

Board of Director's Meeting
February 10, 2008

Check-In:

Program	Present/ Not Present
KAMP	-
CUSN	X
CHALE	-
UMOJA	X
ASF	X
MC	X
Rainbow	X
SUA (COD)	X
Justine	X
Ruel	X
Empee	X
Terisa	X
Anna	X
Mark!	-
Danielle	X
Orale	X
Gente	-

Staff Reports

CUSN: What is going on with EPC?

Ruel/Empee: What's going on with EPC goes around with strategic planning and since that hasn't been resolved we remain at the pre-planning stages.

CUSN: What happened with Michelle Wittingham?

Empee: Was trying to reiterate examples of how callouts

CUSN: How is care councils?

Ruel: Met with CARE 3x last quarter and this quarter. Funded all of them this year from women's center, cantu center, and resource centers. Tried to fund directly benefited student aspect of the program. Funds zeroed out. Approximately funded 10-12 programs.

CUSN: How were the open houses?

Danielle/Justine: Had a meeting with approx 7 people that showed up on a thurs night. Brainstormed ideas like brown bag discussions and topics of what to do. Wanted to talk to outreach about SIO weekend. Political education event ie. Retreat activity. Committee wanted to see more ethnic org joint events. Informal process for deciding on events.

CUSN: Would request that staff reports discuss what's been done and what hasn't been done and critiques of what could be improved instead of just what staff would like to do. Also include more detail.

Proposal:

\$450 with deduction from water and balloon arch. About 30-35 people went into e2 to get discount tickets. 70-100 people attended.

Soly motion to fully fund, Laurent second.

Vote by consensus [Laurent, Soly, Ann, Exaber, Chelsea, Krizia].

Proposal II:

Support for photocopies from the center for retention programs.

Money used from carry forward

Jackie motions to fully fund, Chelsea second.

Vote by consensus [Laurent, Soly, Ann, Exaber, Chelsea, Krizia].

Strategic Planning:

Keep people accountable for this commitment.

Breathing and looking into the eyes activity.

Goals: Want to identify things that will make things better and agree. Identify holes in strategic planning and agree on the next steps.

Strengths: Identify strengths after drawing the body. Diversity, extensive humor, resources, etc. of e2.

Weaknesses:

-Umoja: sometimes the physical space of the center can be unwelcoming to new students. If you're not involved already then no one is excited you're here.

-CoD: e2 disconnected from the campus community. People don't know what's going on in other communities. E2 home to make things happen, not a separate entity. Wouldn't want to go there if ppl not from your community there.

-Programming Coordinator: Not enough ppl from every community feel safe in the e2 space. Want to come and feel welcome but they don't.

-Co-Chair: Hard to realize where ppl are in the larger political atmosphere. When you look into issues beyond this campus it's hard for us to cater to community on campus and understand larger issues in our community back home. Petty things that prevent us from understanding needs of our community and looking at bigger needs we have and address them. Ie. High school students that are going to jail or going to die bring them to college.

-Webmaster: If you're not staff or BOD you don't have any say in the center. For people that didn't get the position and are a valuable person can't get invested to center. Loss of experience and organizers which is a loss for the center.

-Co-Class Facilitator: People not feeling like they can be a part of the community if they're not staff. Unless they're a volunteer for the program they cannot be involved. It's hard to stress the point that we're more than an outreach and retention center but it feels like it still is.

-ASF: Staff members aren't able to vote. Feels their vote should count too.

-Programming Coordinator: Lack of communication. When BOD or staff do not show up for a reason and if it's not communicated it is bothersome. Also lack of communication by not talking about issues people have.

-Co-Chair: Community not making an effort. It's not only e2 job to make a safe space and step out of comfortability and make the step.

-Motivation Conference: Lack of representation in the e2 space. Ie. How come I never see this program in retention or in the center? Not around as often and who are they and why aren't they there?

-Rainbow Theatre: Lack of mentorship for new coordinators. Coming into e2 wasn't told what it was but found out about it on the retreat. Stems into a larger issue of communities thinking e2 is only a funding pot. Has to do with what our priorities are.

-DHE: Understand where ppl come from as not feeling comfortable in the e2 space, sometimes it doesn't feel comfortable to myself but this space is for everyone after going on retreat.

-CUSN: How often do we go out and outreach to our own community here. Going into front of dining halls or tabling in the quarry. Little or no time to focus on issues currently present, where are those discussions? How are we contributing to students on this campus?

-Office Manager: Emphasizing our commitments and accountability to those commitments.

-Organizing Director: More programming for at risk youth.

-Orale: We program for our events but we never do things somewhere else centered on campus that educates about e2. Never outreach to the bigger campus and support from all individuals on campus. Educating people about the center.

**Toothache: Identify and get to the root of the problem so the organization doesn't die off.

Negative	Positive
<ul style="list-style-type: none"> -Talk trash about issue -Passive aggressive and shutting down other solutions -Deny responsibility -Put it off/ not deal with it -Blame -Not addressing the appropriate person -Personalizing the issue -Not making connections of problems with systemic things -All talk no action -Assume change happens without action -Focusing on negative things and not putting forward solutions -Assuming wrong intentions -Shutting people down -Avoid instead of problem solve -Telephoning -Taking things out of context -Not addressing person -Avoiding a person/group -Take things out of context -Be secretive 	<ul style="list-style-type: none"> -Self reflecting and re-assessing why your in the job your in, and recommitting to work -Remembering the great things a person has done -Bringing it back to the bigger picture and put the person and the relationship back into context -Heal but continue working -Affirming the person's value -Seeing everything as a lesson to be learned -Helping problem solve and brainstorm solutions together (ie. Pose a solution! Or ideas of how to get to one) -Try to understand them -Take some space -Self reflect so you don't make someone feel the way you've been treated before -Confront them one to one or ask someone to mediate between you two -Address someone in a private area -Keep in mind to be critical of everything you do -Use critique as a tool -Address the negative with a positive -Avoid gossip -Deal with issue immediately -Confidentiality/Squash it -Assume best intentions -Challenge yourself to step out of comfort zone -Making a connection to the issue -Take the time out in your organizational meeting to address the issue -Ask questions! No such thing as a dumb question -Creating a safe space to ask questions and bring up issues -Challenge the idea not the person -Recognize that your being passive aggressive -Clear communication (affirming that ppl get it, ask for it back in their own words) -Understanding responsibility to role for

	<p>solution</p> <ul style="list-style-type: none"> -Be clear about the issue so you can figure out who can take responsibility -Realizing issue is for the betterment of the center and not just against you -Use “I” statements to not generalize -Duty to pass on lesson -Being vulnerable -Don’t be afraid to admit mistakes -Ask for help -Prioritize work -Taking responsibility -Keep people accountable -Plan! -Goal Set -Delegating Tasks -Following up -Reassessing goal -Patience with self and other people -Putting things on the table, transparency, work through it as the group
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Trying to have someone’s back while still trying to do his or her own things is a challenge.

Move Forward Agreement:

Goals: Leave with agreement o meet again with 3 objectives

- ID issues to address as e2
- Develop systems/processes to address issues (current and future)
- Practice (learn) skills to work through conflict

Commit to doing homework

-Ask for, learn, seek and BRING BACK tools for dealing with conflict working through issues

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****Have faith in each other that the best part of each of you will come out when you work together!! Be patient and take it step by step.**