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
  - 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