



“AS Employee Student of Color Caucus Space”

**Proposed Motion: Approve having a targeted AS Employee Student of Color Caucus Space to take place during each pre-quarter staff development**

**Sponsor:** Abby Ramos, ASVP for Diversity

**Persons of Contact:** Abby Ramos

**Guest Speaker:** NA

**Date:** 10/30/15

**Attached Document**

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### **Background & Context**

This proposal is to approve the targeted event around AS Employee Student of Color (SOC) Caucus Spaces during different staff development times. During fall staff development of 2015, myself and two other AS employees created a space for AS SOC to discuss our identity in the Associated Students. The caucus space was a success and by far one of the least hostile spaces I have ever taken part in. I won't explicitly announce what was discussed during the caucus, however there was a consensus that support for SOC is not suffice. This came out of discussion around advisor treatment, personnel issues, and other treatment of employees.

With the Caucus space, we did not exclude any folks or ask anyone to leave if we thought they were not a SOC. So essentially, those who do not identify as SOC could come into the space because of Title VI and the prohibition of "closed" space on federally funded grounds. We however do ask those who do not identify as SOC to respect the necessity of having targeted spaces.

### **Summary of Proposal**

I am proposing that we implement having a SOC caucus space at every pre-quarter training for a small way that AS SOC employees can create a community within the organization. I believe that by having at least 3 hours allocated for this caucus to meet would allow for some cultivating conversation around concerns we have with the organization. This Caucus could also begin to bring forth recommendations to Personnel and the Board of Directors around behaviors happening within the AS. This space would not close doors on any students, and would not be titled a "closed" caucus space. It would not take place for reporting of harassment or discrimination but more so would be a support system for employees of color in the AS

### **Fiscal Impacts**

There are not fiscal implications

### **Rationale**

The need for an AS Student of Color Employee Caucus space is extreme. Currently in the AS there are only about 25 student of color employees out of more than 100 employees, this is a very small number of POC in the organization. In an organization that prides itself on inclusivity, not having students of color in positions, especially in offices that provide resources to students, is not okay and creates an even more exclusive environment that tends to happen in the AS. Our needs, our safety, and our community needs to be established within ourselves and cannot and should not be predetermined by policies created by people that do not look like us. This space would not kick out students that do not identify as the identity, however we will make it very clear who the space

is for and who it is meant to prioritize. This space is also a form of support for the students that take part in the caucus space because a lot of times we do not get a chance to communicate since we are spread out throughout the building and organization. By having this space we can create relationships for support.