meeroffd@palmbeachstate.edu ; waxterm@phsc.edu ; boettcc@phsc.edu ; millerl@phsc.edu ; sray@pensacolastate.edu ; snichols@pensacolastate.edu ; mfantozzi@polk.edu ; Kessler, Susan ; Hall, Jack C. ; Marilyn Shaw ; Eired Eddy ; Rita Farlow ; Lise Fisher ; Jackie Skryd ; Liam.McClay@sfcollge.edu ; allenk@seminolestate.edu ; henryk@seminolestate.edu ; richardsonmr@seminolestate.edu ; kuehnlem@southflorida.edu ; straitp@scf.edu ; smithj4@scf.edu ; candice.grause@tcc.fl.us ; Amanda.Clements@tcc.fl.edu ; bmullowney@valenciacollge.edu
CC Leitzel, Thomas ; Jeff Allbritten ; Karen Moore ; Hannah Nichols ; Hampton1, Bonita
Subject: Re: FCS Council of President Communications Call

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This is great news and a great strategy for the FCS. We look forward to the leadership provided by our CIO's.

Sincerely,

Tonjua

Sent from my Verizon, Samsung Galaxy smartphone
Get Outlook for Android

From: Kendra Parson <kendrap@themooreagency.com>
Sent: Saturday, January 28, 2023 5:59:07 AM
To: lhofmeyer@broward.edu <lhofmeyer@broward.edu>; dcircons@broward.edu <dcircons@broward.edu>; cravenb@chipola.edu <cravenb@chipola.edu>; robertsm@chipola.edu <robertsm@chipola.edu>; kummerlj@cf.edu <kummerlj@cf.edu>; jillian.ramsammy@cf.edu <jillian.ramsammy@cf.edu>; brauckmuller@cf.edu <brauckmuller@cf.edu>; hinkles@cf.edu <hinkles@cf.edu>; babbb@daytonastate.edu <babbb@daytonastate.edu>; glischj@easternflorida.edu <glischj@easternflorida.edu>; mike.mckee@fgc.edu <mike.mckee@fgc.edu>; joe.coleman@fsw.edu <joe.coleman@fsw.edu>; gturchetta@fsw.edu <gturchetta@fsw.edu>; jill.johnson@fscj.edu <jill.johnson@fscj.edu>; virginia.haworth@fscj.edu <virginia.haworth@fscj.edu>; brock@gulfcoast.edu <brock@gulfcoast.edu>; kmccurdy2@gulfcoast.edu <kmccurdy2@gulfcoast.edu>; ejohnson71@hccfl.edu <ejohnson71@hccfl.edu>; acarl@hccfl.edu <acarl@hccfl.edu>; atreadwe@irsc.edu <atreadwe@irsc.edu>; kbeall@irsc.edu <kbeall@irsc.edu>; rlane@irsc.edu <rlane@irsc.edu>; sseldes@irsc.edu <sseldes@irsc.edu>; longleyg@lssc.edu <longleyg@lssc.edu>; yurasekK@lssc.edu <yurasekK@lssc.edu>; jmendiet@mdc.edu <jmendiet@mdc.edu>; mperez51@mdc.edu <mperez51@mdc.edu>; finleya@nfc.edu <finleya@nfc.edu>; schrodtj@nwfsc.edu <schrodtj@nwfsc.edu>; meeroffd@palmbeachstate.edu <meeroffd@palmbeachstate.edu>; waxterm@phsc.edu <waxterm@phsc.edu>; boettcc@phsc.edu <boettcc@phsc.edu>; millerl@phsc.edu <millerl@phsc.edu>; sray@pensacolastate.edu <srays@pensacolastate.edu>; snichols@pensacolastate.edu <snichols@pensacolastate.edu>; mfantozzi@polk.edu <mfantozzi@polk.edu>; susankessler@sjrstate.edu <susankessler@sjrstate.edu>; jackhall@sjrstate.edu <jackhall@sjrstate.edu>; Marilyn Shaw <Shaw.Marilyn@spcollege.edu>; Eired Eddy <Eired.Eired@SPCollege.edu>; Rita Farlow <Farlow.Rita@spcollege.edu>; Lise Fisher <fisher.lise@spcollege.edu>; Jackie Skryd <Skryd.Jackie@spcollege.edu>; liam.mcclay@sfcollge.edu <liam.mcclay@sfcollge.edu>; allenk@seminolestate.edu <allenk@seminolestate.edu>; henryk@seminolestate.edu <henryk@seminolestate.edu>; richardsonmr@seminolestate.edu <richardsonmr@seminolestate.edu>; kuehnlem@southflorida.edu <kuehnlem@southflorida.edu>; straitp@scf.edu <straitp@scf.edu>; smithj4@scf.edu <smithj4@scf.edu>; candice.grause@tcc.fl.us <candice.grause@tcc.fl.us>; Amanda.Clements@tcc.fl.edu <Amanda.Clements@tcc.fl.edu>; bmullowney@valenciacollge.edu <bmullowney@valenciacollge.edu>
Cc: Leitzel, Thomas <Thomas.Leitzel@southflorida.edu>; Jeff Allbritten <jeff.allbritten@fsw.edu>; Tonjua Williams <Williams.Tonjua@spcollege.edu>; Karen Moore <KarenM@themooreagency.com>; Hannah Nichols

<HannahN@themooreagency.com>; Hampton1, Bonita <Bonita.Hampton1@fldoe.org>

Subject: FCS Council of President Communications Call

CAUTION: This email originated from outside of SPC. Do not click links, open attachments, or reply, unless you recognize the sender's email address and know the content is safe.

Greetings,

I hope everyone's year is off to a fantastic start. We are working with the FCS Council of Presidents to prepare for the annual legislative session and have organized a **coordination call for the PIOs on Thursday, February 2 at 1 p.m. ET** to provide an update on the January 18 statement signed by all 28 presidents in response to the Executive Office of the Governor Memorandum #23-021. A calendar invite will be sent following this email.

Please know, we anticipate hosting a second PIO call as soon as the Governor releases his budget recommendations which is expected within the next few weeks. We hope you will be able to join us for the call Thursday but are happy to answer any questions or discuss any concerns in the meantime.

Thank you.

Kendra and Karen

KENDRA PARSON | ASSOCIATE DIRECTOR

o: 850.224.0174 | c: 850.418.1126 | MOORE

O'DWYER'S #1 PUBLIC AFFAIRS AGENCY IN FLORIDA

O'DWYER'S TOP U.S. AGENCY

PR NEWS: ELITE TOP 100

From: Kendra Parson **Sent:** Sat, 28 Jan 2023 10:59:07 GMT
To: lhofmeyer@broward.edu ; dcircons@broward.edu ; CravenB@chipola.edu ; robertsm@chipola.edu ; kummerlj@cf.edu ; jillian.ramsammy@cf.edu ; Brauckmuller@CF.edu ; hinkles@cf.edu ; babbb@DaytonaState.edu ; glischj@easternflorida.edu ; Mike.mckee@fgc.edu ; joe.coleman@fsw.edu ; gturchetta@fsw.edu ; jill.johnson@fscj.edu ; virginia.haworth@fscj.edu ; brock@gulfcoast.edu ; kmccurdy2@gulfcoast.edu ; ejohnson71@hccfl.edu ; acarl@hccfl.edu ; atreadwe@irsc.edu ; kbeall@irsc.edu ; rlane@irsc.edu ; sseldes@irsc.edu ; longleyg@lssc.edu ; YurasekK@lssc.edu ; jmendiet@mdc.edu ; mperez51@mdc.edu ; finleya@nfc.edu ; schrodtj@nwfsc.edu ; meeroffd@palmbeachstate.edu ; waxlerm@phsc.edu ; boettcc@phsc.edu ; millerl@phsc.edu ; sray@pensacolastate.edu ; snichols@pensacolastate.edu ; mfantozzi@polk.edu ; Kessler, Susan ; Hall, Jack C. ; Shaw.Marilyn@spcollege.edu ; eddy.eired@spcollege.edu ; Farlow.Rita@spcollege.edu ; fisher.lise@spcollege.edu ; skryd.jackie@spcollege.edu ; Liam.McClay@sfcollge.edu ; allenk@seminolestate.edu ; henryk@seminolestate.edu ; richardsonmr@seminolestate.edu ; kuehnlm@southflorida.edu ; straitp@scf.edu ; smithj4@scf.edu ; candice.grause@tcc.fl.us ; Amanda.Clements@tcc.fl.edu ; bmullowney@valenciacollege.edu
CC Leitzel, Thomas ; Jeff Allbritten ; Tonjua Williams ; Karen Moore ; Hannah Nichols ; Hampton1, Bonita
Subject: FCS Council of President Communications Call

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 FCS DEI statement 1.pdf (695Kb)

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Greetings,

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Please know, we anticipate hosting a second PIO call as soon as the Governor releases his budget recommendations which is expected within the next few weeks. We hope you will be able to attend the call Thursday but are happy to answer any questions or discuss any concerns in the meantime.

Thank you.
Kendra and Karen

KENDRA PARSON | ASSOCIATE DIRECTOR
o: 850.224.0174 | c: 850.418.1126 | **MOORE**

O'DWYER'S #1 PUBLIC AFFAIRS AGENCY IN FLORIDA
O'DWYER'S TOP U.S. AGENCY
PR NEWS: ELITE TOP 100



The Florida College System Commits to Accelerate Florida’s Future!

Florida College System Presidents Statement on Diversity, Equity, Inclusion and Critical Race Theory

Historically, Diversity, Equity and Inclusion (DEI) initiatives served to increase diversity of thought as well as the enrollment and the success of underrepresented populations and promote the open access mission of our state college system. The presidents of the Florida College System (FCS) also understand that some initiatives and instruction in higher education under the same title have come to mean and accomplish the very opposite and seek to push ideologies such as critical race theory and its related tenets.

To be clear in this environment, the FCS presidents, by and through the FCS Council of Presidents (COP), will ensure that all initiatives, instruction, and activities do not promote any ideology that suppresses intellectual and academic freedom, freedom of expression, viewpoint diversity, and the pursuit of truth in teaching and learning. As such, our institutions will not fund or support any institutional practice, policy, or academic requirement that compels belief in critical race theory or related concepts such as intersectionality, or the idea that systems of oppression should be the primary lens through which teaching and learning are analyzed and/or improved upon. Further, if critical race theory or related concepts are taught as part of an appropriate postsecondary subject’s curriculum, our institutions will only deliver instruction that includes critical race theory as one of several theories and in an objective manner.

In the development of knowledge, research endeavors, and creative activities, a college faculty and student body must be free to cultivate a spirit of inquiry and scholarly criticism, and to examine ideas in an atmosphere of freedom and confidence, free from shielding and in a nondiscriminatory manner.

The FCS presidents remain committed to developing campus environments that uphold objectivity in teaching and learning and in professional development and that welcome all voices—environments in which students, faculty, and staff can pursue their academic interests without fear of reprisal or being “canceled.”

The FCS presidents reaffirm our commitment to nondiscrimination in hiring, onboarding and professional development, merit, reason, fairness, civil debate, cultivating intellectual autonomy and equality, and evaluating our successes on the achievements of all students. Further, we renew our commitment to the values that are foundational to our mission and, moreover, to maintaining our country’s common good, for which we as public institutions of higher education share the responsibility. Specifically, by February 1, 2023, the FCS presidents commit to having fully evaluated and removed any institutional instruction, training, and policies opposed to the forms of discrimination described in this statement.

Florida College System Presidents
January 18, 2023



Achive Manager Export

From: Pickens, Joe H.
To: Romer, Charles
Subject: Re: Query from The Chronicle of Higher Education, deadline 1/26
Thanks Chuck

Sent: Tue, 24 Jan 2023 21:35:33 GMT

Sent from my iPhone

On Jan 24, 2023, at 3:53 PM, Romer, Charles <CharlesRomer@sjrstate.edu> wrote:

President Pickens,

This message came to my personal email. I don't intend to respond.

Hello Mr. Romer,

I'm a reporter for The Chronicle of Higher Education. My colleague Emma Pettit and I been follow Ron DeSantis' request for information on programs related to diversity and critical race theory on campuses: <https://www.chronicle.com/article/desantis-asked-florida-universities-to-detail-their-spending-heres-how-they-answered>

For our next story, we're seeking to talk to as many people as possible whose titles or programs w as related to diversity in their colleges' responses to Gov. DeSantis' office's request. I saw that St. River State College listed your position, as Title IX/Equity Officer. Would you be willing to talk with whether you've seen any changes to your position as a result of the request for information? Even answer to that question is "no," that's helpful to know. Do you expect changes in the future?

We know a lot of people have been unnerved by this request for information, so you can talk to n anonymously ,if you like.

You can call me any time at 425-478-7481. I'd like to finish my interviews by Thursday, Jan. 26, so hear from you soon.

Thank you for considering it,
Francie

--
Francie Diep
Senior reporter, The Chronicle of Higher Education
Cell: 425-478-7481
Office: 202-466-1219
Secure messaging: Find my cell number on Signal or WhatsApp

Achive Manager

Export

From: Sutliff, Susan M. **Sent:** Thu, 19 Jan 2023 19:11:44 GMT
To: Conrad, Jan ; Jim Reid ; Judson Sapp (judsapp@gmail.com) ; makaylabuchanan@cfef.net ; Rich Komando (rich@claylawyers.com) ;
Wendell Davis (wendellandjackie1@outlook.com)
CC Ron Brown ; Pickens, Joe H.
Subject: FW: Executive Office of the Governor Memorandum #23-021

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 Executive Memorandum 23-021.pdf (56Kb)  DEI Report Jan 2023.xlsx (15Kb)

Trustees,

This is the information regarding the expenditure of state on programs and initiatives related to diversity, equity, and inclusion to which President Pickens referred during the E meeting yesterday.

Below is the email that the FCS Presidents received from Chancellor. Attached is the Executive Office of the Governor Memorandum #23-021 regarding the Higher Education Planning and Activity Survey. Attached is the response compiled that submitted on January 11.

If you have any questions, please feel free to contact Joe.

Susan Sutliff

Executive Assistant

Office of the President

5001 St. Johns Avenue, Palatka, FL 32177

Phone 386-312-4166

Fax 386-312-4229

Visit us on the Web at sjrstate.edu



Due to Florida's very broad public records laws, most written communications to or from College employees regarding business are public records, available to the public and media upon request. Therefore, this email communication is subject to public disclosure.

From: Hebda, Kathy <Kathy.Hebda@fldoe.org>

Sent: Thursday, December 29, 2022 3:59 PM

To:

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>; <Lisa.Cook@fldoe.org>; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post1@fldoe.org>; Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>

Subject: Executive Office of the Governor Memorandum #23-021

Please see attached an important memorandum from the Director of the Governor's Office of Policy and Chris Spencer requesting action on the part of Commissioner Manny Diaz and Chancellor Ray Rodriguez Florida College System institution and state university.

The memorandum and accompanying form detail specific program and expenditure information to be provided from each institution to the Commissioner, who will collect the information and provide it to OPB on January 10, 2023. I request that you submit this information to me for the Commissioner **no later than close of business on January 10, 2023**, to provide time for the Commissioner's review prior to his submission.

Because each college assigns employees differently and uses different titles for programs and positions, in full or in part to the topics in the request, it will be important for you to explain each program and the responsibilities that you include on the form.

Please let me know if you have questions. I will hold a zoom meeting at 10:00 AM EST Wednesday, January 11, 2023. If any of you wish to join and ask clarifying questions about the report. Meeting information is at the bottom of this email.

Thank you in advance for your attention to this request.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fldoe.org/schools/higher-ed/fl-college-system/



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Office of the Governor

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850-717-9418

MEMO # 23-021

MEMORANDUM

TO: Commissioner Manny Diaz and Chancellor Ray Rodrigues
FROM: Chris Spencer, Director *CMS*
Office of Policy and Budget
SUBJECT: Higher Education Program and Activity Survey
DATE: December 28, 2022

As the Executive Office of the Governor prepares policy and budget proposals ahead of the 2023 Legislative Session, it is important that we have a full understanding of the operational expenses of state institutions. Governor Ron DeSantis has prioritized a cost-effective higher education system that delivers high quality service to Floridians to best prepare them for employment. Additionally, state law requires dutiful attention to curriculum content at our higher education systems as specified in sections 1000.05 and 1007.25 of the Florida Statutes.

To that effect, this letter is a request for information from the Department of Education and the State University System regarding the expenditure of state resources on programs and initiatives related to diversity, equity and inclusion, and critical race theory within our state colleges and universities.

Each Florida College System and State University System institution must complete the attached document to provide a comprehensive list of all staff, programs, and campus activities related to diversity, equity, and inclusion, and critical race theory. As part of this request, each institution must detail the below costs associated with the administration of each program or activity:

- Brief description of the program or activity;
- Positions, including full and partial FTE;
- Total funding spent to support the initiative; and
- Of the total spent to support the initiative, the amount that is state funded.

Please collect and submit all institutions' responses no later than Friday, January 13, 2023. Responses from each institution should be aggregated by your respective offices and submitted together to the Executive Office of the Governor Office of Policy and Budget.

I appreciate your assistance in this matter as we continue to work to provide our students with a world-class higher education.

Attachment

Higher Education Program and Activity Survey

St. Johns River State College

Institution	Program or Activity	Brief Description of Program or Activity	Number of FTE	Position Title(s)	Total Funding	State Funded Portion
St. Johns River State College	Title IX/Equity Officer	Coordinates the college Title IX, Equity, and ADA programs. Maintains compliance with applicable laws and regulations. Investigates grievances, prepares for and attends grievance meeting and hearing, and prepares responses. Coordinates annual Equity report, EA/EO Affirmative Action activities, and in cooperation with the Business Office Staff coordinates the annual Equity in Athletics Disclosure Act Survey. (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a))	0.10	Director of Human Resources, Title IX Coordinator & Equity Officer	\$ 10,885	\$ 7,402
St. Johns River State College	Assistant Title IX/Equity Officer	Assists the Title IX Coordinator with the college's Title IX efforts, including the development, implementation, and monitoring of appropriate disclosures, policies, procedures and practices designed to comply with federal and state legislation, regulation, and case law requiring the prompt and equitable resolution of Title IX complaints. Serves as a Title IX Investigator or other roles in support of the college Title IX program. (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a))	0.10	Assistant Director of Human Resources	\$ 7,353	\$ 5,000
St. Johns River State College	Title IX Training	Employees are required to complete 2 modules through United Educators (cost of training module \$5,000). One titled Prevent Sexual Violence Together and the other is titled Preventing Discrimination and Harassment Together. Each takes about 45 minutes. Employees are also required to review SJR State Policies and Procedures related to Discriminatory Harassment and Sexual Misconduct through the UE portal (2 hours to administer site). (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a); VAWA: 34 CFR 668.46; FS 1000.05)		Director of Human Resources, Title IX Coordinator & Equity Officer	\$ 5,105	\$ 3,471
St. Johns River State College	Title IX Training	External training to ensure the college is in compliance with Title IX.		Assistant Director of Human Resources	\$ 4,000	\$ 2,720
St. Johns River State College	African American Leadership Scholarship	https://sirstate.edu/finaidtypes.html			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	https://sirstate.edu/finaidtypes.html			\$ 4,084	\$ -
St. Johns River State College	Collier Blocker Scholarships/Stipends	https://www.sjirstate.edu/collierblocker.html			\$ 11,106	\$ -
St. Johns River State College	Collier Blocker Administrator	Staff hours spent administering the Minority Scholarship Program	0.25	Dean of Recruitment, Onboarding and Engagement	\$ 24,239	\$ 16,483
St. Johns River State College	Collier Blocker Mentors	Each mentor meets with their scholarship recipient 2 hours a month (12 students)	0.14		\$ 6,912	\$ 4,700
St. Johns River State College	Observance of Commemorations	Time spent updating and promoting online content that supports exploration of national commemorations as provided in the SJR State Learning Resources Policy for Observances and Events (9 hours).		Dean of Learning Resources	\$ 515	\$ 350
St. Johns River State College	Time spent on EADA Report	Time spent preparing the EADA Report (8 hours for AVP of Finance). Time spent preparing and compiling EADA report (6 hours for Director of HR).		AVP for Finance for EADA Report; Director of Human Resources	\$ 881	\$ 599

St. Johns River State College	Time spent on Equity Report	Time spent preparing the Equity Report (40 hours for Director of HR). Time spent preparing Equity Report (2 hours Dean of Learning Resources). (Section 1000.05, F.S., the "Florida Educational Equity Act"; Section 1012.86, F.S., Florida College System institution employment equity accountability program; Section 1006.71, F.S., Gender equity in intercollegiate athletics; Implementing Rule 6A-10.041, F.A.C., Substitution for Requirements for Eligible Students with Disabilities at Florida Colleges and Postsecondary Career Centers; Implementing Rules 6A-19.001 – 6A-19.010, F.A.C., related to educational equity).	Director of Human Resources; Dean of Learning Resources	\$ 2,208 \$	1,501
St. Johns River State College	Annual Certified Minority Business Expenditure Report	Time spent by IT generating data from the Banner ERP (1 hour). Time spent by Purchasing compiling the report (5 hours). (Section 287.09451, F.S.)	Director of Purchasing; Purchasing Specialist	\$ 145 \$	99
St. Johns River State College	Florida Fund for Minority Teachers	Time spent promoting and reporting (5 hours).	Dean of Arts and Sciences	\$ 326 \$	222
Total \$				\$ 79,853 \$	42,547

From: Tonjua Williams **Sent:** Wed, 18 Jan 2023 12:32:15 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Ava L. Parker ; Carol Probstfeld ; cflax-hyman@gulfcoast.edu ; Devin Stephenson ; Dr. Ed Meadows (emeadows@pensacolastate.edu) ; Georgia Lorenz ; Greg Haile ; Heather Bigard (bigardh@lssc.edu) ; James Henningsen ; James Richey ; Jeffery Allbritten ; Jim Murdaugh (murdaugj@tcc.fl.edu) ; Pickens, Joe H. ; John Avendano ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Jonathan Gueverra@cfk.edu ; Ken Atwater (katwater@hccfl.edu) ; kplinske@valenciacollege.edu ; Lawrence Barrett ; Madeline Pumariega ; Paul Broadie II ; Sarah Clemmons ; Thomas Leitzel ; Tim Moore ; Timothy Beard ; Tom LoBasso ; Tonjua Williams
Subject: FCS President's DEI Statement - Final Draft - Confidential

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 FCS DEI statement FINAL.pdf (695Kb)

EXTERNAL: This email originated from outside of SJRstate. Do not click any links or open any attachments unless you trust the sender and know the content is safe. Please forward suspicious emails to PhishStink@sjrstate.edu

Good morning FCS Presidents,

Thank you all for your contribution and consensus on our DEI statement. I am so proud of our system and you as a leader.

As stated, this letter will be read at today's SBOE meeting. Please do not print, forward, or distribute this document until the statement is shared. Thank you, President Avendano, for making the presentation.

Last night, we talked about responses to possible media questions. Thanks to Karen and Kendra for their quick response last night. Please see Q&A below provided by Karen Moore.

Q: Do you believe DEI & CRT are the same?

What we do as the FCS is we ensure that all initiatives, instruction, and activities do not promote any ideology that suppresses intellectual and academic freedom, freedom of expression, viewpoint diversity, and the pursuit of truth in teaching and learning.

Q: Do you know if any colleges currently have DEI programs and initiatives? Are you committed to making changes if issues are found?

Every institution in the FCS is committed to the values that are foundational to our mission and, moreover, to maintaining our country's common good, for which we as public institutions of higher education share the responsibility. Specifically, by February 1, 2023, the FCS presidents commit to having fully evaluated and removed any institutional instruction, training, and policies opposed to the forms of discrimination described in our January 18 statement.

Q: How are you responding to Speaker Paul Renner's request for transparency from State Colleges?

Each college is working to review and respond to Speaker Renner's January 12 request by the required deadline.

If you have additional questions, please reach out to Karen Moore and share her response with us for consistency

Again, THANK YOU for your leadership. See you later today - in person or online 💎💎.

Tonjua



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Florida College System Presidents Statement on Diversity, Equity, Inclusion and Critical Race Theory

Historically, Diversity, Equity and Inclusion (DEI) initiatives served to increase diversity of thought as well as the enrollment and the success of underrepresented populations and promote the open access mission of our state college system. The presidents of the Florida College System (FCS) also understand that some initiatives and instruction in higher education under the same title have come to mean and accomplish the very opposite and seek to push ideologies such as critical race theory and its related tenets.

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Florida College System Presidents
January 18, 2023



Archive Manager Export

This message was sent with High importance.

From: Hebda, Kathy **Sent:** Tue, 17 Jan 2023 22:59:37 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; parkera ; Carol Probstfeld (probstc@scf.edu) ; emeadows ; cflax-hyman ; clemmonss ; dstephenson ; Georgia L. Lorenz ; ghaile ; Heather Bigard (bigardh@lssc.edu) ; henningj ; Jeff Allbritten (jeff.allbritten@fsw.edu) ; Jim.Murdaugh ; richeyj ; Pickens, Joe H. ; John Avendano ; grosskopfj ; John R. Holdnak (JHoldnak@gulfcoast.edu) ; jonathan.gueverra@cfk.edu ; Kathleen Plinske (kplinske@valenciacollege.edu) ; katwater ; lawrence.barrett ; mpumarie ; Paul.Broadie ; Thomas C. Leitzel (leitzelt@southflorida.edu) ; Timothy Beard (beardt@phsc.edu) ; TimMoore ; thomas.lobasso ; Williams.Tonjua
CC Mack, Henry
Subject: FW: FCS Presidents' Commitment Statement - Final

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 FSC Presidents DEI Statement 1-17-23.docx (17Kb)

EXTERNAL: This email originated from outside of SJRstate. Do not click any links or open any attachments unless you trust the sender and know the content is safe. Please forward suspicious emails to PhishStink@sjrstate.edu

Dear Presidents:

On behalf of Chair Williams. please see attached document that will be discussed briefly this evening.

Sincerely,
Kathy

From: Mack, Henry <Henry.Mack@fldoe.org>
Sent: Tuesday, January 17, 2023 9:53 AM
To: Williams.Tonjua <Williams.Tonjua@spcollege.edu>; Hebda, Kathy <Kathy.Hebda@fldoe.org>
Subject: RE: FCS Presidents' Commitment Statement - Final

Some edits for consideration, when able to talk.

From: Tonjua Williams <Williams.Tonjua@spcollege.edu>
Sent: Wednesday, January 11, 2023 3:55 PM
To: Mack, Henry <Henry.Mack@fldoe.org>; Hebda, Kathy <Kathy.Hebda@fldoe.org>
Subject: FCS Presidents' Commitment Statement - Final

Good afternoon Sr. Chancellor Mack and Chancellor Hebda,

Attached, you will find our final edits of the FCS Presidents' Statement regarding DEI and CRT. Thank you work and assistance

Thanks,

Tonjua

Florida College System Presidents Statement on Diversity, Equity, Inclusion and Critical Race Theory

Historically, Diversity, Equity and Inclusion (DEI) initiatives served to increase diversity of thought as well as the enrollment and the success of underrepresented populations and promote the open access mission of our state college system. The presidents of the Florida College System (FCS) also understand that some initiatives and instruction in higher education under the same title have come to mean and accomplish the very opposite and seek to push ideologies such as critical race theory and its related tenets.

To be clear in this environment, the FCS presidents, by and through the FCS Council of Presidents (COP), will ensure that all initiatives, instruction, and activities do not promote any ideology that suppresses intellectual and academic freedom, freedom of expression, viewpoint diversity, and the pursuit of truth in teaching and learning. As such, our institutions will not fund or support any institutional practice, policy, or academic requirement that compels belief in critical race theory or related concepts such as intersectionality, or the idea that systems of oppression should be the primary lens through which teaching and learning are analyzed and/or improved upon. Further, if critical race theory or related concepts are taught as part of an appropriate postsecondary subject's curriculum, our institutions will only deliver instruction that includes critical race theory as one of several theories and in an objective manner.

In the development of knowledge, research endeavors, and creative activities, a college faculty and student body must be free to cultivate a spirit of inquiry and scholarly criticism, and to examine ideas in an atmosphere of freedom and confidence, free from shielding and in a nondiscriminatory manner.

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The FCS presidents reaffirm our commitment to nondiscrimination in hiring, onboarding and professional development, merit, reason, fairness, civil debate, cultivating intellectual autonomy and quality, and evaluating our successes on the achievements of all students. Further, we renew our commitment to the values that are foundational to our mission and, moreover, to maintaining our country's common good, for which we as public institutions of higher education share the responsibility. Specifically, by February 1, 2023, the FCS presidents commit to having fully evaluated and removed any institutional instruction, training, and policies opposed to the forms of discrimination described in this statement.

Archive Manager Export

From: Tonjua Williams **Sent:** Fri, 13 Jan 2023 16:56:32 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Ava L. Parker ; Carol Probstfeld ; cflax-hyman@gulfcoast.edu ; Devin Stephenson ; Dr. Ed Meadows (emeadows@pensacolastate.edu) ; Georgia Lorenz ; Greg Haile ; Heather Bigard (bigardh@lssc.edu) ; James Henningsen ; James Richey ; Jeffery Allbritten ; Jim Murdaugh (murdaugj@tcc.fl.edu) ; Pickens, Joe H. ; John Avendano ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Jonathan Gueverra ; Ken Atwater (katwater@hccfl.edu) ; kplinske@valenciacollege.edu ; Lawrence Barrett ; Madeline Pumariega ; Paul Broadie II ; Sarah Clemmons ; Thomas Leitzel ; Tim Moore ; Timothy Beard ; Tom LoBasso
Subject: President's Meeting re House Bill 7 Follow-up

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Join Zoom Meeting

<https://spcollege.zoom.us/j/91814497134>

Meeting ID: 918 1449 7134

One tap mobile

+13052241968,,91814497134# US

+13092053325,,91814497134# US

Dial by your location

+1 305 224 1968 US

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 646 931 3860 US

+1 301 715 8592 US (Washington DC)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 9128 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 918 1449 7134

Find your local number: <https://spcollege.zoom.us/u/adCPUcg0qi>

From: Tonjua Williams **Sent:** Wed, 11 Jan 2023 21:11:10 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Ava L. Parker ; Carol Probstfeld ; cflax-hyman@gulfcoast.edu ; Devin Stephenson ; Dr. Ed Meadows (emeadows@pensacolastate.edu) ; Georgia Lorenz ; Greg Haile ; Heather Bigard (bigardh@lssc.edu) ; James Henningsen ; James Richey ; Jeffery Allbritten ; Jim Murdaugh (murdaugj@tcc.fl.edu) ; Pickens, Joe H. ; John Avendano ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Jonathan Gueverra ; Ken Atwater (katwater@hccfl.edu) ; kplinske@valenciacollege.edu ; Lawrence Barrett ; Madeline Pumariega ; Paul Broadie II ; Sarah Clemmons ; Thomas Leitzel ; Tim Moore ; Timothy Beard ; Tom LoBasso
Subject: RE: FCS Presidents Final Commitment Statement

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 response statement governors memo_Final1.pdf (173Kb)

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After considering that this is a FCS Presidents Statement, not a memo from the Chair – I removed my name
Here's the draft without my signature.

From: Tonjua Williams <Williams.Tonjua@spcollege.edu>

Sent: Wednesday, January 11, 2023 3:52 PM

To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) <agarciafalconetti@polk.edu>; Ava <parkera@palmbeachstate.edu>; Carol Probstfeld <probstc@scf.edu>; cflax-hyman@gulfcoast Stephenson <dstephenson@nwfsc.edu>; Dr. Ed Meadows (emeadows@pensacolastate.edu) <emeadows@pensacolastate.edu>; Georgia Lorenz <lorenzg@seminolestate.edu>; Greg Haile <ghaile@broward.edu>; Heather Bigard (BigardH@LSSC.EDU) <BigardH@LSSC.EDU>; James Henningj@cf.edu <henningj@cf.edu>; James Richey <richeyj@easternflorida.edu>; Jeffery Allbritten <jdudley1 Murdaugh (MURDAUGJ@tcc.fl.edu) <murdaugj@tcc.fl.edu>; Joe Pickens (joepickens@sjrstate.edu) <joepickens@sjrstate.edu>; John Avendano <john.avendano@fscj.edu>; John Grosskopf (grosskopfj@nfcc.edu) <grosskopfj@nfcc.edu>; Jonathan Gueverra <jonathan.gueverra@fkcc.edu>; Katwater (Katwater@hccfl.edu) <katwater@hccfl.edu>; kplinske@valenciacollege.edu; Lawrence <lawrence.barrett@fgc.edu>; Madeline Pumariega <mpumarie@mdc.edu>; Paul Broadie II <paul.broadie@sfcollge.edu>; Sarah Clemmons <clemmonss@chipola.edu>; Thomas Leitzel <thomas.leitzel@southflorida.edu>; Tim Moore <timmoore@irsc.edu>; Timothy Beard <beardt Tom LoBasso <lobasst@daytonastate.edu>; Tonjua Williams <Williams.Tonjua@spcollege.edu>

Subject: FCS Presidents Final Commitment Statement

Good afternoon FCS Presidents,

Attached is the revised statement with a few minor changes in the last sentence. This is the statement that I submitted to Chancellors Mack and Hebda today by COB.

Thank you all for strategizing and working as a team!

Sincerely,

Tonjua



1725 Mahan Drive • Tallahassee, FL 32308 • 850-222-3222 • Fax: 850-222-2327 • www.myafchome.org

January 11, 2023

STATEMENT

Florida Colleges System Council of Presidents

Historically, Diversity, Equity and Inclusion (DEI) initiatives served to increase diversity of thought as well as the enrollment and the success of underrepresented populations and promote the open access mission of our state college system. The presidents of the Florida College System (FCS) also understand that some initiatives and instruction in higher education under the same title have come to mean and accomplish the very opposite and seek to push ideologies such as critical race theory and its related tenets.

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Sincerely,

Florida College System Council of Presidents

From: Jim Murdaugh **Sent:** Wed, 11 Jan 2023 20:58:58 GMT
To: Tonjua Williams
CC: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Ava L. Parker ; Carol Probstfeld ; cflax-hyman@gulfcoast.edu ; Devin Stephenson ; Dr. Ed Meadows (emeadows@pensacolastate.edu) ; Georgia Lorenz ; Greg Haile ; Heather Bigard (bigardh@lssc.edu) ; James Henningsen ; James Richey ; Jeffery Allbritten ; Pickens, Joe H. ; John Avendano ; John Grosskopf (Grosskopf.J@nfcc.edu) ; Jonathan Gueverra ; Ken Atwater (katwater@hccfl.edu) ; kplinske@valenciacollege.edu ; Lawrence Barrett ; Madeline Pumariega ; Paul Broadie II ; Sarah Clemmons ; Thomas Leitzel ; Tim Moore ; Timothy Beard ; Tom LoBasso
Subject: Re: FCS Presidents Final Commitment Statement

EXTERNAL: This email originated from outside of SJRstate. Do not click any links or open any attachments unless you trust the sender and know the content is safe. Please forward suspicious emails to PhishStink@sjrstate.edu

Thank you.

Jim

On Jan 11, 2023, at 3:51 PM, Tonjua Williams <williams.tonjua@spcollege.edu> wrote:

CAUTION: This email originated from outside of the college. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon FCS Presidents,

Attached is the revised statement with a few minor changes in the last sentence. This is the statement that will be submitted to Chancellors Mack and Hebda today by COB.

Thank you all for strategizing and working as a team!

Sincerely,

Tonjua

<FCS Presidents Revised Commitment Statement - January 11 2023.pdf>

Due to Florida's very broad public records law, most written communications to or from Tallahassee Community College employees regarding College business are public records, available to the public and media upon request. Therefore, this email communication and your response may be subject to public disclosure.

Archive Manager

Export

From: Tonjua Williams **Sent:** Wed, 11 Jan 2023 20:51:39 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Ava L. Parker ; Carol Probstfeld ; cflax-hyman@gulfcoast.edu ; Devin Stephenson ; Dr. Ed Meadows (emeadows@pensacolastate.edu) ; Georgia Lorenz ; Greg Haile ; Heather Bigard (bigardh@lssc.edu) ; James Henningsen ; James Richey ; Jeffery Allbritten ; Jim Murdaugh (murdaugj@tcc.fl.edu) ; Pickens, Joe H. ; John Avendano ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Jonathan Gueverra ; Ken Atwater (katwater@hccfl.edu) ; kplinske@valenciacollege.edu ; Lawrence Barrett ; Madeline Pumariega ; Paul Broadie II ; Sarah Clemmons ; Thomas Leitzel ; Tim Moore ; Timothy Beard ; Tom LoBasso ; Tonjua Williams
Subject: FCS Presidents Final Commitment Statement

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 FCS Presidents Revised Commitment Statement - January 11 2023.pdf (257Kb)

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January 11, 2023

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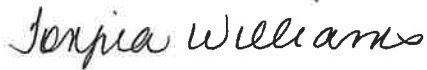
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Sincerely,

A handwritten signature in cursive script that reads "Tonjua Williams".

Dr. Tonjua Williams
President, St. Petersburg College
Chair, FCS Council of Presidents

Achive Manager

Export

From: Peterson, Randy D. **Sent:** Mon, 09 Jan 2023 21:50:16 GMT
To: Powers, Dr. Lynn M. ; Evans, Dr. Gilbert L. ; Pickens, Joe H. ; Brown, Dr. Melanie ; Humerick, Dr. Rosalind M. ; Jordan, Dr. Edward P. ; Suttiff, Susan M.
CC: Hall, Jack C. ; Will, Dr. Christina ; Romer, Charles ; Keller, Mike ; Deputy, Meghan
Subject: RE: Higher Education Program and Activity Survey-Diversity, Equity, Inclusion initiatives

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 **DEI report Jan 2023.xlsx (14Kb)**

Attached is the most recent version for tomorrow's meeting.

From: Powers, Dr. Lynn M. <LynnPowers@sjrstate.edu>

Sent: Monday, January 9, 2023 10:48 AM

To: Evans, Dr. Gilbert L. <GilbertEvans@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>; Brown <MelanieBrown@sjrstate.edu>; Humerick, Dr. Rosalind M. <RosalindHumerick@sjrstate.edu>; Jordan, D <EdwardJordan@sjrstate.edu>; Sutliff, Susan M. <SusanSutliff@sjrstate.edu>

Cc: Hall, Jack C. <JackHall@sjrstate.edu>; Will, Dr. Christina <ChristinaWill@sjrstate.edu>; Peterson, Randy <RandyPeterson@sjrstate.edu>; Romer, Charles <CharlesRomer@sjrstate.edu>; Keller, Mike <MikeKeller@sjrstate.edu>; Deputy, Meghan <MeghanDeputy@sjrstate.edu>

Subject: Higher Education Program and Activity Survey-Diversity, Equity, Inclusion initiatives

Here's the beginning draft of the survey we will need to submit on Jan. 11 to the Chancellor (as requested by the Governor's Office). This draft will help in our discussion tomorrow.

If you have any other costs/items to add please let me or Randy know before tomorrow's meeting. This way so you can see all the "missing" items thus far.

Let me know if you have any questions, and thanks all,

Dr. Lynn Powers

Chief Business Officer

Higher Education Program and Activity Survey

DRAFT

Institution	Program or Activity	Brief Description of Program or Activity	Number of FTE	Position Title(s)	Total Funding	State Funded Portion
St. Johns River State College	Title IX/Equity Officer	Additional duties assigned to the Director of Human Resources (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a))	0.10	Director of Human Resources, Title IX Coordinator & Equity Officer	\$ 10,885	\$ 7,402
St. Johns River State College	Assistant Title IX/Equity Officer	Additional duties assigned to the Assistant Director of Human Resources (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a))	0.10	Assistant Director of Human Resources	\$ 7,353	\$ 5,000
St. Johns River State College	Discrimination/Harassment and Title IX Training	Employees are required to complete 2 modules through United Educators. One titled Prevent Sexual Violence Together and the other is titled Preventing Discrimination and Harassment Together. Each takes about 45 minutes. Employees are also required to review SJR State Policies and Procedures related to Discriminatory Harassment and Sexual Misconduct through the UE portal (2 hours to administer site). (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a); VAWA: 34 CFR 668.46; FS 1000.05)		Director of Human Resources, Title IX Coordinator & Equity Officer	\$ 105	\$ 71
St. Johns River State College	Title IX Training	Assistant Director of Human Resources			\$ 4,000	\$ 2,720
St. Johns River State College	African American Leadership Scholarship	https://sjsrstate.edu/financialtypes.html			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	https://sjsrstate.edu/financialtypes.html			\$ 4,084	\$ -
St. Johns River State College	Collier Blocker Scholarships/Stipends	https://www.sjsrstate.edu/collierblocker.html			\$ 11,106	\$ -
St. Johns River State College	Collier Blocker Administrator	Staff hours spent administering the Minority Scholarship Program	0.25	Dean of Recruitment, Onboarding and Engagement	\$ 19,368	\$ 13,170
St. Johns River State College	Collier Blocker Mentors	Each mentor meets with their scholarship recipient 2 hours a month (12 students)	0.14		\$ 6,912	\$ 4,700
St. Johns River State College	Observance of Commemorations	Time spent updating and promoting online content that supports exploration of national commemorations as provided in the SJR State Learning Resources Policy for Observances and Events (9 hours).		Dean of Learning Resources	\$ 515	\$ 350
St. Johns River State College	Time spent on EADA report/Equity Report	Time spent preparing the EADA Report (8 hours for AVP of Finance). Time spent compiling and positing EADA report (6 hours for Director of HR). Time spent preparing the Equity Report (40 hours for Director of HR). Time spent preparing Equity Report (2 hours Dean of Learning Resources). (Section 1000.05, F.S., the "Florida Educational Equity Act"; Section 1012.86, F.S., Florida College System institution employment equity accountability program; Section 1006.71, F.S., Gender equity in intercollegiate athletics; Implementing Rule 6A-10.041, F.A.C., Substitution for Requirements for Eligible Students with Disabilities at Florida Colleges and Postsecondary Career Centers; Implementing Rules 6A-19.001 – 6A-19.010, F.A.C., related to educational equity).		AVP for Finance for EADA Report; Director of Human Resources for EADA Report and Equity Report	\$ 3,089	\$ 2,100
St. Johns River State College	Diversity Courses/Social Sciences Athletics?	Political Science-Maggio (CRT)				
St. Johns River State College	Minority Procurement Report	Time spent by IT generating data from the Banner ERP (1 hour).			\$ 145	\$ 99
St. Johns River State College	Student Clubs?	Time spent by Purchasing compiling the report (5 hours).				
St. Johns River State College	Memberships?					

From: Peterson, Randy D. **Sent:** Mon, 09 Jan 2023 16:11:22 GMT
To: Powers, Dr. Lynn M. ; Evans, Dr. Gilbert L. ; Pickens, Joe H. ; Brown, Dr. Melanie ; Humerick, Dr. Rosalind M. ; Jordan, Dr. Edward P. ; Sutliff, Susan M.
CC: Hall, Jack C. ; Will, Dr. Christina ; Romer, Charles ; Keller, Mike ; Deputy, Meghan
Subject: RE: Higher Education Program and Activity Survey-Diversity, Equity, Inclusion initiatives

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 DEI report Jan 2023.xlsx (14Kb)

Attached is the most recent copy that includes Chuck's information.

From: Powers, Dr. Lynn M. <LynnPowers@sjrstate.edu>

Sent: Monday, January 9, 2023 10:48 AM

To: Evans, Dr. Gilbert L. <GilbertEvans@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>; Brown <MelanieBrown@sjrstate.edu>; Humerick, Dr. Rosalind M. <RosalindHumerick@sjrstate.edu>; Jordan, D <EdwardJordan@sjrstate.edu>; Sutliff, Susan M. <SusanSutliff@sjrstate.edu>

Cc: Hall, Jack C. <JackHall@sjrstate.edu>; Will, Dr. Christina <ChristinaWill@sjrstate.edu>; Peterson, Randy <RandyPeterson@sjrstate.edu>; Romer, Charles <CharlesRomer@sjrstate.edu>; Keller, Mike <MikeKeller@sjrstate.edu>; Deputy, Meghan <MeghanDeputy@sjrstate.edu>

Subject: Higher Education Program and Activity Survey-Diversity, Equity, Inclusion initiatives

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St. Johns River State College	Title IX/Equity Officer	Additional duties assigned to the Director of Human Resources (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a))	0.10	Director of Human Resources, Title IX Coordinator & Equity Officer	\$ 10,885	\$ 7,402
St. Johns River State College	Assistant Title IX/Equity Officer	Additional duties assigned to the Assistant Director of Human Resources (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a))	0.10	Assistant Director of Human Resources	\$ 7,353	\$ 5,000
St. Johns River State College	Discrimination/Harassment and Title IX Training	Employees are required to complete 2 modules through United Educators. One titled Prevent Sexual Violence Together and the other is titled Preventing Discrimination and Harassment Together. Each takes about 45 minutes. Employees are also required to review SJR State Policies and Procedures related to Discriminatory Harassment and Sexual Misconduct through the UE portal (2 hours to administer site). (Title IX: 34 CFR §106.8(a); Section 504: 34 CFR §104.7(a); Title II: 28 CFR §35.107(a); VAWA: 34 CFR 668.46; FS 1000.05)		Director of Human Resources, Title IX Coordinator & Equity Officer	\$ 105	\$ 71
St. Johns River State College	African American Leadership Scholarship	https://sirstate.edu/financialtypes.html			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	https://sirstate.edu/financialtypes.html			\$ 4,084	\$ -
St. Johns River State College	Collier Blocker Scholarships/Stipends	https://www.sirstate.edu/collierblocker.html			\$ 11,106	\$ -
St. Johns River State College	Collier Blocker Administrator	Staff hours spent administering the Minority Scholarship Program	0.25	Dean of Recruitment, Onboarding and Engagement	\$ 19,368	\$ 13,170
St. Johns River State College	Collier Blocker Mentors	Each mentor meets with their scholarship recipient 2 hours a month (12 students)	0.14		\$ 6,912	\$ 4,700
St. Johns River State College	Library events(i.e. Black history month and other cultural events)					
St. Johns River State College	Time spent on EADA report/Equity Report	Time spent preparing the EADA Report (8 hours for AVP of Finance). Time spent compiling and posting EADA report (6 hours for Director of HR). Time spent preparing the Equity Report (40 hours for Director of HR). (Section 1000.05, F.S., the "Florida Educational Equity Act"; Section 1012.86, F.S., Florida College System institution employment equity accountability program; Section 1006.71, F.S., Gender equity in intercollegiate athletics; Implementing Rule 6A-10.041, F.A.C., Substitution for Requirements for Eligible Students with Disabilities at Florida Colleges and Postsecondary Career Centers; Implementing Rules 6A-19.001 – 6A-19.010, F.A.C., related to educational equity).		AVP for Finance for EADA Report; Director of Human Resources for EADA Report and Equity Report	\$ 2,974	\$ 2,022
St. Johns River State College	Diversity Courses/Social Sciences Athletics?	Political Science-Maggio (CRT)				
St. Johns River State College	Minority Procurement Report					
St. Johns River State College	Student Clubs?					
St. Johns River State College	Memberships?					

Achive Manager

Export

From: Peterson, Randy D. **Sent:** Mon, 09 Jan 2023 15:51:35 GMT
To: Powers, Dr. Lynn M. ; Evans, Dr. Gilbert L. ; Pickens, Joe H. ; Brown, Dr. Melanie ; Humerick, Dr. Rosalind M. ; Jordan, Dr. Edward P. ; Suttiff, Susan M.
CC Hall, Jack C. ; Will, Dr. Christina ; Romer, Charles ; Keller, Mike ; Deputy, Meghan
Subject: RE: Higher Education Program and Activity Survey-Diversity, Equity, Inclusion initiatives

Everyone,

Chuck sent me quite a bit of info that I am inputting now. I will send the updated version out in the next

From: Powers, Dr. Lynn M. <LynnPowers@sjrstate.edu>

Sent: Monday, January 9, 2023 10:48 AM

To: Evans, Dr. Gilbert L. <GilbertEvans@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>; Brown <MelanieBrown@sjrstate.edu>; Humerick, Dr. Rosalind M. <RosalindHumerick@sjrstate.edu>; Jordan, D <EdwardJordan@sjrstate.edu>; Sutliff, Susan M. <SusanSutliff@sjrstate.edu>

Cc: Hall, Jack C. <JackHall@sjrstate.edu>; Will, Dr. Christina <ChristinaWill@sjrstate.edu>; Peterson, Randy <RandyPeterson@sjrstate.edu>; Romer, Charles <CharlesRomer@sjrstate.edu>; Keller, Mike <MikeKeller@sjrstate.edu>; Deputy, Meghan <MeghanDeputy@sjrstate.edu>

Subject: Higher Education Program and Activity Survey-Diversity, Equity, Inclusion initiatives

Here's the beginning draft of the survey we will need to submit on Jan. 11 to the Chancellor (as requested by the Governor's Office). This draft will help in our discussion tomorrow.

If you have any other costs/items to add please let me or Randy know before tomorrow's meeting. This is so you can see all the "missing" items thus far.

Let me know if you have any questions, and thanks all,

Dr. Lynn Powers

Chief Business Officer

Archive Manager

Export

From: Powers, Dr. Lynn M. **Sent:** Mon, 09 Jan 2023 15:48:28 GMT
To: Evans, Dr. Gilbert L. ; Pickens, Joe H. ; Brown, Dr. Melanie ; Humerick, Dr. Rosalind M. ; Jordan, Dr. Edward P. ; Sutliff, Susan M.
CC Hall, Jack C. ; Will, Dr. Christina ; Peterson, Randy D. ; Romer, Charles ; Keller, Mike ; Deputy, Meghan
Subject: Higher Education Program and Activity Survey-Diversity, Equity, Inclusion initiatives

Attachments may contain viruses that are harmful to your computer. Attachments may not display correctly.

 **DEI report Jan 2023.xlsx (14Kb)**

Here's the beginning draft of the survey we will need to submit on Jan. 11 to the Chancellor (as requested by the Governor's Office). This draft will help in our discussion tomorrow.

If you have any other costs/items to add please let me or Randy know before tomorrow's meeting. This way you can see all the "missing" items thus far.

Let me know if you have any questions, and thanks all,

Dr. Lynn Powers

Chief Business Officer

Higher Education Program and Activity Survey

DRAFT

Institution	Program or Activity	Brief Description of Program or Activity	Number of FTE	Position Title(s)	Total Funding	State Funded Portion
St. Johns River State College	Title IX/Equity Officer	Additional duties assigned to the Director of Human Resources	0.10	Director of Human Resources, Title IX Coordinator & Equity Officer		
St. Johns River State College	Assistant Title IX/Equity Officer	Additional duties assigned to the Assistant Director of Human Resources	0.10	Assistant Director of Human Resources		
St. Johns River State College	Discrimination/Harassment and Title IX Training	Employees are required to complete 2 modules through United Educators. One titled Preventing Sexual Violence Together and the other is titled Preventing Discrimination and Harassment Together. Each takes about 45 minutes. Employees are also required to review SJR State Policies and Procedures related to Discriminatory Harassment and Sexual Misconduct through the UE portal (2 hours to administer site).		Director of Human Resources, Title IX Coordinator & Equity Officer		
St. Johns River State College	African American Leadership Scholarship	https://sjsrstate.edu/financialtypes.html			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	https://sjsrstate.edu/financialtypes.html			\$ 4,084	\$ -
St. Johns River State College	Collier Blocker Scholarships/Stipends	https://www.sjsrstate.edu/collierblocker.html			\$ 11,106	\$ -
St. Johns River State College	Collier Blocker Administrator	Staff hours spent administering the Minority Scholarship Program		Dean of Recruitment, Onboarding and Engagement	\$ 19,368	\$ 13,170
St. Johns River State College	Collier Blocker Mentors	Each mentor meets with their scholarship recipient 2 hours a month (12 students)	0.14		\$ 6,912	\$ 4,700
St. Johns River State College	Library events (i.e. Black history month and other cultural events)					
St. Johns River State College	Time spent on EADA report/Equity Report	Time spent preparing the EADA Report (8 hours for AVP of Finance). Time spent compiling and positing EADA report (6 hours for Director of HR). Time spent preparing the Equity Report (40 hours for Director of HR).		AVP for Finance for EADA Report; Director of Human Resources for EADA Report and Equity Report	\$ 441	\$ 300
St. Johns River State College	Diversity Courses/Social Sciences Athletics?	Political Science-Maggio (CRT)				
St. Johns River State College	Minority Procurement Report					
St. Johns River State College	Student Clubs?					
St. Johns River State College	Memberships?					

From: Tonjua Williams **Sent:** Fri, 06 Jan 2023 19:43:52 GMT
To: Tonjua Williams ; Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Timothy Beard (beardt@phsc.edu) ; Pickens, Joe H. ; Dr. Georgia Lorenz ; Northwest Florida State College (dstephenson@nwfsc.edu) ; Gregory Haile ; Sarah Clemmons ; James D. Henningsen (Jim) (henningj@cf.edu) ; Jim Richey (richeyj@easternflorida.edu) ; Lawrence Barrett, President Florida Gateway College ; Jonathan Gueverra ; Jeff Allbritten ; John Avendano ; Ken Atwater (katwater@hccfl.edu) ; Timothy E. Moore (timmoore@irsc.edu) ; Heather Bigard ; Madeline Pumariega (mpumarie@mdc.edu) ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Ava L. Parker (avaparker@palmbeachstate.edu) ; Charles E. Meadows (emeadows@pensacolastate.edu) ; Paul Broadie II ; Carol Probstfeld (probstc@scf.edu) ; Thomas Lietzel ; Kathleen Plinske ; Parker, Ava L ; Jim Murdaugh ; cfax-hyman@gulfcoast.edu ; Paul Broadie II
Subject: Executive Order Framework

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Good afternoon FCS Presidents,

I hope your Friday is going well.

First, let me say "thank you" for your commitment and leadership in the development of a strategic framework to use in response to the Executive Office of the Governor Memorandum #23-021 "Higher Ed Program and Activity Survey." We could not have done this without you, your commitment, and strategic engagement.

For those who could not join us last night, feel free to give me or one of our colleagues a call if you have questions.

We will focus through a lens that addresses:

- *Any initiative or event that promotes CRT ideologies.*
- *Programs that limit individuals by gender/race.*
- *Individuals whose job description or title has DEI in the title or job description.*
- *Academic program or courses (credit/non-credit) and/or professional development whose learning objectives include DEI or critical race theory.*
- *Centers or institutes whose primary core mission is DEI.*

Have a great weekend.

Sincerely,
Tunjua

From: Pickens, Joe H. **Sent:** Thu, 05 Jan 2023 16:47:49 GMT
To: Pickens, Joe H. ; Brown, Dr. Melanie ; Powers, Dr. Lynn M. ; Evans, Dr. Gilbert L. ; Humerick, Dr. Rosalind M. ; Jordan, Dr. Edward P. ; Suttiff, Susan M. ; Hall, Jack C. ; Will, Dr. Christina ; Peterson, Randy D. ; Romer, Charles ; Keller, Mike ; Deputy, Meghan
Subject: Mission Critical Meeting

First agenda item is discussion of Diversity, Equity, Inclusion, CRT executive order response

Archive Manager Export

From: Pickens, Joe H.

Sent: Thu, 05 Jan 2023 16:35:19 GMT

To: Tonjua Williams

Subject: Accepted: President's Meeting: Communications Strategy re Executive Order and the FCS DEI Statement

From: Tonjua Williams **Sent:** Thu, 05 Jan 2023 16:34:09 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Timothy Beard ; Pickens, Joe H. ; Georgia Lorenz ; Devin Stephenson ; ghaile@broward.edu ; Sarah Clemmons ; James Henningsen ; James Richey ; Lawrence Barrett ; jonathan.gueverra@cfk.edu ; Jeff Allbritten ; John.avendano@fscj.edu ; Ken Atwater (katwater@hccfl.edu) ; TimMoore@irsc.edu ; BigardH@LSSC.EDU ; Madeline Pumariega ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Ava L. Parker (avaparker@palmbeachstate.edu) ; Dr. Ed Meadows (emeadows@pensacolastate.edu) ; Paul Broadie II ; Carol Probstfeld ; Thomas Leitzel ; kplinske@valenciacollege.edu ; Parker, Ava L ; Jim Murdaugh ; cflax-hyman@gulfcoast.edu
Subject: President's Meeting: Communications Strategy re Executive Order and the FCS DEI Statement

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Topic: President's Only Meeting
Time: Jan 5, 2023 05:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://spcollege.zoom.us/j/98741194625?pwd=SHBEWVBwSUxjSjBhZ0ttRW42N3B3dz09>

Meeting ID: 987 4119 4625

Passcode: 642369

One tap mobile

+13052241968,,98741194625# US

+13017158592,,98741194625# US (Washington DC)

Dial by your location

+1 305 224 1968 US

+1 301 715 8592 US (Washington DC)

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 646 931 3860 US

+1 386 347 5053 US

+1 507 473 4847 US

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 9128 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

Meeting ID: 987 4119 4625

Find your local number: <https://spcollege.zoom.us/j/98741194625>

Archive Manager Export

This message was sent with High importance.

From: Pickens, Joe H.
To: Keller, Mike
Subject: FW: Executive Office of the Governor Memorandum #23-021

Sent: Thu, 05 Jan 2023 15:03:56 GMT

From: Hebda, Kathy <Kathy.Hebda@fldoe.org>

Sent: Thursday, January 5, 2023 10:00 AM

To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) <agarciafalconetti@polk.edu>; parkera <parkera@palmbeachstate.edu>; Carol Probstfeld (probstc@scf.edu) <probstc@scf.edu>; emeadows <emeadows@pensacolastate.edu>; cflax-hyman <cflax-hyman@gulfcoast.edu>; CLEMMONSS <CLEMMONSS@CHIPOLA.EDU>; dstephenson <dstephenson@nwfsc.edu>; Georgia L. Lorenz <lorenzg@seminolestate.edu>; ghaile <ghaile@broward.edu>; Heather Bigard (bigardh@lssc.edu) <bigardh@lssc.edu>; henningj <henningj@cf.edu>; Jeff Allbritten (jeff.allbritten@FSW.edu) <jeff.allbritten@FSW.edu>; Jim. Muir <Jim.Murdaugh@tcc.fl.edu>; richeyj <richeyj@easternflorida.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>; Avendano <John.Avendano@fscj.edu>; grosskopfj <grosskopfj@nfc.edu>; John R. Holdnak (JHoldnak@gulfcoast.edu) <JHoldnak@gulfcoast.edu>; jonathan.gueverra@cfk.edu; Kathleen Plinske (kplinske@valenciacollege.edu) <kplinske@valenciacollege.edu>; katwater <katwater@hccfl.edu>; Lawrence.Barrett <Lawrence.Barrett@mpumarie.edu>; mpumarie <mpumarie@mdc.edu>; Paul.Broadie <Paul.Broadie@sfcollge.edu>; Thomas C. Leitzel (leitzelt@southflorida.edu) <leitzelt@southflorida.edu>; Timothy Beard (beardt@phsc.edu) <beardt@phsc.edu>; TimMoore <TimMoore@irsc.edu>; thomas.lobasso <thomas.lobasso@daytonastate.edu>; Williams.Tonja <Williams.Tonja@spcollege.edu>

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>; Lisa.Cook@fldoe.org; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post1@fldoe.org>; Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>; Sisley, Dottie <Dottie.Sisley@fldoe.org>

Subject: RE: Executive Office of the Governor Memorandum #23-021

Importance: High

EXTERNAL: This email originated from outside of SJRstate. Do not click any links or open attachments unless you trust the sender and know the content is safe. Please forward suspicious emails to PhishStink@sjrstate.edu

Dear Presidents:

Thank you for attending the meeting yesterday and providing me with your questions about the reporting 2022-2023. Please continue as we originally discussed to report all of your programs, personnel and activities under diversity, equity and inclusion, and critical race theory. Be sure to label them clearly with any related federal regulations, grants or other association requirements. In addition, as the form outlines, note the percentage of funding if any, dedicated to the work and specify the fund source(s) and amounts, if any, that support the work. Voluntary contributions including student organizations, professional development, training, instruction and any other activities should be reported to the college, again, clearly labeled. Please include brief explanations on the form and, if needed, provide a link to additional information that may go more in depth.

Please let me know if you have additional questions as you complete this process.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor

From: Hebda, Kathy

Sent: Thursday, December 29, 2022 3:59 PM

To:

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>; <Lisa.Cook@fldoe.org>; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post@fldoe.org>; Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>

Subject: Executive Office of the Governor Memorandum #23-021

Dear Presidents:

Please see attached an important memorandum from the Director of the Governor's Office of Policy and Chris Spencer requesting action on the part of Commissioner Manny Diaz and Chancellor Ray Rodrigue: Florida College System institution and state university.

The memorandum and accompanying form detail specific program and expenditure information to be provided from each institution to the Commissioner, who will collect the information and provide it to OPB on January 4, 2023. I request that you submit this information to me for the Commissioner **no later than close of business on January 4, 2023**, to provide time for the Commissioner's review prior to his submission.

Because each college assigns employees differently and uses different titles for programs and positions, in full or in part to the topics in the request, it will be important for you to explain each program and the principal responsibilities that you include on the form.

Please let me know if you have questions. I will hold a zoom meeting at 10:00 AM EST Wednesday, January 4, 2023 for any of you who wish to join and ask clarifying questions about the report. Meeting information is at the bottom of this email.

Thank you in advance for your attention to this request.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fldoe.org/schools/higher-ed/fl-college-system/

Zoom Meeting Information:

Topic: FCS Presidents

Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcm5wSnR6THJ0WkM4dz09>

Meeting ID: 813 4106 7150

Passcode: 9eRkv9

Achive Manager Export

This message was sent with High importance.

From: Pickens, Joe H.
To: Jordan, Dr. Edward P. ; Hall, Jack C.
Subject: FW: Executive Office of the Governor Memorandum #23-021

Sent: Thu, 05 Jan 2023 15:03:35 GMT

From: Hebda, Kathy <Kathy.Hebda@fldoe.org>

Sent: Thursday, January 5, 2023 10:00 AM

To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) <agarciafalconetti@polk.edu>; parkera <parkera@palmbeachstate.edu>; Carol Probstfeld (probstc@scf.edu) <probstc@scf.edu>; emeadows <emeadows@pensacolastate.edu>; cflax-hyman <cflax-hyman@gulfcoast.edu>; CLEMMONSS <CLEMMONSS@CHIPOLA.EDU>; dstephenson <dstephenson@nwfsc.edu>; Georgia L. Lorenz <lorenzg@seminolestate.edu>; ghaile <ghaile@broward.edu>; Heather Bigard (bigardh@lssc.edu) <bigardh@lssc.edu>; henningj <henningj@cf.edu>; Jeff Allbritten (jeff.allbritten@FSW.edu) <jeff.allbritten@FSW.edu>; Jim.Mu <Jim.Murdaugh@tcc.fl.edu>; richeyj <richeyj@easternflorida.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>; Avendano <John.Avendano@fscj.edu>; grosskopfj <grosskopfj@nfc.edu>; John R. Holdnak (JHoldnak@gulfcoast.edu) <JHoldnak@gulfcoast.edu>; jonathan.gueverra@cfk.edu; Kathleen Plinske (kplinske@valenciacollege.edu) <kplinske@valenciacollege.edu>; katwater <katwater@hccfl.edu>; Lawrence.Barrett <Lawrence.Barrett@mpumarie.edu>; Paul.Broadie <Paul.Broadie@sfcollge.edu>; Thomas C. Leitzel (leitzelt@southflorida.edu) <leitzelt@southflorida.edu>; Timothy Beard (beardt@phsc.edu) <beardt@phsc.edu>; TimMoore <TimMoore@irsc.edu>; thomas.lobasso <thomas.lobasso@daytonastate.edu>; Williams.Ton <Williams.Tonjua@spcollege.edu>

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>; <Lisa.Cook@fldoe.org>; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post1@fldoe.org>; Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>; Sisley, Dottie <Dottie.Sisley@fldoe.org>

Subject: RE: Executive Office of the Governor Memorandum #23-021

Importance: High

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Dear Presidents:

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Please let me know if you have additional questions as you complete this process.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor

From: Hebda, Kathy

Sent: Thursday, December 29, 2022 3:59 PM

To:

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>; <Lisa.Cook@fldoe.org>; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post1@fldoe.org>; Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>

Subject: Executive Office of the Governor Memorandum #23-021

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Thank you in advance for your attention to this request.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fldoe.org/schools/higher-ed/fl-college-system/

Zoom Meeting Information:

Topic: FCS Presidents
Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcm5wSnR6THJ0WkM4dz09>

Meeting ID: 813 4106 7150

Passcode: 9eRkv9

This message was sent with High importance.

From: Pickens, Joe H.

Sent: Thu, 05 Jan 2023 15:02:07 GMT

To: Powers, Dr. Lynn M. ; Peterson, Randy D. ; Romer, Charles ; Brown, Dr. Melanie ; Will, Dr. Christina ; Evans, Dr. Gilbert L.

Subject: FW: Executive Office of the Governor Memorandum #23-021

From: Hebda, Kathy <Kathy.Hebda@fldoe.org>

Sent: Thursday, January 5, 2023 10:00 AM

To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) <agarciafalconetti@polk.edu>; parkera <parkera@palmbeachstate.edu>; Carol Probstfeld (probstc@scf.edu) <probstc@scf.edu>; emeadows <emeadows@pensacolastate.edu>; cflax-hyman <cflax-hyman@gulfcoast.edu>; CLEMMONSS <CLEMMONSS@CHIPOLA.EDU>; dstephenson <dstephenson@nwfsc.edu>; Georgia L. Lorenz <lorenzg@seminolestate.edu>; ghaile <ghaile@broward.edu>; Heather Bigard (bigardh@lssc.edu) <bigardh@lssc.edu>; henningj <henningj@cf.edu>; Jeff Allbritten (jeff.allbritten@FSW.edu) <jeff.allbritten@FSW.edu>; Jim.Murdaugh <Jim.Murdaugh@tcc.fl.edu>; richeyj <richeyj@easternflorida.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>; John.Avendano <John.Avendano@fscj.edu>; grosskopfj <grosskopfj@nfc.edu>; John R. Holdnak (JHoldnak@gulfcoast.edu) <JHoldnak@gulfcoast.edu>; jonathan.gueverra@cfk.edu; Kathleen Plinske (kplinske@valenciacollege.edu) <kplinske@valenciacollege.edu>; katwater <katwater@hccfl.edu>; Lawrence.Barrett <Lawrence.Barrett@mpumarie.edu>; Paul.Broadie <Paul.Broadie@sfcollge.edu>; Thomas C. Leitzel (leitzelt@southflorida.edu) <leitzelt@southflorida.edu>; Timothy Beard (beardt@phsc.edu) <beardt@phsc.edu>; TimMoore <TimMoore@irsc.edu>; thomas.lobasso <thomas.lobasso@daytonastate.edu>; Williams.Tonjua <Williams.Tonjua@spcollege.edu>

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>; Lisa.Cook@fldoe.org; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post1@fldoe.org>; Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>; Sisley, Dottie <Dottie.Sisley@fldoe.org>

Subject: RE: Executive Office of the Governor Memorandum #23-021

Importance: High

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Dear Presidents:

Thank you for attending the meeting yesterday and providing me with your questions about the reporting 2022-2023. Please continue as we originally discussed to report all of your programs, personnel and activities under diversity, equity and inclusion, and critical race theory. Be sure to label them clearly with any related federal regulations, grants or other association requirements. In addition, as the form outlines, note the purpose of the work, if any, dedicated to the work and specify the fund source(s) and amounts, if any, that support the work. We discussed including student organizations, professional development, training, instruction and any other activities at the college, again, clearly labeled. Please include brief explanations on the form and, if needed, provide a link to information that may go more in depth.

Please let me know if you have additional questions as you complete this process.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor

From: Hebda, Kathy

Sent: Thursday, December 29, 2022 3:59 PM

To:

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>; <Lisa.Cook@fldoe.org>; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post1@fldoe.org>; Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>

Subject: Executive Office of the Governor Memorandum #23-021

Dear Presidents:

Please see attached an important memorandum from the Director of the Governor's Office of Policy and Chris Spencer requesting action on the part of Commissioner Manny Diaz and Chancellor Ray Rodriguez Florida College System institution and state university.

The memorandum and accompanying form detail specific program and expenditure information to be provided from each institution to the Commissioner, who will collect the information and provide it to OPB on January 4, 2023. I request that you submit this information to me for the Commissioner **no later than close of business on January 4, 2023**, to provide time for the Commissioner's review prior to his submission.

Because each college assigns employees differently and uses different titles for programs and positions, in full or in part to the topics in the request, it will be important for you to explain each program and the responsibilities that you include on the form.

Please let me know if you have questions. I will hold a zoom meeting at 10:00 AM EST Wednesday, January 4, 2023. If any of you wish to join and ask clarifying questions about the report. Meeting information is at the bottom of this email.

Thank you in advance for your attention to this request.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fldoe.org/schools/higher-ed/fl-college-system/

Zoom Meeting Information:

Topic: FCS Presidents
Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcm5wSnR6THJ0WkM4dz09>

Meeting ID: 813 4106 7150
Passcode: 9eRkv9

This message was sent with High importance.

From: Hebda, Kathy **Sent:** Thu, 05 Jan 2023 15:00:14 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; parkera ; Carol Probstfeld (probstc@scf.edu) ; emeadows ; cflax-hyman ; clemmons ; dstephenon ; Georgia L. Lorenz ; ghaile ; Heather Bigard (bigardh@lssc.edu) ; henningj ; Jeff Allbritten (jeff.allbritten@fsw.edu) ; Jim.Murdaugh ; richeyj ; Pickens, Joe H. ; John Avendano ; grosskopfj ; John R. Holdnak (JHoldnak@gulfcoast.edu) ; jonathan.gueverra@cfk.edu ; Kathleen Plinske (kplinske@valenciacollege.edu) ; katwater ; lawrence.barrett ; mpumarie ; Paul.Broadie ; Thomas C. Leitzel (leitzelt@southflorida.edu) ; Timothy Beard (beardt@phsc.edu) ; TimMoore ; thomas.lobasso ; Williams.Tonjua
CC Mack, Henry ; Kamoutsas, Anastasios ; Cook, Lisa ; Henderson, Carrie ; Post1, Aubrey ; Hargreaves, Yvette ; Sisley, Dottie
Subject: RE: Executive Office of the Governor Memorandum #23-021

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Dear Presidents:

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Please let me know if you have additional questions as you complete this process.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fldoe.org/schools/higher-ed/fl-college-system/

From: Hebda, Kathy

Sent: Thursday, December 29, 2022 3:59 PM

To:

Cc: Mack, Henry <Henry.Mack@fldoe.org>; Kamoutsas, Anastasios <Anastasios.Kamoutsas@fldoe.org>;
<Lisa.Cook@fldoe.org>; Henderson, Carrie <Carrie.Henderson@fldoe.org>; Post1, Aubrey <Aubrey.Post@fldoe.org>;
Hargreaves, Yvette <Yvette.Hargreaves@fldoe.org>

Subject: Executive Office of the Governor Memorandum #23-021

Dear Presidents:

Please see attached an important memorandum from the Director of the Governor's Office of Policy and Chris Spencer requesting action on the part of Commissioner Manny Diaz and Chancellor Ray Rodriguez at Florida College System institution and state university.

The memorandum and accompanying form detail specific program and expenditure information to be provided from each institution to the Commissioner, who will collect the information and provide it to OPB on January 10, 2023. I request that you submit this information to me for the Commissioner **no later than close of business on January 10, 2023**, to provide time for the Commissioner's review prior to his submission.

Because each college assigns employees differently and uses different titles for programs and positions, in full or in part to the topics in the request, it will be important for you to explain each program and the percentage of responsibilities that you include on the form.

Please let me know if you have questions. I will hold a zoom meeting at 10:00 AM EST Wednesday, January 11, 2023. Any of you who wish to join and ask clarifying questions about the report. Meeting information is at the bottom of the memorandum.

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fldoe.org/schools/higher-ed/fi-college-system/

Zoom Meeting Information:

Topic: FCS Presidents
Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcm5wSnR6THJ0WkM4dz09>

Meeting ID: 813 4106 7150
Passcode: 9eRky9
One tap mobile
+13052241968,,81341067150#,,,,*485740# US
+13017158592,,81341067150#,,,,*485740# US (Washington DC)

From: Will, Dr. Christina
To: Powers, Dr. Lynn M. ; Brown, Dr. Melanie ; Pickens, Joe H.
Subject: Re: DEI zoom at 10am—people to include

Sent: Thu, 05 Jan 2023 13:12:38 GMT

Thank you - I'll be there.

Christina

Christina Will, Ph.D.


Dean of Learning Resources



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LIBRARY • TUTORING • ACADEMIC SUPPORT

 "every little thing is gonna be all right"

From: Powers, Dr. Lynn M. <LynnPowers@sjrstate.edu>
Sent: Thursday, January 5, 2023 8:10 AM
To: Brown, Dr. Melanie <MelanieBrown@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>
Cc: Will, Dr. Christina <ChristinaWill@sjrstate.edu>; Keller, Mike <MikeKeller@sjrstate.edu>; Deputy, Meghan <MeghanDeputy@sjrstate.edu>
Subject: RE: DEI zoom at 10am—people to include

Here's the link for whoever needs to join.

Lynn Powers is inviting you to a scheduled Zoom meeting to discuss a response to survey on Program & Activities related to Diversity, Equity, Inclusion and Critical Race Theory--due on January 13.
Join Zoom Meeting

<https://sjrstate.zoom.us/j/86979045345?pwd=RSt1NEdqVDkwVHJiOUtIRk1SRHZNZz09>

Meeting ID: 869 7904 5345

Passcode: 722239

One tap mobile

+13052241968,,86979045345#,,,,*722239# US

+13017158592,,86979045345#,,,,*722239# US (Washington DC)

-----Original Message-----

From: Brown, Dr. Melanie <MelanieBrown@sjrstate.edu>
Sent: Thursday, January 5, 2023 8:04 AM
To: Powers, Dr. Lynn M. <LynnPowers@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>
Cc: Will, Dr. Christina <ChristinaWill@sjrstate.edu>; Keller, Mike <MikeKeller@sjrstate.edu>; Deputy, Meghan <MeghanDeputy@sjrstate.edu>
Subject: DEI zoom at 10am—people to include

I think Christina will should be added to the Zoom and perhaps Mike Keller and Meghan deputy. If we need to account for staff time we need to look at the programming done by the libraries and I'm not sure about instructional time in courses like sociology and history and then collier blocker comes to my mind. If they are available they can likely steal the link from my calendar unless you set it up as a private zoom. :)

Sent from my iPhone

Archive Manager Export

From: Powers, Dr. Lynn M.
To: Brown, Dr. Melanie ; Pickens, Joe H.
CC: Will, Dr. Christina ; Keller, Mike ; Deputy, Meghan
Subject: RE: DEI zoom at 10am--people to include

Sent: Thu, 05 Jan 2023 13:10:19 GMT

Here's the link for whoever needs to join.

Lynn Powers is inviting you to a scheduled Zoom meeting to discuss a response to survey on Program & Activities related to Diversity, Equity, Inclusion and Critical Race Theory--due on January 13.
Join Zoom Meeting

<https://sjrstate.zoom.us/j/86979045345?pwd=RSt1NEdqVDkwVHJiOUtIRk1SRHZNz09>

Meeting ID: 869 7904 5345
Passcode: 722239
One tap mobile
+13052241968,,86979045345#,,,,*722239# US
+13017158592,,86979045345#,,,,*722239# US (Washington DC)

-----Original Message-----

From: Brown, Dr. Melanie <MelanieBrown@sjrstate.edu>
Sent: Thursday, January 5, 2023 8:04 AM
To: Powers, Dr. Lynn M. <LynnPowers@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>
Cc: Will, Dr. Christina <ChristinaWill@sjrstate.edu>; Keller, Mike <MikeKeller@sjrstate.edu>; Deputy, Meghan <MeghanDeputy@sjrstate.edu>
Subject: DEI zoom at 10am--people to include

I think Christina will should be added to the Zoom and perhaps Mike Keller and Meghan deputy. If we need to account for staff time we need to look at the programming done by the libraries and I'm not sure about instructional time in courses like sociology and history and then collier blocker comes to my mind. If they are available they can likely steal the link from my calendar unless you set it up as a private zoom. :)

Sent from my iPhone

Achive Manager Export

From: Pickens, Joe H.
To: Powers, Dr. Lynn M.
Subject: Accepted: Discuss Exec Order-Diversity & Equity

Sent: Wed, 04 Jan 2023 18:12:12 GMT

From: Powers, Dr. Lynn M. **Sent:** Wed, 04 Jan 2023 17:51:15 GMT
To: Powers, Dr. Lynn M. ; Jordan, Dr. Edward P. ; Brown, Dr. Melanie ; Peterson, Randy D. ; Romer, Charles ; Hall, Jack C.
CC: Pickens, Joe H.
Subject: Discuss Exec Order-Diversity & Equity

Lynn Powers is inviting you to a scheduled Zoom meeting to discuss a response to survey on Program & Activities related to Diver and Critical Race Theory--due on January 13.

Join Zoom Meeting

<https://sjrstate.zoom.us/j/86979045345?pwd=RSt1NEdqVDkwVHJiOUtIRk1SRHZNZz09>

Meeting ID: 869 7904 5345

Passcode: 722239

One tap mobile

+13052241968,,86979045345#,,,,*722239# US

+13017158592,,86979045345#,,,,*722239# US (Washington DC)

Dial by your location

+1 305 224 1968 US

+1 301 715 8592 US (Washington DC)

+1 309 205 3325 US

+1 312 626 6799 US (Chicago)

+1 646 931 3860 US

+1 929 205 6099 US (New York)

+1 564 217 2000 US

+1 669 444 9171 US

+1 669 900 6833 US (San Jose)

+1 689 278 1000 US

+1 719 359 4580 US

+1 253 205 0468 US

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 360 209 5623 US

+1 386 347 5053 US

+1 507 473 4847 US

Meeting ID: 869 7904 5345

Passcode: 722239

Find your local number: <https://sjrstate.zoom.us/u/kdYdAds2wr>

This message was sent with High importance.

From: Hebda, Kathy **Sent:** Wed, 04 Jan 2023 14:53:01 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; parkera ; Carol Probstfeld (probstc@scf.edu) ; emeadows ; cflax-hyman ; clemmonss ; dstephenson ; Georgia L. Lorenz ; ghaile ; Heather Bigard (bigardh@lssc.edu) ; henningj ; Jeff Allbritten (jeff.allbritten@fsw.edu) ; Jim.Murdaugh ; richeyj ; Pickens, Joe H. ; John Avendano ; grosskopfj ; John R. Holdnak (JHoldnak@gulfcoast.edu) ; jonathan.gueverra@cfk.edu ; Kathleen Plinske (kplinske@valenciacollege.edu) ; katwater ; lawrence.barrett ; mpumarie ; Paul.Broadie ; Thomas C. Leitzel (leitzel@southflorida.edu) ; Timothy Beard (beardt@phsc.edu) ; TimMoore ; thomas.lobasso ; Williams.Tonjua
CC Mack, Henry ; Kamoutsas, Anastasios ; Cook, Lisa ; Henderson, Carrie ; Post1, Aubrey ; Hargreaves, Yvette
Subject: RE: Executive Office of the Governor Memorandum #23-021

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Dear Presidents:

We look forward to talking with you this morning. Several of you have asked about bringing a team meeting for the discussion. We have two agenda topics this morning. The first is regarding a statement we have been working on and the second is the OPB request, the subject of this original email.

The first agenda item is presidents, only. For the second agenda item, feel free to have one or two team members with you. The second agenda item of the **OPB request will start at 10:30**, and your team members if available will be on at that time.

Thank you and see you shortly.

Zoom Meeting Information:

Topic: FCS Presidents

Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcml5SnR6THJ0WkM4dz09>

Meeting ID: 813 4106 7150

Passcode: 9eRky9

One tap mobile

+13052241968,,81341067150#,,,,*485740# US

+13017158592,,81341067150#,,,,*485740# US (Washington DC)

KH

From: Hebda, Kathy

Sent: Thursday, December 29, 2022 3:59 PM

To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) <agarciafalconetti@polk.edu>; Ava L. Parker (parkera@palmbeachstate.edu) <parkera@palmbeachstate.edu>; Carol Probstfeld (probstc@scf.edu) <probstc@scf.edu>; Charles E. Meadows (emeadows@pensacolastate.edu) <emeadows@pensacolastate.edu>; Cheryl Flax-Hyman (cheryl.flax-hyman@gulfcoast.edu) <cflax-hyman@gulfcoast.edu>; Clemmons, Sarah (CLEMMONSS@CHIPOLA.EDU) <CLEMMONSS@CHIPOLA.EDU>; Stephenson (dstephen@nwfsc.edu) <dstephen@nwfsc.edu>; Georgia Lorenz (lorenzg@seminolestate.edu) <lorenzg@seminolestate.edu>; Gregory Haile (ghaile@broward.edu) <ghaile@broward.edu>; Heather Bigard (bigardh@lssc.edu) <bigardh@lssc.edu>; James D. Henningsen (henningj@cf.edu) <henningj@cf.edu>; Jeff Allbritten (jeff.allbritten@FSW.edu) <jeff.allbritten@FSW.edu>; Jim Richey (richeyj@easternflorida.edu) <richeyj@easternflorida.edu>; Joe H. Pickens (joepickens@sjrstate.edu) <joepickens@sjrstate.edu>; John Avendano (John.Avendano@fscj.edu) <John.Avendano@fscj.edu>; John D. Grosskopf (grosskopfj@nfc.edu) <grosskopfj@nfc.edu>; John R. Holdnak (JHoldnak@gulfcoast.edu) <JHoldnak@gulfcoast.edu>; jonathan.gueverra@cfk.edu; Kathleen Plinske (kplinske@valenciacollege.edu) <kplinske@valenciacollege.edu>; Atwater (katwater@hccfl.edu) <katwater@hccfl.edu>; Lawrence Barrett (Lawrence.Barrett@fgc.edu) <Lawrence.Barrett@fgc.edu>; Madeline Pumariaga (mpumarie@mdc.edu) <mpumarie@mdc.edu>; Paul (Paul.broadie@sfcollge.edu) <Paul.broadie@sfcollge.edu>; Thomas C. Leitzel (leitzelt@southflorida.edu) <leitzelt@southflorida.edu>; Timothy Beard (beardt@phsc.edu) <beardt@phsc.edu>; Timothy Moore (TimMoore@irsc.edu) <TimMoore@irsc.edu>; Tom LoBasso - Daytona State College (thomas.lobasso@daytonastate.edu) <thomas.lobasso@daytonastate.edu>; Toniua Williams (Williams.Toniua@spcollege.edu) <Williams.Toniua@spcollege.edu>

Please see attached an important memorandum from the Director of the Governor's Office of Policy and Chris Spencer requesting action on the part of Commissioner Manny Diaz and Chancellor Ray Rodriguez Florida College System institution and state university.

The memorandum and accompanying form detail specific program and expenditure information to be provided from each institution to the Commissioner, who will collect the information and provide it to OPB on January 4, 2023. I request that you submit this information to me for the Commissioner **no later than close of business on January 4, 2023**, to provide time for the Commissioner's review prior to his submission.

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Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fdoe.org/schools/higher-ed/fl-college-system/

Zoom Meeting Information:

Topic: FCS Presidents
Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcm5wSnR6THJ0WkM4dz09>

Meeting ID: 813 4106 7150
Passcode: 9eRky9
One tap mobile
+13052241968,,81341067150#,,,,*485740# US
+13017158592,,81341067150#,,,,*485740# US (Washington DC)

From: Tonjua Williams **Sent:** Mon, 02 Jan 2023 23:54:50 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Timothy Beard (beardt@phsc.edu) ; Pickens, Joe H. ; Dr. Georgia Lorenz ; John Holdnak, President Gulf Coast State College ; Northwest Florida State College (dstephenson@nwfsc.edu) ; Gregory Haile ; Sarah Clemmons ; James D. Henningsen (Jim) (henningj@cf.edu) ; Jim Richey (richeyj@easternflorida.edu) ; Lawrence Barrett, President Florida Gateway College ; Jonathan Gueverra ; Jeff Allbritten ; John Avendano ; Ken Atwater (katwater@hccfl.edu) ; Timothy E. Moore (timmoore@irsc.edu) ; Heather Bigard ; Madeline Pumariega (mpumarie@mdc.edu) ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Ava L. Parker (avaparker@palmbeachstate.edu) ; Charles E. Meadows (emeadows@pensacolastate.edu) ; Paul Broadie II ; Carol Probstfeld (probstc@scf.edu) ; Thomas Lietzel ; Kathleen Plinske ; Parker, Ava L ; Jim Murdaugh ; cflax-hyman@gulfcoast.edu
CC Tonjua Williams
Subject: RE: Updated FCS Presidents Statement

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Good evening FCS Council of Presidents,

HAPPY NEW YEAR! I hope you and your family enjoyed the holidays.

Thank you all for your hard work in submitting our statement prior to the holiday break. Below is a revised statement for your consideration. Please review it and feel free to call me if you have questions, edits, etc. The highlighted area was included after Chancellor Hebda's review tonight.

The plan is to discuss this on Wednesday during our meeting with the Chancellor. As you may recall, we are seeking consensus on this statement and plan to have it submitted along with our feedback from the Governor's Executive Order on Higher Education Program and Activity Survey.

Here's the suggested statement:

"Historically, Diversity, Equity and Inclusion (DEI) initiatives served to increase diversity of thought as well as the enrollment and the success of underrepresented populations and promote the open access mission of our state college system. The presidents of the Florida College System (FCS) also understand that some initiatives and instruction in higher education under the same title have come to mean and accomplish the very opposite and seek to push ideologies such as critical race theory and its related tenents.

To be clear in this environment and in alignment with House Bill 7 (2022), the FCS presidents, by and through the FCS Council of Presidents (COP), will ensure that all initiatives, instruction, and activities do not promote any ideology that suppresses intellectual and academic freedom, freedom of expression, viewpoint diversity, and the pursuit of truth in teaching and learning. As such, our institutions will not fund or support any institutional practice, policy, or academic requirement, that espouses, promotes, advances, inculcates, or compels belief in critical race theory or related concepts such

as intersectionality, or the idea that systems of oppression should be the primary lens through which teaching and learning are analyzed and/or improved upon. This includes, for example, the idea that a person, by virtue of his or her race, color, national origin, or sex is inherently racist, privileged, sexist, oppressive, and/or responsible for action committed in the past by other members of the same race, color, national origin, or sex. Further, consistent with HB 7, if critical race theory or related concepts are taught as part of an appropriate postsecondary subject's curriculum, our institutions will only deliver instruction that includes critical race theory as one of several theories and in an objective manner.

In the development of knowledge, research endeavors, and creative activities, a college faculty and student body must be free to cultivate a spirit of inquiry and scholarly criticism, and to examine ideas in an atmosphere of freedom and confidence, free from shielding and in a nondiscriminatory manner.

The FCS presidents remains committed to developing campus environments that uphold objectivity in teaching and learning and in professional development and that welcome all voices—environments in which students, faculty, and staff can pursue their academic interests without fear of reprisal or being “canceled.”

The FCS presidents reaffirm our commitment to nondiscrimination in hiring, onboarding and professional development, merit, reason, fairness, civil debate, cultivating intellectual autonomy and equality, and evaluating our successes on the achievements of all students. Further, we renew our commitment to the values that are foundational to our mission and, moreover, to maintaining our country's common good, for which we as United States institutions of higher education share the responsibility. Specifically, by February 1, 2023, the FCS presidents commit to having carefully reviewed all institutional instruction, training, and policies to ensure that we are maintaining campuses and institutions that are free from all forms of discrimination as described in Florida Statutes and in this statement. "

From: Tonjua Williams <Williams.Tonjua@spcollege.edu>

Sent: Wednesday, December 14, 2022 11:47 AM

To: Tonjua Williams <Williams.Tonjua@spcollege.edu>; Angela Garcia Falconetti (agarciafalconetti@polk.edu) <AGarciaFalconetti@polk.edu>; Timothy Beard (beardt@phsc.edu) <beardt@phsc.edu>; Joe H. Pickens (joepickens@sjrstate.edu) <joepickens@sjrstate.edu>; Dr. Georgia Lorenz <lorenzg@seminolestate.edu>; John Holdnak, President Gulf Coast State College <JHoldnak@gulfcoast.edu>; Northwest Florida State College

(dstephenon@nwfsc.edu) <dstephenon@nwfsc.edu>; Gregory Haile <ghaile@broward.edu>; Sarah Clemmons <CLEMMONSS@CHIPOLA.EDU>; James D. Henningsen (Jim) (henningj@cf.edu) <henningj@cf.edu>; Jim Richey (richeyj@easternflorida.edu) <richeyj@easternflorida.edu>; Lawrence Barrett, President Florida Gateway College <Lawrence.Barrett@fgc.edu>; Jonathan Gueverra <jonathan.gueverra@cfk.edu>; Jeff Allbritten <jeff.allbritten@FSW.edu>; John Avendano <John.Avendano@fscj.edu>; Ken Atwater (katwater@hccfl.edu) <katwater@hccfl.edu>; Timothy E. Moore (timmoore@irsc.edu) <TimMoore@irsc.edu>; Heather Bigard <bigardh@lssc.edu>; Madeline Pumariaga (mpumarie@mdc.edu) <mpumarie@mdc.edu>; John Grosskopf (grosskopfj@nfcc.edu) <grosskopfj@nfcc.edu>; Ava L. Parker (avaparker@palmbeachstate.edu) <avaparker@palmbeachstate.edu>; Charles E. Meadows (emeadows@pensacolastate.edu) <emeadows@pensacolastate.edu>; Paul Broadie II <Paul.broadie@sfcollge.edu>; Carol Probstfeld (probstc@scf.edu) <probstc@scf.edu>; Thomas Lietzel <Thomas.Leitzel@southflorida.edu>; Kathleen Plinske <kplinske@valenciacollege.edu>; 'Parker, Ava L' <parkera@palmbeachstate.edu>; Jim Murdaugh <Jim.Murdaugh@tcc.fl.edu>; cflax-hyman@gulfcoast.edu <cflax-hyman@gulfcoast.edu>

Subject: COP Statement on HB 7

Good morning again Council of Presidents,

Attached is our revised statement on HB 7 that was submitted this morning. Thank you all for attending the meeting this morning and your input. I will keep you posted.

Happy Holiday's to you and your families.

Sincerely,
Tonjua

From: Hebda, Kathy **Sent:** Thu, 29 Dec 2022 20:58:46 GMT
To: Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; parkera ; Carol Probstfeld (probstc@scf.edu) ; emeadows ; cflax-hyman ; clemmonss ; dstephenson ; Georgia L. Lorenz ; ghaile ; Heather Bigard (bigardh@lssc.edu) ; henningj ; Jeff Allbritten (jeff.allbritten@fsw.edu) ; Jim.Murdaugh ; richeyj ; Pickens, Joe H. ; John Avendano ; grosskopfj ; John R. Holdnak (JHoldnak@gulfcoast.edu) ; jonathan.gueverra@cfk.edu ; Kathleen Plinske (kplinske@valenciacollege.edu) ; katwater ; lawrence.barrett ; mpumarie ; Paul.Broadie ; Thomas C. Leitzel (leitzel@southflorida.edu) ; Timothy Beard (beardt@phsc.edu) ; TimMoore ; thomas.lobasso ; Williams.Tonjua
CC Mack, Henry ; Kamoutsas, Anastasios ; Cook, Lisa ; Henderson, Carrie ; Post1, Aubrey ; Hargreaves, Yvette
Subject: Executive Office of the Governor Memorandum #23-021

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 Executive Memorandum 23-021.pdf (56Kb)  Executive Memorandum 23-021.xlsx (12Kb)

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Dear Presidents:

Please see attached an important memorandum from the Director of the Governor's Office of Policy and Chris Spencer requesting action on the part of Commissioner Manny Diaz and Chancellor Ray Rodrigue: Florida College System institution and state university.

The memorandum and accompanying form detail specific program and expenditure information to be provided from each institution to the Commissioner, who will collect the information and provide it to OPB on January 4. I request that you submit this information to me for the Commissioner **no later than close of business on January 4, 2023**, to provide time for the Commissioner's review prior to his submission.

Because each college assigns employees differently and uses different titles for programs and positions, in full or in part to the topics in the request, it will be important for you to explain each program and the responsibilities that you include on the form.

Please let me know if you have questions. I will hold a zoom meeting at 10:00 AM EST Wednesday, January 4, 2023. If any of you wish to join and ask clarifying questions about the report. Meeting information is at the bottom of this email.

Thank you in advance for your attention to this request.

Sincerely,

Kathryn S. Hebda
Florida College System Chancellor
Florida Department of Education
850-245-0891 (office direct)
850-559-2269 (mobile)
www.fldoe.org/schools/higher-ed/fl-college-system/

Zoom Meeting Information:

Topic: FCS Presidents
Time: Jan 4, 2023 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting
<https://us06web.zoom.us/j/81341067150?pwd=MU5LdjFZeEgzcm5wSnR6THJ0WkM4dz09>

Meeting ID: 813 4106 7150
Passcode: 9eRky9
One tap mobile
+13052241968,,81341067150#,,,,*485740# US
+13017158592,,81341067150#,,,,*485740# US (Washington DC)



RON DESANTIS
GOVERNOR

STATE OF FLORIDA

Office of the Governor

THE CAPITOL
TALLAHASSEE, FLORIDA 32399-0001

www.flgov.com
850-717-9418

MEMO # 23-021

MEMORANDUM

TO: Commissioner Manny Diaz and Chancellor Ray Rodrigues

FROM: Chris Spencer, Director *CMS*
Office of Policy and Budget

SUBJECT: Higher Education Program and Activity Survey

DATE: December 28, 2022

As the Executive Office of the Governor prepares policy and budget proposals ahead of the 2023 Legislative Session, it is important that we have a full understanding of the operational expenses of state institutions. Governor Ron DeSantis has prioritized a cost-effective higher education system that delivers high quality service to Floridians to best prepare them for employment. Additionally, state law requires dutiful attention to curriculum content at our higher education systems as specified in sections 1000.05 and 1007.25 of the Florida Statutes.

To that effect, this letter is a request for information from the Department of Education and the State University System regarding the expenditure of state resources on programs and initiatives related to diversity, equity and inclusion, and critical race theory within our state colleges and universities.

Each Florida College System and State University System institution must complete the attached document to provide a comprehensive list of all staff, programs, and campus activities related to diversity, equity, and inclusion, and critical race theory. As part of this request, each institution must detail the below costs associated with the administration of each program or activity:

- Brief description of the program or activity;
- Positions, including full and partial FTE;
- Total funding spent to support the initiative; and
- Of the total spent to support the initiative, the amount that is state funded.

Please collect and submit all institutions' responses no later than Friday, January 13, 2023. Responses from each institution should be aggregated by your respective offices and submitted together to the Executive Office of the Governor Office of Policy and Budget.

I appreciate your assistance in this matter as we continue to work to provide our students with a world-class higher education.

Attachment

From: Tonjua Williams **Sent:** Wed, 14 Dec 2022 16:47:07 GMT
To: Tonjua Williams ; Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Timothy Beard (beardt@phsc.edu) ; Pickens, Joe H. ; Dr. Georgia Lorenz ; John Holdnak, President Gulf Coast State College ; Northwest Florida State College (dstephenon@nwfsc.edu) ; Gregory Haile ; Sarah Clemmons ; James D. Henningsen (Jim) (henningj@cf.edu) ; Jim Richey (richeyj@easternflorida.edu) ; Lawrence Barrett, President Florida Gateway College ; Jonathan Gueverra ; Jeff Allbritten ; John Avendano ; Ken Atwater (katwater@hccfl.edu) ; Timothy E. Moore (timmoore@irsc.edu) ; Heather Bigard ; Madeline Pumariega (mpumarie@mdc.edu) ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Ava L. Parker (avaparker@palmbeachstate.edu) ; Charles E. Meadows (emeadows@pensacolastate.edu) ; Paul Broadie II ; Carol Probstfeld (probstc@scf.edu) ; Thomas Lietzel ; Kathleen Plinske ; Parker, Ava L ; Jim Murdaugh ; cflax-hyman@gulfcoast.edu
Subject: COP Statement on HB 7

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 FCS COP Statement on HB 7 - 12-14-2022.pdf (90Kb)

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Good morning again Council of Presidents,

Attached is our revised statement on HB 7 that was submitted this morning. Thank you all for attending the meeting this morning and your input. I will keep you posted.

Happy Holiday's to you and your families.

Sincerely,
Tunjua



Date: 12/14/2022

To: Henry Mack, Sr. Chancellor, Florida Department of Education

From: Tonjua Williams, Chair, Council of Presidents, Florida College System

Re: The Florida College System Council of Presidents Statement on House Bill 7

The presidents of the Florida College System (FCS), by and through the FCS Council of Presidents (COP), jointly commit to eradicating all forms of unlawful discrimination from its campuses. Instruction and training activities are delivered in a manner consistent with Florida law and do not restrict academic/intellectual freedom, freedom of expression, viewpoint diversity or the pursuit of truth in teaching and learning.

The COP promotes compliance with all applicable discrimination laws, and colleges will not support any instructional or training activity that unlawfully espouses, promotes, advances, inculcates or compels belief in concepts set forth in House Bill 7 (2022), unless discussion of the concepts listed therein are part of a course of training or instruction given in an objective manner without endorsement of the listed concepts. Such concepts include, for example, the idea that a person, by virtue of his or her race, color, national origin, or sex is inherently racist, privileged, sexist, oppressive, and/or responsible for actions committed in the past by other members of the same race, color, national origin, or sex.

The COP recognizes the importance of academic freedom and responsibility as applied to teaching, research, and creativity as essential principles in the higher education academic environment. In the development of knowledge, research endeavors, and creative activities, a college faculty and student body must be free to cultivate a spirit of inquiry and scholarly criticism and to examine ideas in an atmosphere of freedom and confidence, in a nondiscriminatory manner. For example, and as required by Florida law, Florida College System institutions ensure the provision of opportunities for students to engage synchronously in political discussions and civil debates with multiple points of view and to master the ability to synthesize information that informs civic decision making.

Accordingly, the COP commits to trainings, activities and professional development practices delivered in a manner consistent with Florida law and will refrain from funding, promoting, or advancing any instructional or training activity that covers the listed concepts but is not delivered in an objective manner without endorsement of the concepts.

Cc: Kathy Hebda, Chancellor, Florida Department of Education
FCS Council of Presidents

From: Tonjua Williams **Sent:** Wed, 14 Dec 2022 00:47:15 GMT
To: Jeffery S. Allbritten ; Paul Broadie II ; Kathleen Plinske ; Tonjua Williams ; Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Timothy Beard (beardt@phsc.edu) ; Pickens, Joe H. ; Dr. Georgia Lorenz ; John Holdnak, President Gulf Coast State College ; Northwest Florida State College (dstephenson@nwfsc.edu) ; Gregory Haile ; Sarah Clemmons ; James D. Henningsen (Jim) (henningj@cf.edu) ; Jim Richey (richeyj@easternflorida.edu) ; Lawrence Barrett, President Florida Gateway College ; Jonathan Gueverra ; Jeff Allbritten ; John Avendano ; Ken Atwater (katwater@hccfl.edu) ; Timothy E. Moore (timmoore@irsc.edu) ; Heather Bigard ; Madeline Pumariega (mpumarie@mdc.edu) ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Ava L. Parker (avaparker@palmbeachstate.edu) ; Charles E. Meadows (emeadows@pensacolastate.edu) ; Paul Broadie II ; Carol Probstfeld (probstc@scf.edu) ; Thomas Lietzel ; Kathleen Plinske ; Parker, Ava L ; Jim Murdaugh
Subject: Tomorrow's Emergency COP Meeting Document

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 The Florida Council of Presidents Commits to House Bill 7.docx (19Kb)

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Good Evening COP Presidents,

I hope your evening is going well.

Attached is a document that will be discussed at tomorrow's COP emergency meeting. I will provide details in the morning at tomorrow's meeting.

You received a meeting invitation from Rebecca Turner or Office of the President at SPC. Please join us at 10 am. I also sent each of you a text message as well.

Sorry for the short notice. 🙏🙏

Sincerely,
Tunjua

The Florida Council of Presidents Commits to House Bill 7

The presidents of the Florida College System (FCS), by and through the FCS Council of Presidents (COP), jointly commit to eradicating all forms of unlawful discrimination from its campuses, including the immediate cessation of all instruction and training activities that are delivered in a manner inconsistent with Florida law and unlawfully restrict academic/intellectual freedom, freedom of expression, viewpoint diversity and the pursuit of truth in teaching and learning.

The COP promotes compliance with all applicable discrimination laws and colleges will not support any instructional or training activity that unlawfully espouses, promotes, advances, inculcates or compels belief in concepts set forth in House Bill 7 (2022), unless discussion of the concepts listed therein are part of a course of training or instruction given in an objective manner without endorsement of the listed concepts. Such concepts include, for example, the idea that a person, by virtue of his or her race, color, national origin, or sex is inherently racist, privileged, sexist, oppressive, and/or responsible for actions committed in the past by other members of the same race, color, national origin, or sex.

The COP recognizes the importance of academic freedom and responsibility as applied to teaching, research, and creativity, as essential principles in the higher education academic environment. In the development of knowledge, research endeavors, and creative activities, a college faculty and student body must be free to cultivate a spirit of inquiry and scholarly criticism and to examine ideas in an atmosphere of freedom and confidence, in a nondiscriminatory manner. For example, and as required by Florida law, Florida College System institutions ensure the provision of opportunities for students to engage synchronously in political discussions and civil debates with multiple points of view and to master the ability to synthesize information that informs civic decision making.

Accordingly, the COP commits to a collective cessation of all trainings, activities and professional development practices covering the listed concepts that are delivered in a manner inconsistent with Florida law and will refrain from funding, promoting, or advancing any instructional or training activity that covers the listed concepts but is not delivered in an objective manner without endorsement of the concepts.

Archive Manager Export

From: President's Office Calendar **Sent:** Tue, 13 Dec 2022 22:48:15 GMT
To: Tonjua Williams ; Angela Garcia Falconetti (agarciafalconetti@polk.edu) ; Timothy Beard ; Pickens, Joe H. ; Georgia Lorenz ; John Holdnak ; Devin Stephenson ; ghaile@broward.edu ; Sarah Clemmons ; James Henningsen ; James Richey ; Lawrence Barrett ; jonathan.gueverra@cfk.edu ; Jeff Allbritten ; John.avendano@fscj.edu ; Ken Atwater (katwater@hccfl.edu) ; TimMoore@irsc.edu ; BigardH@LSSC.EDU ; Madeline Pumariega ; John Grosskopf (GrosskopfJ@nfcc.edu) ; Ava L. Parker (avaparker@palmbeachstate.edu) ; Dr. Ed Meadows (emeadows@pensacolastate.edu) ; Paul Broadie II ; Carol Probstfeld ; Thomas Leitzel ; kplinske@valenciacollege.edu ; Parker, Ava L ; Jim Murdaugh
Subject: Emergency Council of President's Meeting

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Greetings Presidents,

Please join me for this emergency meeting that may have budgetary impact and requires your attention. An email is forthcoming with more information.

Thanks,
Tunjua

Join Zoom Meeting
<https://spcollege.zoom.us/j/97294755717>

Meeting ID: 972 9475 5717
One tap mobile
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+16465588656,,97294755717# US (New York)

Dial by your location

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- +1 646 931 3860 US
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- +1 312 626 6799 US (Chicago)
- +1 564 217 2000 US
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- +1 507 473 4847 US

Meeting ID: 972 9475 5717
Find your local number: <https://spcollege.zoom.us/u/aZiFXxxZY>