

# Recruitment & Retention Organizing Committee

## Meeting Minutes

*Friday, March 1st, 2019 | 10AM-12PM - Meeting Room A*

Call to order - Suzanne calls to meeting at 10:15AM

### Role Call

- Activism & Advocacy Chair: Mina Acebu **Present**
- Board Chair: Suzanne Vue **Present**
- Campus Community Chair: Quinton Cabellon **Present**
- Finance Chair: Alia Cortez-Bridges **Present**
- Recruitment Chair: Faby Camacho **Present**
- Retention Chair: Alicia Garcia **Not Present**
- Secretary: Dave Ivan M. Cruz **Not Present**
- ASUCD: Jumoke Maraiyesa **Present**
- GSA: *Pending*
- Student Affairs: Cirilo Cortez **Present**
- Ex-officio:
  - aa valdivia **Present**
  - Krissy Ocampo **Present**
  - Liliana Robles **Present**
- Student Assistant: Cinthia **Present**
- Community members: **Hassam (interested in how RROC operates our meetings)**

### Minute Approval

- [Friday, February 15nd, 2019](#)
  - Moved by Alia
  - Quinton seconded
  - 7-0-0
- [Friday, February 22nd, 2019](#)
  - Moved by Alia
  - Faby seconded
  - 7-0-0

### Adoption of the Agenda with Flexibility

- Moved by Faby
- Seconded by Alia
- 7-0-0

### Finance

- [Proposals](#)

- Powwow (submitted 2/28)
  - AIRR has previously co-sponsored Powwow
  - Will be splitting the costs of catering with CCC
- SAFE Banquet
  - What is the event?
  - Who does the event serve?
  - Do we do these for every community?
- Ponte las Pilas (was tabled from last week)
- Discussion on being responsible with buying food for events and what to do to mitigate food waste
- [NYEC Amendment](#)
  - Requesting lodging for 15 people coming from Shasta County
    - Trying to emphasize to bring reservation outreach student
    - Have their own chaperones
  - Moved by Faby
  - Seconded by Alia
  - 7-0-0
- Grants are due on Monday 3/4
- Remodel opportunities
  - New chairs for SRRC conference room and front desk chair
    - Suggesting the colorful chairs, similar to those in CCLASS
  - Krissy: revisiting idea of renovating back workspace ⇒ bringing walls down and/or moving desks
    - Concerns about additional storage if we take down the walls
    - SDs to bring idea to staff meetings
      - aa: “What did you wish your workspace looked like for you at the beginning of the year”
    - How to create more open spaces with the desks so we’re not facing the walls
    - Lottery system at the beginning of the year for community program desks
      - For equity among each year’s staff ⇒ less permanent community program spaces year after year
      - Expectation that outgoing staff clean out their desks before summer
  - Moving forward: getting quotes on chairs and requesting Design services for assessment/recommendations

### **Unfinished Business**

- Staff
  - Affirmations to Alia for “Decolonizing Make Up”
  - Some staff are doing better and are getting into graduate school
  - aa addressed some staff concerns this week ⇒ emphasis that hostile work environments among staff will not be tolerated
    - It's not about your intentions, it's about your impact

- We're all dealing with intergenerational trauma, but we shouldn't be inflicting that onto others
    - Jumoke: will those affected be issued an apology?
      - Some apologies have been made, still need to follow up on who else should be addressed
    - Checking in on our fellow Student Directors ⇒ how can we support them?
    - M.E.Ch.A Statewide
      - RROC should know about using any SRRC materials that have not been allocated or approved for events
  - Updates on Operations Director
    - RAC has narrowed 28 applications to top 8 candidates
    - Candidates will be doing video interviews
  - Updates on CA-Recruitment
    - Job description in the process of being approved
    - Liliana to chair RAC
      - RAC to include Faby (current recruitment chair), another SD, and maybe 2-3 current recruitment coordinators
  - Political Simulations: Remove all traumatic workshops from the youth conferences.
    - Faby: taking lead on sharing best practices and clarifying communication
      - In the process of drafting an email to those that have already completed their youth conferences (BRIDGE/SAFE) to discuss what worked/didn't work to better understand their experiences with planning youth conferences
    - Liliana: would RROC prefer asking for further details on the proposals or have them come to talk about them in person?
    - aa: suggesting to not allow any traumatic workshops
      - Jumoke: should define "trauma" to be more clear on this
      - Krissy: this should be clear and defined in the staff manual
    - What could RROC have done differently?
      - Transparency with staff
      - How does RROC culture change so that staff feel comfortable talking to RROC?
      - Hassam: At the end of the day RROC is in a position of power and has a decision-making process that can, by design, make others distrust the board
      - RROC has structure but structure doesn't always mean hierarchical
  - Salih Muhammad - March 15th, 2019
    - UC Student Association rep will be coming to last winter quarter RROC meeting
      - Was not able to come 2-3 weeks ago after missing flight

### New Business

- [CRRC Incident Response protocol](#)
  - Krissy: following up on incidents occurring in SCC
    - Internal guide for folx working in CRRCs on protocol
    - Draft is drawn from protocol that student housing uses

- Want student feedback on this
    - Would be great to have those involved in these recent incidents to help review
  - Ex. best practice for an active shooter is to run away, not gather people slowly
  - Revisiting RROC's ideas of having awareness of such protocols be mandatory for all staff
- aa: going to be a Blue Live Matter rally on Sunday 3/2 on campus (Hutchison Parking Structure) ⇒ email was sent out

### Committee Updates

- Activism & Advocacy:
- ASUCD:
- Board:
- Campus Community:
- Finance:
- GSA:
- Recruitment:
- Retention:
- Secretary:
- Student Affairs:
  - UC Path deadline has been postponed
  - Cap and Gowns now available
    - We are aggie pride ⇒ scholarship for helping pay for cap/gowns
- Career Staff:

### Community Updates

- ACE:
- AIRR:
  - Need volunteers for NYEC! ⇒ [tinyurl.com/NYECvol](https://tinyurl.com/NYECvol)
  - SRRC staff can log hours for volunteering for NYEC
- BRIDGE:
- COLLECTIVE:
- GAAAP:
- SAFE:
- S.O.L. y L.U.N.A:

### Announcements

- Happening now: UC Davis Decolonizing Higher Education Summit at the UC Davis School of Law
  - Workshops from 1:45-3:30pm include Pipeline and admissions, curriculum and pedagogy, culture and climate, transforming the faculty
- Lindsey reads the minutes
- Lindsey and Khanh are going to the #SpeechMatters Free Expression conference this month

**Adjournment** - Suzanne adjourns at 12:04PM