

# Achive Manager      Export

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**From:** Pickens, Joe H. **Sent:** Wed, 01 Feb 2023 22:57:40 GMT  
**To:** Sutliff, Susan M.  
**Subject:** Fwd: Florida Sunshine Law Request: Florida College Presidents' Pledge to Stop 'Critical Race Theory' (St. Johns River State College)

Sent from my iPhone

Begin forwarded message:

**From:** "Evans, Dr. Gilbert L." <GilbertEvans@sjrstate.edu>  
**Date:** February 1, 2023 at 3:42:16 PM EST  
**To:** "Pickens, Joe H." <JoePickens@sjrstate.edu>, "Powers, Dr. Lynn M." <LynnPowers@sjrstate.edu>, "Peterson, Randy D." <RandyPeterson@sjrstate.edu>, "Brown, Dr. Melanie" <MelanieBrown@sjrstate.edu>, "Will, Dr. Christina" <ChristinaWill@sjrstate.edu>, "Jordan, Dr. Edward P." <EdwardJordan@sjrstate.edu>, "Hall, Jack C." <JackHall@sjrstate.edu>, "Sjogren, Michelle" <MichelleSjogren@sjrstate.edu>  
**Subject:** FW: Florida Sunshine Law Request: Florida College Presidents' Pledge to Stop 'Critical Race Theory' (St. Johns River State College)

Good afternoon. Does anyone have any records responsive to this public records request? Please read below. If so, please send me the documents asap. Thanks.

**Gilbert L. Evans, Jr., J.D., Ph.D.**  
**Vice President for Legal Affairs/General Counsel**  
**St. Johns River State College**  
**5001 St. Johns Avenue**  
**Palatka, Florida 32177**  
**(386) 312-4106 (Office)**  
**[gilberteans@sjrstate.edu](mailto:gilberteans@sjrstate.edu) (email)**

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**From:** 139923-43800405@requests.muckrock.com <139923-43800405@requests.muckrock.com>  
**Sent:** Wednesday, February 1, 2023 2:39 PM  
**To:** Evans, Dr. Gilbert L. <GilbertEvans@sjrstate.edu>  
**Subject:** Florida Sunshine Law Request: Florida College Presidents' Pledge to Stop 'Critical Race Theory' (St. Johns River State College)

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St. Johns River State College  
SL Office  
General Counsel  
5001 St. Johns Avenue  
Palatka, FL 32177

February 1, 2023

To Whom It May Concern:

Pursuant to the Florida Sunshine Law, I hereby request the following records:

1. Any records reflecting or documenting action by your institution as a result of, or intended to satisfy, the commitments made in the 2023, "Florida College System Presidents Statement on Diversity, Equity, Inclusion and Critical Race Theory," available at <https://www.fldoe.org/core/fileparse.php/5673/urlt/FCSDEIstatement.pdf>. This request includes, but is not limited to, any memoranda, directives, instructions, or guidance issued to administrators, staff, faculty, or employees concerning the January 18 statement. It also is not limited to, any calendar entries concerning the January 18 statement.
2. Any communications to or from the president or provost of your institution (including, but not limited to, memoranda, emails, text messages, or social media messages) concerning the January 18 statement.
3. Any records (including correspondence) sent to the provided in response to Memo No. 23-021, sent on December 28, 2022 by Chris S. Smith of the Office of Policy and Budget, directing each institution of higher education to provide certain information by Friday, January 13, 2023.

Please note that this request does not seek a search of faculty or student email accounts or records. These requests should in no way include a review or search of email accounts, websites, or other forms of data or document retention which are controlled by student organizations, faculty members, nor by governmental or advisory bodies controlled by the same, except insofar as any such individuals also serve in an official capacity and the records were created or are held by the individual in that capacity. Any search should be limited to documents held by the institution in its administration and/or its staff members, including records created or maintained by persons acting in the capacity of administrators or staff members.

The requested documents will be made available to the general public, and this request is not being made for commercial purposes.

In the event that there are fees, I would be grateful if you would inform me of the total charges in advance of fulfilling my request. I would prefer a request filled electronically, by e-mail attachment if available or CD-ROM if not.

Thank you in advance for your anticipated cooperation in this matter. I look forward to receiving your response to this request within 10 business days.

Sincerely,

Adam Steinbaugh

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Filed via [MuckRock.com](http://MuckRock.com)  
E-mail (Preferred): [139923-43800405@requests.muckrock.com](mailto:139923-43800405@requests.muckrock.com)

PLEASE NOTE OUR NEW ADDRESS  
For mailed responses, please address (see note):  
MuckRock News  
DEPT MR 139923  
263 Huntington Ave  
Boston, MA 02115

PLEASE NOTE: This request is not filed by a MuckRock staff member, but is being sent through MuckRock by the above in order to better track and manage public records requests. Also note that improperly addressed (i.e., with the requester's name rather than "MuckRock News department number") requests might be returned as undeliverable.

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**From:** Lacey Hofmeyer **Sent:** Wed, 01 Feb 2023 22:42:09 GMT  
**To:** jamie.bateman@southflorida.edu ; carlandp@seminolestate.edu ; jgalbraith1@valenciacollege.edu ;  
bmuldowney@valenciacollege.edu ; Liam.McClay@sfcollge.edu ; smithj4@scf.edu ; atreadwe@irsc.edu ;  
skryd.jackie@spcollege.edu ; grausec@tcc.fl.edu ; Robert.Jones@fsw.edu ; joe.coleman@fsw.edu ; ejohnson71@hccfl.edu ;  
tsakagawa@polk.edu ; Pickens, Joe H. ; cjames50@valenciacollege.edu ; Fennesss@cf.edu ; DuncanB@LSSC.EDU ;  
mmontie3@mdc.edu ; dhaliwal.amol@spcollege.edu ; maryamborrego@mdc.edu ; amy.locklear@daytonastate.edu  
**Subject:** Session 2023: Bill Tracking Sheet as of 2.1.23

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

 FCS Legislative Committee 2023 - 02.01.23.xlsx (23Kb)

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Hello friends,

Here is my tracking sheet as today for bills filed thus far.

Lacey Hofmeyer

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



Lacey Hofmeyer

General Counsel & VP, Public Policy & Government Affairs , Broward College

P: +1 (954) 201-7410

E: [lhofmeyer@broward.edu](mailto:lhofmeyer@broward.edu) | W: [broward.edu](http://broward.edu)

A: 111 E Las Olas Blvd.

Fort Lauderdale , FL 33301



Please consider the environment before printing this email.

Number	Sponsor	Title	Topic	Description	Effective Date	On Stop	Number of Stops	Committee Date	Signed into Law
HB 0051	Driskell	Prohibited Discrimination Based on Hairstyle in the Education System	Student Affairs	This bill creates Florida Statute 1000.05 which prohibits students and employees in the K-20 education system from being discriminated against due to a protected hairstyle, which includes, among others, afros, braids, locks, or twists.					
HB 0099	LaMarca	Interscholastic Athlete Compensation and Rights	Student Athletics	Florida's NIL law prohibits institutions from causing NIL compensation to be directed to an intercollegiate athlete. As a result, athletes may not be aware of NIL opportunities that exist, or if they are aware, are unable to receive information or other support from their institutions beyond the statutorily required financial literacy and life skills workshop. The NCAA issued new guidance in October 2022 clarifying that institutions may, in fact, have limited involvement in the NIL process, such as: providing information to student athletes about NIL opportunities of which the institution has become aware; arranging space for a NIL entity and student athlete to meet on campus or in the institution's facilities; or through other specified actions. As a result of these other state actions and newly issued NCAA guidance, Florida's NIL law is currently more restrictive than the NCAA. Proposed changes allow for limited institutional and booster organization involvement and are consistent with the NCAA's Interim Policy and associated guidance, as well as NIL laws in several other states. The bill retains the prohibition on direct compensation from the institution to current or prospective student athletes. In addition, long-standing NCAA policies prohibiting 'pay-for-play' and illegal recruiting inducements remain in effect.	Upon becoming law	2	2		
SB 200	Hulson	Interscholastic Athlete Compensation and Rights - 2023	Student Athletics	Same as HB 0099.	Upon becoming law	1	2		
HB 0139	Woodson	Benefits, Training, and Employment for Veterans and Their Spouses	Waiver	The law expands the statutory corporation Florida is for Veterans, Inc. to serve veteran's spouses; and expands the Veteran's Training and Employment Services Program to spouses of veterans. The bill creates a grant program to expand nursing programs to veteran's with prior health care experience.	1-Jul-23	1	4		
HB 0191	Lopez J	Financial Aid for Female Victims of Rape, Incest, Domestic Violence, or Human Trafficking	Financial Aid	The law amends Florida Statute 1009.25 to created section (n) which provides that students who become pregnant as a result of rape, incest, domestic violence, or human trafficking and carries the baby to term. The bill creates Florida Statute 1009.8963, which is a grant program administered by the Department of Education to provide for child care for students who become pregnant as a result of rape, incest, domestic violence, or human trafficking and carries the baby to term.	1-Jul-23	1	3		
SB 0222	Gruters	Protection of Medical Freedom	Student Affairs	For colleges and universities with student health clinics, the statute, among other things, prevents providing immunization records to other state or federal immunization registries without prior written consent. Further, healthcare services cannot be denied on the basis of failure to be immunized. The bill creates Florida Statute 448.0717 and amends 760.10 which prevents employers from discriminating against employees on the basis on their immunization status.	1-Jul-23	1	3		
SB 0224	Hooper	Special Risk Class Retirement Date	Employee Benefits	The bill changes the eligibility to start certain pension draws for FRS members who are a part of the Special Risk class.	1-Jul-23	1	3		
SB 0239	Busatta Cabrera	Special Risk Class Retirement Date	Employee Benefits	Same as SB 0224.	1-Jul-23	1	3		
HB 0233	Michael	Family and Household Members of Homicide Victims and Deceased Minors	Employee Benefits	This bill creates Florida Statute 448.046 which requires employers with at least 50 employees to give an employee who has been on the job for at least three months three days leave in order to address matters pertaining to the homicide of a family member or the death of a dependant minor. This law is also know as Curtis' law.	1-Jul-23	1	3		
SB 0284	Brodeur	Energy	Facilities	As to FCS, the bill amends Florida Statute 289.29 and requires that the Department of Management Services make recommendations regarding the procurement of electric vehicles and best practices for integration of the those vehicles into existing fleets.	1-Jul-23	1	3		
HB 0303	Canady	Florida Bright Futures Scholarship Program	Financial Aid	The bill expands the eligibility requirements in Florida Statute 1009.534 under the Florida Academic Scholar program to include those students who have an Advanced Placement Capstone designation from the College Board, which is defined as the Advanced Placement six Advanced Placement courses including Advanced Placement Seminar, Advanced Placement Research, one Advanced Placement course in mathematics or science, one Advanced Placement course in English, one Advanced Placement course in art, history, or social sciences, and one Advanced Placement course in a subject of the student's choice.	1-Jul-23				

Bill Number	Author	Topic	Committee	Description	Effective Date	Notes
HB 0311	Hinson	Postsecondary Intellectual Freedom and Viewpoint Diversity	Student Affairs	The bill repeals Florida Statute 1001.03, individual Freedom and Viewpoint Diversity Assessment and related provisions of Florida Statute 1001.706. The bill also repeals portions of Florida Statute 1004.097, Right to Free-Speech Activities, to repeal much of the "shielding" language passed into law in 2020.	1-Jul-23	
SB 0324	Polsky	Education	Student Affairs	Same as HB 0311.	1-Jul-23	
HB 0339	Yarkosky	Education of Dependents of Deceased or Disabled Servicemembers, Prisoners of War, and Persons Missing in Action	Waiver	The bill changes Florida Statute 295.01 to refine the definition of service member. The bill amends several statutes within Chapter 295 to state that the spouse and all dependents of a servicemember qualifies for in-state tuition and other education benefits if the service member had a home address of Florida in the federal DEERS system at the time of death.	1-Jul-23	
HB 0401	Beltran	Sovereign Immunity	Liability	The bill eliminates the prohibition on punitive damages and pre-judgment interest for tort claims against entities which benefit from sovereign immunity. The bill eliminates the monetary limits for injuries and occurrences in tort claims. The bill creates a claims process for any claims of sexual battery on a minor involving a state agency or political subdivision. The bill eliminates sovereign immunity limits available for certain contractual terms. It eliminates sovereign immunity limits for the provision of health services by certain state agencies and political subdivisions.	1-Oct-24	
HB 0417	Temple	State Lottery Funding for Veterans' Assistance Education Programs	Financial Aid	The bill directs the Department of Lottery to create instant-ticket lottery game that benefits veterans' assistance education programs.	1-Jul-23	
HB 0461	Gialombardo	Apprenticeship and Preapprenticeship Direct Funding Grant Program	Grants	The bill creates a grant program to fund pre-apprenticeship and apprenticeship programs through the Department of Education, rather than through a local education agency. The bill prohibits grants to be provided to entities that use resources from school districts or Florida College System institutions.	1-Jul-23	
HB 0465	Esposito	Workforce Education	Grants	The bill modifies Florida Statute 445.004 to allow the Commissioner of Education to approve a final Masters Credential List. The bill increases the reimbursable amount under the Open Door Grant program from \$3K to \$9K.	Upon becoming law	
HB 0517	Rudman	Nursing Education for Military Combat Medics	Articulation and Transfer	The bill requires the Articulation Coordinating Committee to meet and to discuss experience and course equivalencies for Combat Medic Specialist, a Navy or Fleet Marine Force Hospital Corpsman, an Air Force or Space Force Aerospace Medical Service Technician, or a Coast Guard Health Services Technician. The recommendations are due by December 1, 2023.	Upon becoming law	
SB 0274	Avila	Nursing Education Pathway for Military Combat Medics	Articulation and Transfer	Same as HB 517.	Upon becoming law	





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**From:** Sjogren, Michelle  
**To:** Pickens, Joe H.  
**Subject:** RE: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

**Sent:** Wed, 01 Feb 2023 22:34:39 GMT

Oops! Sorry for the typo. I have had 100 unexpected things going on this afternoon. Not an excuse, no e I'm just glad I wasn't quoting you.

Maybe people will think the Times Union made the typo 😊

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**From:** Pickens, Joe H. <JoePickens@sjrstate.edu>  
**Sent:** Wednesday, February 1, 2023 4:56 PM  
**To:** Sjogren, Michelle <MichelleSjogren@sjrstate.edu>  
**Subject:** Re: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

Council OF Presidents, not "on" 🤖

Sent from my iPhone

On Feb 1, 2023, at 3:54 PM, Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)> wrote:

Sorry! I forgot to include you all in this email.

---

**From:** Sjogren, Michelle  
**Sent:** Wednesday, February 1, 2023 1:37 PM  
**To:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Subject:** RE: Florida Times-Union follow-up on Florida College System Council of Presidents pledg

Hello Steven,

Per your request below, attached is the report to the Governor's office.

---

**From:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Sent:** Wednesday, February 1, 2023 11:37 AM  
**To:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Subject:** Re: Florida Times-Union follow-up on Florida College System Council of Presidents pledg

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Thanks, Michelle!

I am belatedly adding another, related question that just wasn't on my radar ear Governor's Office last month directed (see attachment) state colleges and unive break down staffing and costs related to CRT and diversity, equity and inclusion The response to the Governor's Office was due Jan. 13. May I get a copy of SJRS material provided to the Governor's Office?

**From:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Sent:** Wednesday, February 1, 2023 11:24 AM  
**To:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Subject:** RE: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

Hi Steve,

After review, the College determined it was not necessary to make changes to uphold the Council Presidents commitment, before or after February 1.

If I can be of any further assistance, please let me know.

Michelle Sjogren

---

**From:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Sent:** Tuesday, January 31, 2023 8:43 PM  
**To:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Subject:** Re: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

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Michelle, if you have any answers Wednesday, they'd be much appreciated.

Steve Patterson  
Florida Times-Union/ [Jacksonville.com](http://Jacksonville.com)  
(904) 476-4870  
[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)

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**From:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Sent:** Tuesday, January 31, 2023 10:16 AM  
**To:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Subject:** RE: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

Hi Steve,

Let me look into this and get back to you.

---

**From:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Sent:** Monday, January 30, 2023 10:17 PM  
**To:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Subject:** Florida Times-Union follow-up on Florida College System Council of Presidents pledge

Hi, Michelle,

I want to follow up on a pledge that President Pickens or someone from his office made this month to further the state's anti-CRT objectives.

The Florida college system presidents made a joint statement Jan. 18 that included a commitment (attached, final paragraph) to a Feb. 1 deadline to evaluate and remove "institutional instruction, training and policies opposed to the forms of discrimination de in this statement."

I think someone trying to crystallize the thoughts of two dozen PhDs got a little tongue-tied. The basic commitment was apparently meant to involve removing training or policies that "uphold objectivity in teaching and learning and in professional development."

Since the Feb. 1 deadline is approaching, I want to check back whether SJRC has found that is being replaced as part of this commitment.

If yes, what's the change? Does it involve course material? Policies? Personnel?

Any more changes planned after Feb. 1?

I'm just trying to cover bases. Whether it's Feb. 1, before or after, please let me know where things stand.

Steve Patterson

Florida Times-Union/ [Jacksonville.com](http://Jacksonville.com)

(904) 476-4870

[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)

<DEI report Jan 2023.pdf>

**From:** Sjogren, Michelle  
**To:** Pickens, Joe H. ; Brown, Dr. Melanie  
**CC:** Kessler, Susan ; Sutliff, Susan M.  
**Subject:** FW: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

Sent: Wed, 01 Feb 2023 20:54:18 GMT

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 DEI report Jan 2023.pdf (90Kb)

Sorry! I forgot to include you all in this email.

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Florida Times-Union/ [Jacksonville.com](http://Jacksonville.com)  
(904) 476-4870  
[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)

**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		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)				
St. Johns River State College	Discrimination/Harassment and Title IX Training	External training to ensure the college is in compliance with Title IX.		Director of Human Resources, Title IX Coordinator & Equity Officer	\$ 5,105	\$ 3,471
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	<a href="https://sjrstate.edu/finaid/types.html">https://sjrstate.edu/finaid/types.html</a>			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	<a href="https://sjrstate.edu/finaid/types.html">https://sjrstate.edu/finaid/types.html</a>			\$ 4,084	\$ -
St. Johns River State College	Collier Blocker Scholarships/Stipends	<a href="https://www.sjrstate.edu/collierblocker.html">https://www.sjrstate.edu/collierblocker.html</a>			\$ 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 Florida Fund for Minority Teachers	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		Time spent promoting and reporting (5 hours).	Dean of Arts and Sciences	\$ 326 \$	222
Total \$				79,853 \$	42,547

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**From:** Sjogren, Michelle  
**To:** Pickens, Joe H. ; Brown, Dr. Melanie  
**CC:** Kessler, Susan  
**Subject:** FW: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

**Sent:** Wed, 01 Feb 2023 20:50:22 GMT

FYI

---

**From:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Sent:** Wednesday, February 1, 2023 2:51 PM  
**To:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Subject:** Re: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

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Michelle, the story I was pestering you for is posted online here:  
<https://www.jacksonville.com/story/news/education/2023/02/01/fscj-st-johns-river-need-changes-to-dump-critical-race-theory-schools-say/69860821007/>  
If you see anything you think isn't accurate or is otherwise problematic, please yell.

Steve Patterson  
Florida Times-Union/ [Jacksonville.com](http://Jacksonville.com)  
(904) 476-4870  
[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)



### [FSCJ, St. Johns River State don't need to dump CRT, schools say - jacksonville.com](https://www.jacksonville.com/story/news/education/2023/02/01/fscj-st-johns-river-need-changes-to-dump-critical-race-theory-schools-say/69860821007/)

Johnson said FSCJ's only change was a shift in the title of resources employee, and that no jobs had been eliminated. The St. Johns River State College, which operates campuses in Clay, St. Johns, and Volusia counties, is the largest of the Florida College System's 28 colleges.

[www.jacksonville.com](http://www.jacksonville.com)

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**From:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Sent:** Wednesday, February 1, 2023 11:37 AM  
**To:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Subject:** Re: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

Thanks, Michelle!

I am belatedly adding another, related question that just wasn't on my radar earlier. The Governor's Office last month directed (see attachment) state colleges and universities to break down costs related to CRT and diversity, equity and inclusion efforts.

The response to the Governor's Office was due Jan. 13. May I get a copy of SJRSC's materials provided to the Governor's Office?

**From:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Sent:** Wednesday, February 1, 2023 11:24 AM  
**To:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Subject:** RE: Florida Times-Union follow-up on Florida College System Council of Presidents p

Hi Steve,

After review, the College determined it was not necessary to make changes to uphold the Council on Pre commitment, before or after February 1.

If I can be of any further assistance, please let me know.

Michelle Sjogren

---

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**Sent:** Tuesday, January 31, 2023 8:43 PM  
**To:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Subject:** Re: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

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Michelle, if you have any answers Wednesday, they'd be much appreciated.

Steve Patterson  
Florida Times-Union/ [Jacksonville.com](http://Jacksonville.com)  
(904) 476-4870  
[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)

---

**From:** Sjogren, Michelle <[MichelleSjogren@sjrstate.edu](mailto:MichelleSjogren@sjrstate.edu)>  
**Sent:** Tuesday, January 31, 2023 10:16 AM  
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Hi Steve,

Let me look into this and get back to you.

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**Subject:** Florida Times-Union follow-up on Florida College System Council of Presidents pledge

---

I want to follow up on a pledge that President Pickens or someone from his office made earlier further the state's anti-CRT objectives.

The Florida college system presidents made a joint statement Jan. 18 that included a commitment (attached, final paragraph) to a Feb. 1 deadline to evaluate and remove "any institutional instructions, training and policies opposed to the forms of discrimination described in this statement."

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If yes, what's the change? Does it involve course material? Policies? Personnel?

Any more changes planned after Feb. 1?

I'm just trying to cover bases. Whether it's Feb. 1, before or after, please let me know what you stand.

Steve Patterson

Florida Times-Union/ [Jacksonville.com](http://Jacksonville.com)

(904) 476-4870

[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)

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**From:** Evans, Dr. Gilbert L. **Sent:** Wed, 01 Feb 2023 20:42:13 GMT  
**To:** Pickens, Joe H. ; Powers, Dr. Lynn M. ; Peterson, Randy D. ; Brown, Dr. Melanie ; Will, Dr. Christina ; Jordan, Dr. Edward P. ; Hall, Jack C. ; Sjogren, Michelle  
**Subject:** FW: Florida Sunshine Law Request: Florida College Presidents' Pledge to Stop 'Critical Race Theory' (St. Johns River State College)



Good afternoon. Does anyone have any records responsive to this public records request? Please read it if so, please send me the documents asap. Thanks.

**Gilbert L. Evans, Jr., J.D., Ph.D.**  
**Vice President for Legal Affairs/General Counsel**  
**St. Johns River State College**  
**5001 St. Johns Avenue**  
**Palatka, Florida 32177**  
**(386) 312-4106 (Office)**  
**[gilberteans@sjrstate.edu](mailto:gilberteans@sjrstate.edu) (email)**

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**From:** 139923-43800405@requests.muckrock.com <139923-43800405@requests.muckrock.com>  
**Sent:** Wednesday, February 1, 2023 2:39 PM  
**To:** Evans, Dr. Gilbert L. <GilbertEvans@sjrstate.edu>  
**Subject:** Florida Sunshine Law Request: Florida College Presidents' Pledge to Stop 'Critical Race Theory' (St. Johns River State College)

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St. Johns River State College  
SL Office  
General Counsel  
5001 St. Johns Avenue  
Palatka, FL 32177

February 1, 2023

To Whom It May Concern:

Pursuant to the Florida Sunshine Law, I hereby request the following records:

1. Any records reflecting or documenting action by your institution as a result of, or intended to satisfy, the commitments made in 2023, "Florida College System Presidents Statement on Diversity, Equity, Inclusion and Critical Race Theory," available at <https://www.fldoe.org/core/fileparse.php/5673/urlt/FCSDelstatement.pdf>. This request includes, but is not limited to, any memoranda, directives, instructions, or guidance issued to administrators, staff, faculty, or employees concerning the January 18 statement, but not limited to, any calendar entries concerning the January 18 statement.
2. Any communications to or from the president or provost of your institution (including, but not limited to, memoranda, emails, social media messages) concerning the January 18 statement.
3. Any records (including correspondence) sent to the provided in response to Memo No. 23-021, sent on December 28, 2022 by C of the Office of Policy and Budget, directing each institution of higher education to provide certain information by Friday, January 13, 2023.

Please note that this request does not seek a search of faculty or student email accounts or records. These requests should in no way include a review or search of email accounts, websites, or other forms of data or document retention which are controlled by student organizations, faculty members, nor by governmental or advisory bodies controlled by the same, except insofar as any such individuals also served in that capacity and the records were created or are held by the individual in that capacity. Any search should be limited to documents in the possession, custody, or control of the institution, including records created or maintained by persons acting in the capacity of administrators and/or its staff members, including records created or maintained by persons acting in the capacity of administrators.

The requested documents will be made available to the general public, and this request is not being made for commercial purposes. In the event that there are fees, I would be grateful if you would inform me of the total charges in advance of fulfilling my request.

View request history, upload responsive documents, and report problems here:

[https://accounts.muckrock.com/accounts/login/?next=https%3A%2F%2Fwww.muckrock.com%2Faccounts%2Flogin%2F%3Fnext%3D%252Faccounts%252Fagency\\_login%252Fst-johns-ri-32501%252Fflorida-college-presidents-pledge-to-stop-critical-race-theory-st-johns-river-state-college-139923%252F%253Femail%253DGilbertEvans%252540sjrstate.edu&url\\_auth\\_token=AAFNG2iTckKUycrPIJGAF2w5R6c%3A1pNIwp%3A-AkQalzCSTBH5YFBrogW67d8](https://accounts.muckrock.com/accounts/login/?next=https%3A%2F%2Fwww.muckrock.com%2Faccounts%2Flogin%2F%3Fnext%3D%252Faccounts%252Fagency_login%252Fst-johns-ri-32501%252Fflorida-college-presidents-pledge-to-stop-critical-race-theory-st-johns-river-state-college-139923%252F%253Femail%253DGilbertEvans%252540sjrstate.edu&url_auth_token=AAFNG2iTckKUycrPIJGAF2w5R6c%3A1pNIwp%3A-AkQalzCSTBH5YFBrogW67d8)

If prompted for a passcode, please enter:

XAVVENYB

Filed via [MuckRock.com](https://muckrock.com)

E-mail (Preferred): [139923-43800405@requests.muckrock.com](mailto:139923-43800405@requests.muckrock.com)

PLEASE NOTE OUR NEW ADDRESS

For mailed responses, please address (see note):

MuckRock News  
DEPT MR 139923  
263 Huntington Ave  
Boston, MA 02115

PLEASE NOTE: This request is not filed by a MuckRock staff member, but is being sent through MuckRock by the above in order to and manage public records requests. Also note that improperly addressed (i.e., with the requester's name rather than "MuckRock department number) requests might be returned as undeliverable.

# Archive Manager

# Export

**From:** Sjogren, Michelle  
**To:** Pickens, Joe H. ; Brown, Dr. Melanie  
**Subject:** FW: Florida Times-Union follow-up on Florida College System Council of Presidents pledge

**Sent:** Wed, 01 Feb 2023 17:00:19 GMT

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

 CRT -- DeSantis Memo Requiring Accounting of CRT expenses\_\_122822.pdf (52Kb)

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**From:** Patterson, Steven <[spatterson@jacksonville.com](mailto:spatterson@jacksonville.com)>  
**Sent:** Wednesday, February 1, 2023 11:37 AM  
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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:** Pickens, Joe H. **Sent:** Fri, 27 Jan 2023 15:58:15 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 ; Brown, Dr. Melanie ; Evans, Dr. Gilbert L. ; Hall, Jack C. ; Humerick, Dr. Rosalind M. ; Jordan, Dr. Edward P. ; Keller, Mike ; Pickens, Joe H. ; Powers, Dr. Lynn M. ; Romer, Charles ; Southerland, Dr. Nate ; Sjogren, Michelle  
**Subject:** FCS Presidents Statement on Diversity, Equity, Inclusion and Critical Race Theory

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

 FCSDEIstatement.pdf (637Kb)  FIRE Letter to Florida Colleges January 2023 St. Johns River State College.pdf (378Kb)

Trustees,

For your information, below is the link to the press release “Florida College System Presidents Reject “Woke” Diversity, Equity and (DEI), Critical Race Theory Ideologies and Embrace Academic

<https://www.fldoe.org/newsroom/latest-news/florida-college-system-presidents-reject-woke-diversity-equity-and-inclusion-dei-critical-race-theory-ideologies-and-embrace-academic-freedom-.html>

The “Florida College System Presidents Statement on Diversity, Inclusion and Critical Race Theory” is attached.

I also received a letter signed by the Attorney for the Foundation for Individual Rights and Expression (FIRE) and the Executive Director of the National Coalition Against Censorship. It is also attached for your information.

*Joe H. Pickens, J.D.*

President



5001 St. Johns Avenue, Palatka, Florida, 32177

Phone 386-312-4113

Fax 386-312-4229

Visit us on the Web at [sjrstate.edu](http://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.



## 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





**FIRE**

Foundation for Individual  
Rights and Expression

**NATIONAL  
COALITION  
AGAINST  
CENSORSHIP**

January 25, 2023

**Sent via U.S. Mail and Electronic Mail**

Joe Pickens, J.D.  
Office of the President  
St. Johns River State College  
5001 St. Johns Avenue  
Palatka, Florida 32177-3897  
JoePickens@sjrstate.edu

***Re: Florida College Presidents' "Statement" on "Critical Race Theory" and "related concepts"***

Dear President Pickens:

The Foundation for Individual Rights and Expression (FIRE)<sup>1</sup> and the National Coalition Against Censorship (NCAC)<sup>2</sup> write to share our deep concern regarding your recent pledge to violate the First Amendment.

On January 18, 2023, you joined a public statement pledging to eliminate—within two weeks—all “instruction” that “promote[s] any ideology that suppresses” expressive freedom, including instruction on “critical race theory or related concepts such as intersectionality” or ideas about “systems of oppression.”<sup>3</sup> Such “instruction” is, according to the statement, a form of

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<sup>1</sup> FIRE is a nonpartisan nonprofit dedicated to defending freedom of speech, with a particular focus on higher education. For more than 20 years, FIRE has successfully defended speech across the ideological spectrum.

<sup>2</sup> NCAC is an alliance of more than 50 national non-profit literary, artistic, religious, educational, professional, labor, and civil liberties groups that are united in their commitment to freedom of expression. Since its founding, NCAC has worked to protect the First Amendment rights of students and teachers, artists, authors, librarians, readers, and others around the country.

<sup>3</sup> Fla. Coll. Sys. Presidents Statement on Diversity, Equity, Inclusion & Critical Race Theory (Jan. 18, 2023), <https://bit.ly/3GXfWh5> [perma.cc/E5JF-7UCS]. The statement was heralded by Commissioner of Education Manny Diaz, Jr., who said it “commits” your institution “to removing all woke positions and ideologies” within two weeks’ time. Press Release, *Florida College System Presidents Reject ‘Woke’ Diversity, Equity and Inclusion (DEI)*,

“discrimination.” Even where “critical race theory or related concepts” are permitted to be taught, faculty may only discuss them if presented “as one of several theories and in an objective manner.”

Your statement is a promise to enforce the “Stop WOKE Act”<sup>4</sup> in the very manner the First Amendment prohibits: as a viewpoint-discriminatory constraint, as a federal court has already ruled.<sup>5</sup> Simply put, you have pledged to impose the views of elected officials on what students and faculty discuss in undergraduate and graduate classes, Bill of Rights be damned.

Your pledge to enforce or replicate the Stop WOKE Act is a willful departure from the First Amendment’s requirements. It is also an about-face from the “fundamental” principles your institution embraced in a similar collective statement four years ago, acknowledging that it was “not the proper role of our institutions to attempt to shield individuals from ideas and opinions they find unwelcome . . . however offensive or disagreeable those ideas may be to some members of our communities.”<sup>6</sup>

Again, just four years ago, your institution’s principles were clear:

Our fundamental commitment is to the principle that debate or deliberation may not be suppressed because the ideas put forth are thought by some or even by most members of our communities to be offensive, unwise, or immoral. It is for the individual members of

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*Critical Race Theory Ideologies and Embrace Academic Freedom*, FLA. DEP’T OF EDUC. (Jan. 18, 2023), <http://bit.ly/3GVlk4m> [perma.cc/W345-S39L].

<sup>4</sup> The “Stop WOKE Act” provides, as does your statement, that any “instruction” that “promotes” certain concepts “constitute[s] discrimination” unless presented “in an objective manner and without endorsement.” Fla. Stat. § 1000.05(4). The proscribed concepts have been collectively characterized by the Act’s proponents as “Critical Race Theory” and “woke indoctrination,” as does the press release accompanying the statement. *Cf.* Press Release, *Governor DeSantis Announces Legislative Proposal to Stop W.O.K.E. Activism and Critical Race Theory in Schools and Corporations*, OFFICE OF GOV. RON DESANTIS (Dec. 15, 2021), <http://bit.ly/3J80Ckx> [perma.cc/S7N5-AXHS]; Press Release, FLA. DEPT. OF EDUC., *supra* note 3. Most glaringly, your counterparts in the university system—expressly enjoined from enforcing the Stop WOKE Act—have not joined your statement or issued their own.

<sup>5</sup> The U.S. District Court for the Northern District of Florida enjoined the Stop WOKE Act’s enforcement by the state’s public universities because of its “positively dystopian” limits on the First Amendment rights of faculty and students. *Pernell v. Fla. Bd. of Governors of the State Univ. Sys.*, No. 4:22cv304, 2022 WL 16985720 (N.D. Fla. Nov. 17, 2022).

<sup>6</sup> Ava Parker, *The Florida College System Council of Presidents Statement on Free Expression*, Apr. 12, 2019, available at <https://bit.ly/3HkGKJC> [perma.cc/Z9ZR-3Y9W].

our communities, not for the institutions, to make those judgments for themselves[.]

But you have now abandoned those principles. Your embrace of administrative censorship—defended with some chutzpah as *effectuating* freedom of expression, under the notion that some ideas are dangerous because they (or their proponents) are hostile to freedom of expression—defies the Constitution in multiple respects.

**First**, your statement purports to impose a speech code over pedagogically relevant faculty speech, even where it does not amount to discriminatory harassment. The First Amendment forbids state officials from imposing the “pall of orthodoxy” over the college classroom, which is “peculiarly the ‘marketplace of ideas.’” *Keyishian v. Bd. of Regents*, 385 U.S. 589, 603 (1967). Academic freedom, which is “a special concern of the First Amendment,” *id.*, protects the right of the academic to determine how to discuss material “germane to the classroom subject matter,” including “matters of overwhelming public concern” like “race, gender, and power conflicts in our society,” however “repugnant” others might find the discussion. *Hardy v. Jefferson Cmty. Coll.*, 260 F.3d 671, 679–80, 683 (6th Cir. 2001). The notion that administrators can censor college faculty, or that they have “no First Amendment rights when teaching,” is “totally unpersuasive.” *Id.* at 680.

**Second**, your speech code is content- and viewpoint-discriminatory. It is content-discriminatory because it singles out for special treatment academic discussion on particular subjects. Your statement does not require that *all* academic discussion be “objective” and present “several theories”—it *only* applies to discussion about “critical race theory” and “related” subjects.

The restriction is viewpoint-discriminatory because it is triggered *only* when faculty introduce a particular viewpoint but not when they discuss *only* the competing “theories.” Therefore, it is presumptively unconstitutional and anathema to the free exchange of ideas, “woke” or otherwise.

**Third**, your statement fails to provide faculty with adequate notice as to what academic speech will amount to “discrimination.” Your statement prohibits, without any accompanying definition, “any ideology that suppresses intellectual and academic freedom”<sup>7</sup> or the “related concepts such as intersectionality.” Because this is incapable of objective definition, it

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<sup>7</sup> For example, it would appear to violate your prohibition for a professor to read and endorse the text of the “Stop WOKE Act” now that a federal court has ruled that it suppresses intellectual and academic freedom.

President Pickens, St. Johns River State College  
January 25, 2023  
Page 4 of 4

simultaneously deprives faculty of any “fair notice of what is prohibited” and is “so standardless that it authorizes or encourages seriously discriminatory enforcement.” *Loc. 8027, AFT-N.H., AFL-CIO v. Edelblut*, No. 21-cv-1077-PB, 2023 WL 171392 (D.N.H. Jan. 12, 2023) at \*13 (quoting, in holding that a prohibition on “divisive concepts” in K-12 institutions was unconstitutionally vague, *U.S. v. Williams*, 553 U.S. 285, 304 (2008)).

The ambiguity of your statement invites, and intends, a chilling effect. Because you assert that “instruction” that “promotes” certain “ideologies” is itself “discrimination,” faculty will rationally avoid subject matter that may expose them to personal and professional consequences.

Your statement imposes the very “pall of orthodoxy” our Supreme Court has condemned, and does so without care for clarity, precision, or concern for the First Amendment rights it trammels. Institutional leaders, administrators, and staff asked to violate the First Amendment rights of faculty and students must refuse. No statute, regulation, or statement can relieve you—or them—of the obligations imposed by the First Amendment.

Sincerely,



Adam Steinbaugh  
Attorney<sup>8</sup>  
Foundation for Individual Rights and Expression



Chris Finan  
Executive Director  
National Coalition Against Censorship

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<sup>8</sup> This attorney is a member of the Pennsylvania and California bars.

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**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

**From:** Brown, Dr. Melanie  
**To:** Pickens, Joe H.  
**Subject:** Fwd: UFF-SJR State CBA Draft

**Sent:** Sat, 21 Jan 2023 19:55:46 GMT

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

 SJR State CBA (UFF 2023 negotiations 1st Draft).docx (234Kb)

FYI

Sent from my iPhone

Begin forwarded message:

**From:** "Moore, Claybourne" <ClayMoore@sjrstate.edu>  
**Date:** January 21, 2023 at 10:11:28 AM EST  
**To:** "Evans, Dr. Gilbert L." <GilbertEvans@sjrstate.edu>, "Brown, Dr. Melanie" <MelanieBrown@sjrstate.edu>, "Powers, Dr. Lynn M." <LynnPowers@sjrstate.edu>, "Romer, Charles" <CharlesRomer@sjrstate.edu>, "Sutliff, Susan M." <SusanSutliff@sjrstate.edu>  
**Subject:** UFF-SJR State CBA Draft

Board of Trustees Collective Bargaining Team,

The attached file contains UFF-SJR State's 1<sup>st</sup> draft of the Collective bargaining Agreement. We look forward to working with you on February 27th.

Clay Moore, Chief Negotiator  
UFF-SJR State



# Archive Manager      Export

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**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

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

 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 was 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](http://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 a public disclosure.

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**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

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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 1, 2023. I request that you submit this information to me for the Commissioner **no later than close of business on January 1, 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/](http://www.fldoe.org/schools/higher-ed/fl-college-system/)



**RON DESANTIS**  
GOVERNOR

STATE OF FLORIDA  
**Office of the Governor**

THE CAPITOL  
TALLAHASSEE, FLORIDA 32399-0001

[www.flgov.com](http://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

**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	Discrimination/Harassment and 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	<a href="https://sirstate.edu/finaidtypes.html">https://sirstate.edu/finaidtypes.html</a>			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	<a href="https://sirstate.edu/finaidtypes.html">https://sirstate.edu/finaidtypes.html</a>			\$ 4,084	\$ -
St. Johns River State College	Collier Blocker Scholarships/Stipends	<a href="https://www.sirstate.edu/collierblocker.html">https://www.sirstate.edu/collierblocker.html</a>			\$ 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).				
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).		Dean of Learning Resources	\$ 515	\$ 350
St. Johns River State College				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

# Archive Manager Export

**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

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

 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





# 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



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 (leitzel@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](mailto: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](mailto:Williams.Tonjua@spcollege.edu)>  
**Sent:** Wednesday, January 11, 2023 3:55 PM  
**To:** Mack, Henry <[Henry.Mack@fldoe.org](mailto:Henry.Mack@fldoe.org)>; Hebda, Kathy <[Kathy.Hebda@fldoe.org](mailto: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 tenants.

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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 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.

---

**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. ; 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 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, Ran <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 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	<a href="https://sjrstate.edu/finaid/types.html">https://sjrstate.edu/finaid/types.html</a>			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	<a href="https://sjrstate.edu/finaid/types.html">https://sjrstate.edu/finaid/types.html</a>			\$ 4,084	\$ -
St. Johns River State College	Scholarships/Stipends	<a href="https://www.sjrstate.edu/collierblocker.html">https://www.sjrstate.edu/collierblocker.html</a>			\$ 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	Diversity Courses/Social Sciences Athletics?	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). 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	Minority Procurement Report	Political Science-Maaggio (CRT)				
St. Johns River State College	Student Clubs? Memberships?	Time spent by IT generating data from the Banner ERP (1 hour). Time spent by Purchasing compiling the report (5 hours).			\$ 145	\$ 99

# Archive Manager

# Export

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**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. ; 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 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, D. <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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Institution	Program or Activity	Brief Description of Program or Activity	Number of FTE	Position Title(s)	Total Funding	State Funded Portion
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St. Johns River State College	African American Leadership Scholarship	<a href="https://sjrstate.edu/finaidtypes.html">https://sjrstate.edu/finaidtypes.html</a>			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	<a href="https://sjrstate.edu/finaidtypes.html">https://sjrstate.edu/finaidtypes.html</a>			\$ 4,084	\$ -
St. Johns River State College	Collier Blocker Scholarships/Stipends	<a href="https://www.sjrstate.edu/collierblocker.html">https://www.sjrstate.edu/collierblocker.html</a>			\$ 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 positing 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?					

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**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

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*Dr. Lynn Powers*

Chief Business Officer

# Archive Manager

# Export

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**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

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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	<a href="https://sjrstate.edu/finaidtypes.html">https://sjrstate.edu/finaidtypes.html</a>			\$ 2,094	\$ -
St. Johns River State College	Hispanic Leadership Scholarship	<a href="https://sjrstate.edu/finaidtypes.html">https://sjrstate.edu/finaidtypes.html</a>			\$ 4,084	\$ -
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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?					

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**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



---

This message was sent with High importance.

**From:** Pickens, Joe H.

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

**To:** Keller, Mike

**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>; 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.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

**EXTERNAL:** This email originated from outside of SJRstate. Do not click any links or open an attachment unless you trust the sender and know the content is safe. Please forward suspicious emails to [PhishStink@sjrstate.edu](mailto: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. As 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](mailto:Henry.Mack@fldoe.org)>; Kamoutsas, Anastasios <[Anastasios.Kamoutsas@fldoe.org](mailto:Anastasios.Kamoutsas@fldoe.org)>; <[Lisa.Cook@fldoe.org](mailto:Lisa.Cook@fldoe.org)>; Henderson, Carrie <[Carrie.Henderson@fldoe.org](mailto:Carrie.Henderson@fldoe.org)>; Post1, Aubrey <[Aubrey.Post@fldoe.org](mailto:Aubrey.Post@fldoe.org)>; Hargreaves, Yvette <[Yvette.Hargreaves@fldoe.org](mailto: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 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 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/](http://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

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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. Muir <Jim.Muir@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.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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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/](http://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

**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](mailto: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. 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 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](mailto:Henry.Mack@fldoe.org)>; Kamoutsas, Anastasios <[Anastasios.Kamoutsas@fldoe.org](mailto:Anastasios.Kamoutsas@fldoe.org)>; <[Lisa.Cook@fldoe.org](mailto:Lisa.Cook@fldoe.org)>; Henderson, Carrie <[Carrie.Henderson@fldoe.org](mailto:Carrie.Henderson@fldoe.org)>; Post1, Aubrey <[Aubrey.Post@fldoe.org](mailto:Aubrey.Post@fldoe.org)>; Hargreaves, Yvette <[Yvette.Hargreaves@fldoe.org](mailto:Yvette.Hargreaves@fldoe.org)>

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

Dear Presidents:

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Florida College System Chancellor  
Florida Department of Education  
850-245-0891 (office direct)  
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**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 ; 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 ; 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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---

**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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Kathryn S. Hebda  
Florida College System Chancellor  
Florida Department of Education  
850-245-0891 (office direct)  
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[www.fldoe.org/schools/higher-ed/fl-college-system/](http://www.fldoe.org/schools/higher-ed/fl-college-system/)

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

# Achive Manager

# Export

**From:** Romer, Charles

**Sent:** Thu, 05 Jan 2023 13:59:56 GMT

**To:** Powers, Dr. Lynn M. ; Brown, Dr. Melanie ; Peterson, Randy D. ; Jordan, Dr. Edward P. ; Hall, Jack C. ; Pickens, Joe H.

**Subject:** RE: See page 3A

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

 1009\_001.pdf (163Kb)

I have attached the summary for CS/HB7 which passed last year. Commissioner Diaz and Chancellor Roc sponsors of the Senate version when they served in the Senate. The chancellor's office also indicated th be a focus on HB7 in the 2023 Equity Report. These look to be related to the memo/report.

Respectfully,

Chuck

Charles R. Romer  
Director of Human Resources  
Title IX Coordinator and Equity Officer  
5001 St. Johns Avenue, Palatka, FL 32177  
Phone 386-312-4074  
Fax 386-312-4079  
Visit us on the Web at [sjrstate.edu](http://sjrstate.edu)



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---

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

**Sent:** Thursday, January 5, 2023 8:25 AM

**To:** Brown, Dr. Melanie <MelanieBrown@sjrstate.edu>; Romer, Charles <CharlesRomer@sjrstate.edu>; F D. <RandyPeterson@sjrstate.edu>; Jordan, Dr. Edward P. <EdwardJordan@sjrstate.edu>; Hall, Jack C. <JackHall@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>

**Subject:** See page 3A

In today's Palatka Daily News.

Also here are some notes I gathered on this issue from a few other Business Officers.

NOTES FROM OTHER BUSINESS OFFICERS:

*We are including a portion of our Title IX / DEI position costs, updating the job title, and tying the job to listed the Florida Education Equity Act. We are also talking about required H.R. training for employee on taking a portion of those fees from SkillSoft. We also have an Equity and Diversity Committee as one of Committees. Also looking at programming from our Faculty Center for Teaching and Learning around DL series.*

*There were many question raised as what is included i.e.:*

*~enrollment activities of certain populations*

*~Student Clubs*

*~Procurement Diversity program*

*~memberships*

*The Chancellor is seeking clarification and is going to try her best to get back to the Presidents today. On questions is should we only report DEI efforts if they "crosswalk" to CRT.*

*Lynn*

THE FLORIDA SENATE  
2022 SUMMARY OF LEGISLATION PASSED  
**Committee on Education**

**CS/HB 7— Individual Freedom**

by Education and Employment Committee and Rep. Avila (SB 148 by Senators Diaz and Rodrigues)

The bill includes provisions designed to protect individual freedoms and prevent discrimination in the workplace and in public schools. The bill also conforms the identification of protected classes in the law prohibiting discrimination in Florida's K-20 educational system to those identified in federal law and the Florida Civil Rights Act.

**Civil Rights in Employment and K-20 Education**

The bill specifies that subjecting any individual, as a condition of employment, membership, certification, licensing, credentialing, or passing an examination, to training, instruction, or any other required activity; or subjecting any K-20 public education student or employee to training or instruction, that espouses, promotes, advances, inculcates, or compels such individual to believe the following concepts constitutes an unlawful employment practice or unlawful discrimination:

- Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex.
- A person, by virtue of his or her race, color, national origin, or sex is inherently racist, sexist, or oppressive, whether consciously or unconsciously.
- A person's moral character or status as either privileged or oppressed is necessarily determined by his or her race, color, national origin, or sex.
- Members of one race, color, national origin, or sex cannot and should not attempt to treat others without respect to race, color, national origin, or sex.
- A person, by virtue of his or her race, color, national origin, or sex bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, national origin, or sex.
- A person, by virtue of his or her race, color, national origin, or sex should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.
- A person, by virtue of his or her race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.
- Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

However, training or instruction may include a discussion of such concepts if they are presented in an objective manner without endorsement.



## Required Instruction

The bill defines individual freedoms based on the fundamental truth that all individuals are equal before the law and have inalienable rights. Accordingly, required instruction, instructional materials, and professional development in public schools must be consistent with the following principles of individual freedom:

- No person is inherently racist, sexist, or oppressive, whether consciously or unconsciously, solely by virtue of his or her race or sex.
- No race is inherently superior to another race.
- No person should be discriminated against or receive adverse treatment solely or partly on the basis of race, color, national origin, religion, disability, or sex.
- Meritocracy or traits such as a hard work ethic are not racist but fundamental to the right to pursue happiness and be rewarded for industry.
- A person, by virtue of his or her race or sex, does not bear responsibility for actions committed in the past by other members of the same race or sex.
- A person should not be instructed that he or she must feel guilt, anguish, or other forms of psychological distress for actions, in which he or she played no part, committed in the past by other members of the same race or sex.

The bill authorizes discussion and curricula, in an age-appropriate manner, regarding topics such as sexism, slavery, racial oppression, racial segregation, and racial discrimination. However, the bill specifies that instruction and curricula may not be used to indoctrinate or persuade students to a particular point of view inconsistent with the principles of individual freedom or state academic standards.

The bill requires the State Board of Education to develop or adopt a “Stories of Inspiration” curriculum. This curriculum must consist of stories of American history that demonstrate important life skills and the principles of individual freedom that enabled individuals to prosper even in the most difficult circumstances.

The bill expands required instruction in the history of African-Americans. For example, the bill requires that African-American history instruction develop in students an understanding of the ramifications of prejudice, racism, and stereotyping on individual freedoms, and examine what it means to be a responsible and respectful person, for the purpose of encouraging tolerance of diversity and for nurturing and protecting democratic values and institutions.

The bill shifts the character development requirements for grades 9 through 12 and the mental and emotional health component of health education into newly required education on life skills, which specifies content intended to build confidence, support mental and emotional health, and enable students to overcome challenges.

If approved by the Governor, these provisions take effect July 1, 2022.

*Vote: Senate 24-15; House 74-41*

---

**From:** Peterson, Randy D.

**Sent:** Thu, 05 Jan 2023 13:37:47 GMT

**To:** Powers, Dr. Lynn M. ; Brown, Dr. Melanie ; Romer, Charles ; Jordan, Dr. Edward P. ; Hall, Jack C. ; Pickens, Joe H.

**Subject:** RE: See page 3A

There was also an article on Fox News yesterday.

---

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

**Sent:** Thursday, January 5, 2023 8:25 AM

**To:** Brown, Dr. Melanie <MelanieBrown@sjrstate.edu>; Romer, Charles <CharlesRomer@sjrstate.edu>; F  
D. <RandyPeterson@sjrstate.edu>; Jordan, Dr. Edward P. <EdwardJordan@sjrstate.edu>; Hall, Jack C.  
<JackHall@sjrstate.edu>; Pickens, Joe H. <JoePickens@sjrstate.edu>

**Subject:** See page 3A

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*There were many question raised as what is included i.e.:*

*~Equity Officer*

*~Title IV Officer and other staff*

*~Cultural Awareness events such as Black History Month, Spanish Heritage etc.*

*~Veterans events, homelessness and food pantry's*

*~Scholarships*

*~enrollment activities of certain populations*

*~Student Clubs*

*~Procurement Diversity program*

*~memberships*

*The Chancellor is seeking clarification and is going to try her best to get back to the Presidents today. On questions is should we only report DEI efforts if they "crosswalk" to CRT.*

*Lynn*

**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



 "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

---

**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

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Meeting ID: 869 7904 5345

Passcode: 722239

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+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/j/86979045345?pwd=RSt1NEdqVDkwVHJiOUtIRk1SRHZNZz09>

**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 ; cfax-hyman@gulfcoast.edu  
**CC:** Tonjua Williams  
**Subject:** RE: Updated FCS Presidents 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

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 tenets.

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. "

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

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

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**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