



AS Management Council

Friday, December 4th, 2015

4:00 p.m. VU 567

- Members:** *Present:* Hannah Brock (VP for Business and Operations, Chair); Osman Olivera (AS Business Director); Yuliya Rybalka (AS Personnel Director); Jonah Falk (AS Productions Director); Griffin Crisp (AS Representation & Engagement Programs Director); Marina Price (AS Review Editor-in-Chief); Emma J. Opsal (AS Assessment Coordinator); Jordan Van Hoozer (AS KUGS Program Director)
Absent: Shiffite Awel (AS Publicity Center Account Executive 1), Dreyia Williams (AS Resource and Outreach Programs Director); Patricia Pacheco (AS Ethnic Student Center Coordinator); Spencer Pickell (AS Outdoor Center Equipment and Bike Shop Coordinator); Kelly Mason (AS Communications Director); Walter Lutsch (AS Club Coordinator)
- Advisor:** Eric Alexander (Associate Dean of Student Engagement and Director of Viking Union); Casey Hayden (Coordinator of Student Activities)
- Secretary:** Octavia Schultz (AS Board Assistant for Internal Committees)
- Guests:** Juan Galvez

Motions

MC-15-F-4

Brock called the meeting to order at 4:04pm.

I. Introductions

MOTION MC-15-F-4 By Rybalka

To approve the minutes from November 20th and November 6th, 2015.

Second: Crisp Vote: 8 - 0 - 0 Action: Passed

II. Discussion Item

- a. Brock noted that the upcoming pre-quarter workshop had been cancelled. Rybalka stated she felt the workshop that had been planned prior was no longer appropriate due to recent events on campus. She stated the Personnel Office was considering hosting a different training session, making the day a work day, or hosting listening sessions. Van Hoozer entered at 4:06pm. Rybalka stated she was unsure of how to proceed, and did not feel well equipped to make a decision. Olivera suggested implementing a process to allow student staff to provide anonymous feedback about what they wanted. Rybalka stated there was not enough time to gather feedback and thoroughly plan something worthwhile and impactful. Brock agreed that if there were to be a session held that day, it needed to be planned and done well. She cited Alexander, stating he had advised her that there was no absolute perfect solution. She reiterated what Rybalka had previously stated: there was not enough time to gather student feedback before planning the training. She pointed out the fact that the council was comprised of a majority of white members, and that the AS as an organization was primarily white as well. She stated because of that, the training should not have been based on feedback of what the majority of student staff wanted, but

should have been based on what those who were most affected needed at the time. She mentioned that in Personnel Committee the idea of an anonymous survey had been suggested. She stated if the survey were implemented, the Personnel Office would look to base the training on the quality of student's feedback, not the quantity. Rybalka stated she was concerned with the lack of preparation time to plan the training, and did not want to create a situation that made people feel more uncomfortable. Brock stated that it was important not to tokenize individuals by asking them to lead sessions or give presentations. She noted that after the training session had ended, there would have been a caucus space for students of color, but no one had volunteered to lead the session, and she did not want to pressure anyone by asking. She stated that she was in favor of releasing an anonymous survey to gather feedback that would have been implemented in the planning of a mid-winter quarter training. She noted that would allow the Personnel Office more time to plan an effective and impactful session. Gliński agreed that releasing an anonymous survey was the best thing to do. Price agreed. She stated that at the time, people were still processing and may have been unsure of what they needed or felt. She stated that giving students the survey before winter break would have given them time to process and answer when they were ready. Van Hoozer agreed with Price stating the feedback from the survey could have been applied to the mid-winter quarter training. Brock asked for clarification on whether the council wanted to cancel all training sessions on January 4th, 2016. She stated that if there was no scheduled training session, student staff members were still expected to work their regular salaried hours, or make them up the following week. Crisp suggested sending resources regarding racism and white supremacy to educate white students, along with the survey, to avoid tokenizing students of color by asking them to present or educate others. Opsal suggested, in addition, sending a guide on how to stand in solidarity with offices that individuals were not a part of. Kemper asked about the potential listening sessions that Rybalka had mentioned previously. Alexander stated that the listening sessions would have provided the opportunity for deeper growth among the AS and the Viking Union. He stated that the conversations had were not going to be easy, and that there was not one correct path, but many ways to approach and address the issues of racism on campus. He stated his hope was that the AS did not become frozen or afraid to move forward. He stated there could have been multiple listening sessions that included the staff of the AS, as well as administrative staff and the Viking Union. He noted that it was important not to get caught up in pointing out what was wrong, but to focus on how to move forward and fix what was wrong. He stated the listening sessions should have coalesced around a broad group of students and staff. He declared it was important to differentiate the Associated Students' response to the recent hate speech and threats from previous responses to problematic behavior on campus. Hayden stated that when issues arose with in a power structure, the power structure needed to listen. Falk agreed with Hayden that power structures needed to listen. He asked Alexander for clarification on what the AS had done to address problematic behavior in the past. Alexander clarified that he meant if the AS returned to normal operations and moved forward unaffected, the organization had made a mistake. He stated the AS needed to establish a new "normal". He stated it was crucial not to become trapped in a moment of despair, but to move forward with change. He noted it was the responsibility of identities of privilege to put the work in to create change. Brock stated that previously, trainings had been decided upon solely by the AS Personnel Director, and that bringing the discussion to Management Council took some of the pressure off of the Personnel Director to make decisions that impacted a large number of people. Price stated that trainings needed to be more feedback based. Brock stated that the date of the training needed to be moved back, and that it was not going to be a formal training, but a discussion or workshop. She stated she was unsure

of who specifically should have hosted the listening sessions, but that is should have been people in positions of power or authority. She stated that the session needed to be optional for students of color. Falk stated that he felt there was often the issue of tokenism within the AS when asking people to lead presentations or discussions. He stated people should have been asked for advice based on the position they held within the organization, not any identities that they held, and should have been asked for advice, not to lead or present. He stated that the AS VP for Diversity was an example of a position that would have been good to seek advice from, because of the nature of the position. He mentioned that the AS Productions Office had been talking about the large amount of privilege on campus and within the AS, and the staff of that office had been wondering how to help those affected by racism on campus. He stated it was unfair to expect people of color to educate white people on those issues. He stated the focus should not have been on people of privilege, but about how they could support people of color and educate other people of privilege, without polarizing the two sides. He stated that complacency was a dangerous road. Brock agreed, stating that even asking individuals for advice based on position could have been tokenizing if they held the identity they were being asked to speak on. Hayden stated that the listening sessions could have been held by listeners from multiple power structures, and those listeners would have been available to answer questions. He stated the power structures needed to open themselves up for questions and listen. He noted that the listeners could have included student staff in positions of power. He stated there was a need for people of privilege to understand and wrestle with their privilege, noting that something could not have changed if it was not understood, and that the AS was a heavily bureaucratic and political entity. Rybalka stated she was personally in favor of making January 4th a normal workday, and postponing the training to a later date in order to plan it more thoroughly. Olivera agreed. Brock also agreed, noting that postponing the training was not caused by a lack of urgency to address the recent events, but to provide more planning time. Crisp insisted that the resources previously suggested were provided to staff on the January 4th workday. Brock stated she would send an email to staff the following week. Alexander noted that it was important to have difficult conversations to address the problematic behavior on campus, and that it was more than an intellectual exercise of how to respond, and that action needed to be taken. Brock agreed. Alexander reminded the council that privilege presented itself in many different ways. Falk mentioned that because the threats in question were made through an anonymous online platform, asking individuals to submit feedback via an anonymous survey may have been problematic. He suggested establishing a drop box at a set location on campus open for students to give their feedback anonymously but in person. Rybalka stated she would think more about that and begin planning over the following week. Kemper suggested still using an online form, but having that form filtered through the Personnel Office to monitor responses. Rybalka stated an OrgSync form was possible. Brock thanked Falk for bringing the potentially problematic use of anonymous media. Opsal stated she felt it was important to resume focus on accountability within the AS. Olivera agreed, noting that the AS Business office had recently implemented a feedback system that allowed student staff members to submit complaints and feedback about the office. Hayden inquired who would author the survey that was being suggested. Rybalka stated the staff of the Personnel Office would most likely create the form.

III. Adjourn

Brock adjourned the Meeting at 4:56pm.