



UNIVERSITY STUDENT UNION
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE
DIVERSITY AND INCLUSION COMMITTEE
OCTOBER 22, 2018
CALABASAS ROOM
MINUTES

I. Call to Order

The regular meeting of the USU Board of Directors – Diversity and Inclusion Committee was called to order at 4:07 pm by Chair Frankie Benkovic.

II. Roll Call

Present	Absent	Staff	Guests
Frankie Benkovic	Bharpreet Sidhu	Freddie Sanchez	Bhernard Tila
Raquel Cetz Tamayo	Ruben Ramos	Augie Garibay	
Stephanie Flores Temix			
Jessica Aceves			
Melanie Alvarez Rojas			
Stephanie Barboza			
Dawn Joves			
Kelly de Leon			
Jaleesa Herrington (late)			

III. Open Forum

- BOD Chair Tila, USU Board of Directors Chair, introduced himself and recognized Frankie, Raquel, and Stephanie as great resources for the diversity and inclusion committee. He invited the committee members to express their concerns and opinions.
- BOD Vice-Chair Flores Temix, USU Board of Directors Vice-Chair, introduced herself, mentioned that she will be part of the committee, and is excited to be here.

IV. Approval of Agenda

M/S/P (J. Aceves/D. Joves) Motion to approve the agenda for October 22, 2018.

Motion passed 7-0-0

V. Approval of Minutes

VI. Chair's Report

Chair Benkovic welcomed the members to the committee and shared his excitement. He mentioned that although there were no in-person interviews, it was easy to select the team because each member brought so much to the table. He will add committee members to a GroupMe. He passed around a sheet with dates and times for the USU renovation and expansion project focus groups. He will continue to bring items from the USU Board of Directors.

VII. Vice Chair's Report

Co-Chair Cetz Tamayo is happy and glad to meet everyone and reminded the committee members that they represent the student community. Starting to her left, she had all those present introduce their name, gender pronouns, major(s), and their favorite artist.

VIII. Action Items

IX. Discussion Items

A. Ice Breakers/Team Building Activities*

i. What I Want You To Know

Chair Benkovic facilitate a team-building discussion. Committee members took turns responding to four prompts: (1) What I think about me... (2) What others think about me... (3) What might be misunderstood about me... (4) What I need from you...

Following the activity, Chair Benkovic commented on the similarities in what members need from each other, which include: mindfulness, patience, time to process, reciprocity, safe space, use of pronouns, be invested, and challenging selves.

Discussion included a request for name cards to be placed on the tables with names and gender pronouns.

ii. I Am Poem

The poem was not discussed. It was moved to next meeting by Chair Benkovic.

iii. Communal Agreements

Co-Chair Cetz Tamayo facilitated a discussion on communal agreements as a work in progress. Committee members provided the following:

- Be mindful of what the committee goals are.
- Think before you speak (seek to understand)
- Be yourself – share how you’re feeling
- Not using dismissive language (different lives and experiences)
- Address the question and comment, not the person
- Respect each others’ pronouns – use you all, y’all, or folx instead of binary language
- Donut (mindful and well-rounded), not a croissant (half a circle)
- Be patient – we are all learning from each other (we have different levels of knowledge; we’re not all “there”)
- Throw glitter (be mindful and positive), not shade (nothing negative)
- Vegas rule (practice vulnerability, what is talked about stays here, knowledge is taken out)
- Respecting the space
- Be mindful (step out of conversation, other’s perspective, speak upon it, stand your ground)
- Be honest (own your limits and what we’re lacking)
- Don’t yuck my yum
- Move up, move down
- Be candid / Be yourselves
- Validate one another (everyone has their own version of the truth)
- One diva, one mic (One Mariah, one mic; don’t speak over people)
- Challenge yourself
- Have fun!

B. Introduction to Diversity and Inclusion*

A. Garibay facilitated a discussion to define diversity and inclusion. The committee developed the following definition of diversity and inclusion

Diversity	Inclusion
Different stories	Breaking down one system (it’s not one size fits all)
Equity and equality	Challenging systems of power – racism, sexism, patriarchy, and other -isms
Culture/ethnic/socioeconomic/all types of backgrounds	Uplift voices – (have a seat at the table)
What are systems of power?	Safe space (feel comfortable without compromising self)
Oppression	Question system. Why are people being excluded?
Providing social justice	No oppression Olympics

Variance of social identities	Source of caring – Be successful without boundaries
Intersectionality	Calling people in, instead of out
Sense of togetherness	All of us together
Privilege	Radical
Different realities	Disposability politics – abolitionist point of view
	Solidarity
	Community
	Dismantle different systems that oppress
	Recognizing that there is no hierarchy of oppression
	Path toward opportunity – access resources that haven't been available
	Unlearn, relearn, and deconstruct prior knowledge – dismantle mentalities
	Empathy
	The system' reality not the reality for all

C. History of Diversity and Inclusion Committee*

Chair Benkovic provided an overview of the diversity and inclusion committee. Originally and ad hoc (as needed) committee as a result to the national elections in 2016, the committee was created as a space to hold ourselves (the USU BOD) accountable. At the start of the 2018-2019 academic year, it became a standing (permanent) committee. During the 2017-2018 academic year, the committee met with resource centers (USU Pride Center and Veterans Resource Center, and the EOP Dream Center) to learn how the USU could address the needs of the spaces and listen to what students are saying (i.e. more of a presence of the BOD in the Veterans Resource Center). The committee supported the creation of a gender inclusive restroom on the second floor of the USU Sol Center and the expansion of the physical space of the EOP Dream Center. The committee also researched other student unions and reviewed the USU's employment eligibility policy to understand the impact on undocumented and formerly incarcerated students.

Following a reading of the Diversity and Inclusion Committee's purpose statement**, Chair Benkovic discussed that the committee's role is to provide recommendation to the USU BOD and not to plan events. The committee will do a critical analysis of the policies and events of the USU to increase inclusive practices.

D. Diversity and Inclusion Committee Goals*

Chair Benkovic read the three BOD goals** pertaining to diversity and inclusion and led a discussion on the committee's goals. The committee was asked to come prepared to discuss goals at the next meeting, understanding the scope of the committee.

X. Announcements

XI. Adjournment

Chair Benkovic adjourned the meeting at 6:01 pm

Respectfully submitted by,

Augie Garibay
Executive Secretary
Assistant Director, Diversity Initiatives

**denotes attachment*

***denotes hand-outs at meeting*