

**UNIVERSITY STUDENT UNION
CALIFORNIA STATE UNIVERSITY, NORTHRIDGE
PERSONNEL COMMITTEE
MINUTES
APRIL 30, 2024**

I. Call to Order

The meeting was called to order by Chair, German Wong at 3:03 P.M.

III. Roll Call

Present	Absent	Guests
German Wong, Chair	Angelina Armenta, Co-Chair	Jenny Aw, HR Manager
Kristen Pichler, Exec. Secretary	Shirley Oversluijs	
Abby Caldwell		
Eva Elias		
Elisa Gevorgian		
Jose Malta		
Vikas Sardhara		

IV. Approval of Agenda

M/S/P: (J. Malta/E. Elias) to remove Discussion Items B and C from the agenda and approve meeting agenda of April 30, 2024.

Approved by consensus.

V. Approval of Minutes

M/S/P: (E. Gevorgian/E. Elias) to approve the meeting minutes of March 26, 2024.

Approved by consensus.

VI. Chair's Report

A. Welcome – Chair German Wong thanked committee members and guests for attending. He shared news of a Board of Directors alumni panel that had been held on 4/29/24 where five former board members shared stories of their real-life career experiences post-graduation. German said the event offered free food and was as a great networking experience, and he encouraged committee members to take advantage of these types of opportunities as they become available. German wished committee members good luck on finals and encouraged them to take advantage of professors' office hours as well as other academic resources that are available on campus.

VII. Action Items

None

VIII. Discussion Items

A. New Personal Pronoun Policy

Chair German invited Executive Secretary, Kristen Pichler (KP) to discuss a newly proposed Personal Pronoun Policy. KP said that the new policy draft had been developed by committee members, Jose Malta and Eva Elias, and invited Jose and Eva to share their process and the policy draft. Jose said that he and Eva had spent two-and-a half hours developing the policy which included a review of other universities' policies and the article that had been provided at the March 26th Personnel Committee meeting. He then walked members through the various definitions after which Eva read the recommended personal pronoun policy while Jose read the procedures. Members were given a chance to share their opinions of the policy and ask questions. Most were supportive. KP then shared some recommended revisions to the policy which had been provided by Sarina Loeb, Assistant Director Resource Centers. Sarina primarily recommended changing the name of the policy to Name and Pronoun policy, and the multiple uses of the word "preference" in relation to pronouns, and the elimination of the phrase "assigned sex" to "legal sex." She also made some recommendations for change to the policy's procedure including reference to the fact that when one is referenced using the wrong pronouns it impacts not only their psychological safety but potentially their physical safety, as well. Sarina also recommended eliminating the paragraph referencing "sex change" and "pre/post-operative" but the committee was not supportive as they felt it was an important related issue that should be included as part of the communication.

Committee members will vote on the policy at their next meeting on May 11, 2024.

IX. Announcements

- a. Abby asked if the next meeting date of May 11th is correct as it's a Saturday. German double-checked the date and said the next meeting will be held on Tuesday, May 7th from 3-3:45 PM via Zoom.
- b. Year-End Celebration is scheduled to be held this Friday, May 3rd in the USU's Northridge Center. Committee members are welcome at this event, which will include an awards ceremony and a reception with food in the Plaza Del Sol.

X. Adjournment

The meeting was adjourned at 3:47 PM.

Respectfully submitted,

Kristen Pichler
Executive Secretary