



University Student Union
California State University, Northridge

Diversity and Inclusion Committee Agenda
Monday, November 19th, 2018, 4:00 pm - 6:00 pm
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 4:14 pm by Co-Chair Raquel Cetz Tamayo.

II. Roll Call

Present	Absent	Staff	Guests
Raquel Cetz Tamayo	Melanie Alvarez Rojas	Freddie Sanchez	Tonee Sherrill
Frankie Benkovic		Augie Garibay	
Stephanie Barboza			
Stephanie Flores Temix			
Kelly de Leon			
Ruben Ramos (left at 5:12 pm)			
Dawn Joves			
Jessica Aceves			
Jaleesa Herrington (left at 5:29)			

III. Approval of Agenda

M/S/P (S. Flores Temix/K. de Leon) Motion to approve the agenda for November 19, 2018.
Motion passed 7-0-0

IV. Approval of Minutes – 11/05/18

M/S/P (J. Herrington/S. Barboza) Motion to approve the minutes from November 5, 2018.
Motion passed 6-0-1

V. Open Forum

K. de Leon announced that CAUSA will be holding off on donations for refugees owing to anti-immigrant protests.

D. Joves announced that the Pride Center is hosting a clothing drive as part of Trans* Empowerment Week (TEW). Those who donate received a free TEW shirt. Drive ends at 7:00 pm on Tuesday, November 20th. That evening on the Plaza del Sol they are hosting a Trans* Day of Remembrance Vigil from 7:00 pm to 9:00 pm.

VI. Chair's Report

Chair Benkovic apologized for arriving late, as he was picking up coffee for the committee. As it is getting close to the end of the semester, he reminded the committee to stay strong and get rest. The USU is hosting an event called "U-Day" on Friday, December 7th. The event celebrates the students for being committee members. There will be fun games and free food. It was recommend that all committee members attend.

Chair Benkovic thanked those on the committee who completed the USU survey, which closed on November 12th.

(short coffee break)

Chair Benkovic introduced Ruben Ramos, Diversity and Inclusion Committee member.

Chair Benkovic introduced Tonee Sherrill, USU Board of Directors Alumni Representative.

VII. Vice Chair's Report

Co-Chair Cetz Tamayo discussed the USU Board of Directors meeting. There was a lot of discussion on the potential referendum, related to the renovation of the USU. The Diversity and Inclusion Committee will continue to have conversations regarding a Cross Cultural Center and what the process will look like moving forward. As we discuss, it is important to continue to educate yourselves and others on these initiatives.

F. Sanchez discussed that today's conversation was based on the feedback provided by students. Of the 11.6 percent respondents, 52 percent were in favor. At the December 3rd USU Board of Directors meeting, they will discuss whether to move forward on the referendum or not.

Co-Chair Cetz Tamayo stated that some critical questions were asked today in regards to financial aid. We need to continue to educate the campus community that the survey, referendum, and renovation is part of a four-year conversation.

K. de Leon asked how this impacts the cultural houses. The response from F. Sanchez is that they are not going to be touched. Co-Chair Cetz Tamayo added that the USU only focuses on the auxiliary funding and buildings tied to the USU. F. Sanchez added that the CCC would enhance the student experience while keeping the houses intact.

J. Herrington asked how much are students paying in student fees, currently.

Student Union Fees (<https://www.csun.edu/stufin/tuition>): Summer 2018 = \$167.00, Fall 2018 = \$283.00, and Spring 2019 = \$283.00.

VIII. Action Items

IX. Discussion Items

A. Diversity and Inclusion Committee Goals

Chair Benkovic clarified that the goals must include things within the USU. Chair Benkovic and Co-Chair Cetz Tamayo pulled the five things that fall within the role of the committee from the larger list discussed at the previous meeting. For example, the VITA clinic is not overseen by the USU, the Legal clinic is a resource provided by AS. We should also set goals which have a connection to the larger USU Board of Directors goals.

Chair Benkovic read the five current goals from poster sheets:

1. Research and evaluate inclusive leadership opportunities for CSUN undocumented students and formerly incarcerated students who do not meet the traditional employment eligibility requirements.
2. Determine the feasibility of hiring alternative interpreting services for events, meetings, trainings, etc. that are hosted by the USU.
3. Cross-examine (student) research based opportunities taking place at other student unions and determine if the USU can provide funding for similar opportunities.
4. Research and evaluate how the USU can provide further support to students who are having to face housing or food insecurities.
5. Research and evaluate the possibility of creating more inclusive restrooms within the USU.

J. Aceves stated that higher education and graduate school inaccessible and asked if the USU could provide more scholarships or stipends. There is currently one graduate assistantship in the SRC (overseeing intramural sports). This is in partnership with Kinesiology. The USU pays for their tuition.

Chair Benkovic asked if there were any other goals to include (a policy or policies in general, services in the USU to be more inclusive/diverse, trainings). The purpose of the committee is to hold the USU accountable. This committee can be the vehicle to these conversations, especially if we feel that things are not being inclusive. Student voices lead many of the charges. That's how the gender inclusive restrooms happened. As a committee, we will draft it as a SMART goal.

J. Aceves suggested workshops and presentations centered on diversity and inclusion. These could lead to more awareness. We could create a presentation and bring it to the committee and then to the larger USU.

Chair Benkovic led the committee in a discussion through the five current goals from poster sheets:

1. Research and evaluate inclusive leadership opportunities for CSUN undocumented students and formerly incarcerated students who do not meet the traditional employment eligibility requirements.
 - Employment for non-DACA students or service learning experience

- How would they get paid (stipends)?
- How do other centers pay their students (scholarships, grant, stipend)?
- We could reach out to other centers and gather data to see what we can implement in the USU
- What's the situation w/formerly incarcerated students?
- What further steps can we take?
- How do we create equity for background checks?
 - Do student assistants need to have background checks?
 - Do we check a box on the application?
- How do we let applicants know?
 - We need to destigmatize during the job fair
 - Be more explicit and actively approach groups
 - Encouraging applicants
 - Position description send outs to student clubs and organizations, to send out via their lists
- Cal Poly Pomona has a program for undocumented students
 - Funding from outside grant
 - Laid out like an internship
- CSUN Dream Center started as a project led by Tracy Buenavista
 - EOP pays for the space in the USU
 - CQF pays for the Dream Center
- Can't really be a job, but something similar
- Create a certain amount of positions in the USU
- How do we hold people accountable for their positions?
- Reach out to Personnel Committee and Dream Center
- Connect with #3 on student research opportunities
- Are we able to open a private donation fund through the USU
 - Private foundation money from donors
 - Some are unrestricted and can be allocated
 - Some are restricted and must go to certain things
 - Specify undocumented students and formerly incarcerated (systems impacted)
- Can we use unspent funding at the end of the fiscal year to donate to a project (it's how the Oasis, Pride Center and VRC were developed)?
- Do the research and create a three option memo.

2. Determine the feasibility of hiring alternative interpreting services for events, meetings, trainings, etc. that are hosted by the USU.

- Easier to acquire an interpreter for non-academic purposes
- In-house interpreters in student housing
 - They are under contract through AS and Student Housing
 - Connect with housing – how do they do it?
- Going through an outside agency versus using NCOD
 - We may face unavailability of interpreters
 - Special contractor solely for our programs
 - Work with HR or the Personnel Committee
 - Contracting students who can work with the USU

- Do they need to complete a certain number of hours for their program?
 - Similar program where students can be certified to be interpreters (e.g. note takers through DRES)
 - Video chat on phones
 - Expand #2 to accessibility to services
 - Technology (iPads) accessible for students to check out for Deaf/HOH students
 - Interpretive (two linked-up miniature laptops)
 - Fire drill and phones (speaking, visual announcement, flickering lights)
3. Cross-examine (student) research based opportunities taking place at other student unions and determine if the USU can provide funding for similar opportunities.
- Do we already have research opportunities in the USU?
 - Is this a continuation from last year's goal?
 - Continue last year's goal and do five more universities
 - Sponsoring students to go to more conferences and have more research opportunities
 - Beyond employee based opportunities
 - Working with professors
 - USU showcasing student research
 - Invite community organizations
 - Sponsoring students to attend conferences (similar to AS / IRA)
 - Identify specific programs
 - Civic Engagement Research Symposium
 - Revolutionary Scholars interns present at conferences
 - We cosponsor a lot of the research-based events taking place at the USU
 - Not a lot of students are aware
4. Research and evaluate how the USU can provide further support to students who are having to face housing or food insecurities.
- Housing or food insecurity
 - Subsidized student housing (pay a portion for students)
 - Working with LA family housing and other non-profits
 - Safe places for students to stay on campus longer
 - Having extended hours
 - Sol Center staying open until 10pm
 - Staying open until 3am similar to the library
 - Emergency funding for the entire USU
 - It would be easier if we tagged it to the entire USU
 - We are currently looking into one for the Pride Center
 - Pride Center provide money towards Queer and Trans students
 - Internships at student housing
 - 20-day crisis housing
 - Emergency housing
 - Food pantry (convenient to have them regularly on the USU)

- Pop up pantry (currently donating \$10,000)
 - We should volunteer to support the pop up pantries
 - WRRRC Food Pantry
 - Another group seeking a space in the USU (partnership with Facilities)
 - Oasis providing thick blankets
 - Having resources available in a centralized location
 - Resource centers providing toiletries and funding for housing
 - Including a shower in the gender inclusive restrooms
 - How are we serving the commuter population?
5. Research and evaluate the possibility of creating more inclusive restrooms within the USU.
- Having trashcans, menstrual hygiene dispensers, and changing tables available in men's restroom stalls
 - WRRRC, Pride and Dream Center provides free menstrual hygiene products
 - Automated restroom doors (accessibility)
 - Gender inclusive restroom construction update
 - Advertise where the resources are available

Next Steps

- Dividing out the various goals and come together with findings
- Chair and Co-Chair meet w/F. Sanchez and A. Garibay to determine next steps
- There is no template
- This year is much more researched based
- Researched different student unions last year
- A lot of team work needed to focus on various goals with meetings to tackle things together
- Next meeting is our last meeting of the semester
- Ideally keep it the same time Mondays

X. Announcements

AISA Pow Wow on Saturday from 11 am to 9 pm, on Sierra Quad

U-DAY (Student Assistant Employee Appreciation Day) on Friday, December 7th from Noon – 2:00 pm, in the Grand Salon, USU

Next USU Board of Directors meeting on Monday, December 3rd at 12:30 pm, in the Grand Salon, USU

XI. Adjournment

Chair Benkovic adjourned the meeting at 6:11 pm

Respectfully submitted by,

Augie Garibay
Executive Secretary
Assistant Director, Diversity Initiatives

**denotes attachment*

***denotes hand-outs at meeting*