



University Student Union  
California State University, Northridge

**Diversity and Inclusion Committee Agenda**  
**Monday, February 25<sup>th</sup>, 2019, 4:00 pm - 6:00 pm**  
**Executive Board Room (moved to Ventura Room)**  
**MINUTES**

**I. Call to Order**

The regular meeting of the USU Board of Directors – Diversity and Inclusion Committee was called to order at 4:18 pm by Chair Frankie Benkovic.

**II. Roll Call**

<b>Present</b>	<b>Absent</b>	<b>Staff</b>	<b>Guests</b>
Frankie Benkovic (Committee Chair)	Stephanie Flores Temix	Augie Garibay	
Bhernard Tila (USU BOD Chair)	Freddie Sanchez (Staff)		
Stephanie Barboza			
Kelly de Leon			
Dawn Joves			
Jaleesa Herrington			
Melanie Alvarez Rojas			
Ruben Ramos			
Jessica Aceves			
Tyrone Carter			

**III. Approval of Agenda**

M/S/P (D. Joves/K. de Leon) Motion to approve the agenda for February 25, 2019.

*Motion passed 8-0-0*

#### **IV. Approval of Minutes – 12/03/18**

M/S/P (S. Barboza/R. Ramos) Motion to approve the minutes for December 3, 2018

*Motion passed 8-0-0*

#### **V. Open Forum**

#### **VI. Chair's Report**

Chair Benkovic offered a welcome to the committee members, reminding them that the committee has set goals to get started on for the semester. Introductions of committee members beginning with Chair Benkovic. Raquel Cetz Tamayo will no longer serve as Co-Chair. Chair Benkovic reviewed the committee meeting dates for the spring 2019 semester: March 25th, April 8th, April 22nd, and May 6th from 4-6pm.

Chair Benkovic briefly reviewed the history of the committee and some updates. This is the second semester as a standing committee. The Dream Center has been expanded. Gender Inclusive Restroom (Sol Center, second floor, men's restroom) renovation should begin soon. Menstrual supplies will be available in men's restrooms. Looking into contracting a third party for ASL interpreters in collaboration with NCOD. Chair Benkovic mentioned the possibility of the committee meeting with cultural houses, student orgs, food pantry staff, etc. to assess how USU can be more accessible and inclusive of them. He also shared that we are looking into ways to make the USU more accessible for students who have been formerly incarcerated and/or systems impacted.

Chair Benkovic introduced the Committee Member of the Year recommendations process. He wants the committee to begin thinking of nominations. Each committee will nominate one person to be considered for an award at the USU Year-End Celebration.

Chair Benkovic invited committee members to be involved in the Cross Cultural Center Exploration Committee which meets weekly on Thursdays from 2:00 pm - 3:30 pm. The work team will be alternating and meeting weekly; one at the USU, one at the houses. They will meet in the Chicano house from 1:00 pm - 2:00 pm, Thursday, February 28th.

Chair Benkovic discussed the referendum which will be occurring in the next few months. The goal is not to persuade students to vote yes, but to inform and educate them.

Chair Benkovic announces that filing for a seat in the USU Board of Directors deadline is March 4th at Noon.

Chair Benkovic reviewed some of the Community Guidelines for the committee.

- 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!

## **VII. Action Items**

### **VIII. Discussion Items**

- A. Cross Cultural Center Project and USU Renovation & Expansion Update**
- B. Housing and Food Insecurity Brainstorm**

Chair Benkovic combined Discussion Items A & B, owing to time constraints.

D. Joves introduced a slide show initially shared with the USU staff on February 19<sup>th</sup>.

The Referendum Work Team meets weekly (Tuesdays from 2:00 pm - 3:00 pm in the Tujunga Room). They are currently reviewing marketing design, revising scripts, developing website and social media presence. The concept of the three-

story building, includes study areas, lounge spaces, creating a cross cultural center. They are also working on marketing materials that encompass all of these things. The Theme Line is “The New Heart of Campus”. A lot of students are helping shape the design and the vision.

D. Joves introduced the outreach process. Information was shared with USU Student Assistant Employees (SAE) and the Board of Directors. Five students expressed interest. Another email was sent out to all SAEs. D. Joves will be attending department staff meetings. An information session is planned for 9:30 am and 4:30 pm next Thursday in the Flintridge Room. She is developing a Campus Education Outreach Team. From a previous survey, 68 students out of the 814 who had originally expressed interest in being part of the project have responded. An information session will be held in the beginning of March. D. Joves discussed the increased student fee of \$125 per semester was reduced from \$280 per semester. The fee, if approved by the students, will be implemented in 2022-2023 when the building opens. Presentations will begin after the AS/USU spring elections. A template of the letter to request classroom presentations will be created by D. Joves.

T. Carter expressed concerns that the houses were not part of the long-term campus plans. K. de Leon and R. Ramos asked if the committee would be reaching out to the Ethnic Studies departments and houses. They also asked if they are part of the campus plans once the Cross Cultural Center is built. K. de Leon asked if the houses would still be around after the Cross Cultural Center gets built. B. Tila reminded the committee that the idea of a Cross Cultural Center was developed in 2016. Executive Order 1102 requires a review process involving the Campus Fee Advisory Committee (CFAC). D. Joves stated that the USU will continue reaching out to Ethnic Studies Department Chairs.

K. de Leon suggested that there be something in writing that protects the houses. D. Joves stated that there would be a FAQ section on the website that could address this. Chair Benkovic suggested that this might be outside of the scope of the committee. A. Garibay offered a summary as to what K. de Leon, R. Ramos, and T. Carter were asking - to have something in writing by the President which would ensure that the houses will continue to be maintained, even with a Cross Cultural Center in place. A. Garibay added, that as a committee, if what they want to do is provide a recommendation, then they can, but that’s all it would be – a recommendation.

D. Joves discussed the Cross Cultural Center Exploration Committee. The committee is reviewing the Cross Cultural Center mission statement, refining the program, and infusing diversity and inclusion throughout the building. Some student committee members attended the Student Scholars Conference hosted by the California Council of Cultural Centers in Higher Education (CaCCCHE) at UCSD. While at the conference, they discussed incidents at UCSD involving

blackface and a noose. They also toured and learned about the different centers at UCSD. The proposed building would include a large space that can be divided up, replacing the space of the NRC, on the second floor. Departments/student organizations will be able to use the new large/grand space. During construction, events will be moved to other locations in partnership with Matadome, Soraya, and TUC, while the NRC is off-line (Campus Store back area will be redeveloped into a large ballroom). Cross Cultural Center will have their own set of meeting rooms.

D. Joves reviewed some important upcoming dates

- CFAC Approval – March 12, 2019
- Campaign
  - Soft launch date: March 25, 2019
  - Full launch date: April 5, 2019
  - Presentations begin: April 8, 2019
- Voting Dates
  - USU/AS Elections: April 3 & 4, 2019
  - USU Referendum: May 1 & 2, 2019

D. Joves showed some renderings of new building. The conceptual design was described, including renovations of some spaces in the USU. This opened up to a discussion of the houses and ensuring they continue to exist. Chair Benkovic added that updates will be provided at the next meeting.

#### **C. Undocumented Student Leadership Position Review \***

Chair Benkovic had the committee read through Undocumented Student Leadership Position Review (below) regarding Cal Poly Pomona's Kellogg Legacy Grant. These funds provide leadership scholarships and professional development opportunities. Chair Benkovic facilitate a brainstorm on poster paper. Questions included: (1) looking into AB540, (2) requiring a minimum 2.0 GPA, (3) who would coordinate this program at CSUN, (4) how sustainable long-term is this program. Some concerns expressed were that the program as outlined by Cal Poly Pomona would exclude some students from being eligible based immigration status, California residency, and research interest in immigration. The committee feels this program should be inclusive for all undocumented students. Chair Benkovic will send out information via email.

## **IX. Announcements**

D. Joves asked committee members to email if interested in outreach team or any of the other committees discussed.

B. Tila asked committee members to reach out to constituents to run for a BOD position.

**X. Adjournment**

Chair Benkovic adjourned the meeting at 6:02 pm

Respectfully submitted by,

Augie Garibay

Executive Secretary

Assistant Director, Diversity Initiatives

***\*denotes attachment***

***\*\*denotes hand-outs at meeting***