

**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**

<b>Present</b>	<b>Absent</b>	<b>Guests</b>
German Wong, Chair	Angelina Armenta, Co-Chair	
Kristen Pichler, Exec. Secretary	Shirley Oversluijs	
Abby Caldwell	Vika Sardhara	
Eva Elias		
Elisa Gevorgian		
Jose Malta		

**IV. Approval of Agenda**

M/S/P: (E. Gevorgian/J. Malta) to approve the meeting agenda of May 7, 2024.

*Approved by consensus.*

**V. Approval of Minutes**

M/S/P: (A. Caldwell/E. Elias) to approve the meeting minutes of April 30, 2024.

*Approved by consensus.*

**VI. Chair's Report**

**A. Welcome** – Chair German Wong wished committee members good luck as we close out the semester. He said that for finals week, the library has extended hours until 2:45 AM, and that to ensure students' safety, the Department of Public Safety has patrols available to provide escorts.

**VII. Action Items**

**A. Proposed new policy – Gender Identity, Name, and Personal Pronoun Policy**

M/S/P: (E. Elias/J. Malta) to approve the proposed Gender Identity, Name and Personal Pronoun Policy.

Discussion: A. Caldwell said that after further consideration, she would like to recommend removing the Bullet Point #5 from the procedure. She said that based on the purpose of the policy she does not feel that the bullet point, which references surgeries and terms such a "sex change" or "pre/post operative" is appropriate to this policy. K. Pichler reminded the committee that policy is determined by the Board of Directors and procedure is determined by staff, but deferred to the committee as to

what their preference was with respect to the procedure. After some back and forth discussion, members agreed to remove the bullet point from the procedure.

*Approved 4-0-0*

### **VIII. Discussion Items**

- a. Goals Review – Chair German reminded the committee that due to initial difficulty in recruiting committee members, the committee did not have its first meeting until December 2023. As such, the committee accomplished four goals this spring as indicated on the attached list. The chair said that he is proud of the committee for their hard work and diligence in learning proper committee protocols, showing for meetings to vote, and most importantly, vetting items appropriately, most especially the Gender Identity, Name and Personal Pronoun Policy.

### **IX. Announcements**

Chair German said that Year-End Celebration was held the previous Friday, May 3<sup>rd</sup> in the USU's Northridge Center. He said that although he was unable to attend, he had heard from others that it was an enjoyable event and that a good time was had by all.

The Chair also said that the next Board of Directors meeting will be held on June 3, 2024, and that all committee members are welcome to attend.

The Chair then asked committee members to share their takeaways from the committee and shared how he had learned time management, committee facilitation, and how to create a safe space for others and to listen. He said that he appreciated what the committee had contributed to the Board of Directors and the advances our work had made for the organization. Member, Jose said that he had learned how policy works and the difference between policy and procedure. He was pleased to have been involved in helping to draft the personal pronoun policy and in contributing to the organization. Eva said that she had learned how a board of directors committee functions. She learned the difference between writing policy and procedure and the committee's charge of voting to approve policy but discuss procedure.

Chair German thanked committee members for their membership and participation on the committee, and urged those who might be interested to consider taking on a leadership role in the upcoming year. Executive Secretary Pichler also expressed her appreciation to the committee for their commitment to service and shared her delight at having worked with such an outstanding group of students.

### **X. Adjournment**

The meeting was adjourned at 3:43 PM.

Respectfully submitted,

Kristen Pichler  
Executive Secretary