

e² Board of Directors Meeting: October 28, 2007

1. Intros/Check-in (30) min.
 - a. Name year and program and how was the board of directors retreat for you.
 - b. ASF-Exaber: Really helpful to understand what Board is
 - c. ORALE-Marc: Amazing in learning from e² was helpful in understanding what e² was about especially since he did not know what e² was about.
 - d. CUSN-Laurent: Enjoyed the retreat and learned a lot
 - e. Webmaster-Justin: Amazing to get to know all of BoD and Alumni
 - f. MC-Krizia: Always wanted to meet the SOAR director and alumni of e² and found it really interesting knowing the hate incident with the ASF participants
 - g. GENTE-Cynthia: Getting to know everyone and the workshops were really good. It was really cool and happy to be a part of e².
 - h. RT-Chelsea: thought the retreat was dope. Meeting alumni was great and the food was good.
 - i. Umoja-Anne: Really enjoyed the retreat it was very empowering.
 - j. MC-Anna: Meeting everyone and seeing old and new faces. Meeting the alumni was great and her cabin crashed the alumni-planning meeting.
 - k. Co-Chair-Ruel: Thought it was great that everyone saw that board is more than a structure but a relationship. Everyone became more motivated and realizing the bigger picture of e².
 - l. Co-Chair-Emps: The retreat was really good and saw that the workshops were really great. Seeing alumni was great and hearing the story inspires me more and more every time I hear it.
 - m. Class-Terisa: The retreat was really empowering and to put names to faces of alumni and after coming home I just felt really passionate about the work that we do and it made me realize that I need to work on myself to channel that passion. Learned a lot about the different communities and felt that it was really great that the alumni keep coming back and facilitated the retreat.
 - n. CoD-Solymar: Excited to be a part of an organization that is doing something about diversity. Heard a lot of good things and that it was amazing.
 - o. SOAR-Sayo: Thought the board retreat was really great and the participation was really strong. It as a great start for this year and ready to take e² to the next level
 - p. DHE-Jackie: The retreat was good and felt inspired afterwards.
 - q. e² programming-Justine: Very fun and informative.
2. Community Agreements (20 min)
 - a. Typed up everyone's poster and the ones that everyone is looking at in their binders are the ones that received dots from the retreat. They are in ascending order from most dots to the least amount of dots.
 - i. Question on Respect and why it is broken up.

- ii. Question on updates/no body left behind.
- iii. HALT: Acronym (Hungry, Angry, Lonely, Tired) being aware of folk's feelings/reasons for not being able to contribute as much.
- iv. These are the agreements that will help us during our meetings and help us deal with each other when things get hard.
- v. Doing a quarterly check-back with folks to see how folks are doing if these agreements are still great for folks.
- vi. Adding to the list that it is okay to get up and get food during the meeting as long as it is respectful.
- vii. Everyone agrees to the list of community agreements.

3. Strategic Planning (45)

a. Presentation by Paulina: how to grow e^2 and develop a new University. Facilitated by Deb Moy who has been a facilitator of e^2 for several years. We went over our e^2 goals and vision and accountability to the student body (not forgetting that the referenda is what gives us the resources to do our work). (The vision and goals are in the binder.) Discussed how we are/are not working toward our goals. The process was not finished; we still next supposed to create "smart" goals, which would be the steps to achieving our goals. We want to start this next step to make goals and hold ourselves accountable and invested; to make sure the "pipeline" happens which connects outreach to retention to graduate school.

i. Discussion: New World Paradigm concept was introduced which talked about education being an awareness of what is going on in our communities. Holding ourselves accountable to our communities. Leo and LaTrice gave a good orientation to e^2 . Crucial to showing how we are being accountable for the CARE funds; important to finish. The strategic planning was helpful and important to the completing the Chancellor report; now we need to make these concepts concrete.

ii. Next steps: Recommend that we proceed ASAP. Important to take back to the communities: decide whether to bring back Deb Moy and whether to set aside some time to do this. Urgent to address in order to help secure CARE funds and to address the crisis in K-12.

1. Discussion: Need to take it to the next steps. These are important to staff work too; e.g. guiding summer staff work. It seems there is not enough time to do research on community issues. Perhaps those that are able to commit the time can come back with some ideas/proposals. Would this be inclusive of the whole community? If they bring it back, yes. Or delegate to the BOD; it is our job?

a. Round robin on preference: *it is part of BOD's responsibility. *If BOD came together and developed it more and task forces could follow up. **I like it structured; task forces/focus groups. *Bringing in other people to grow. Have group that meets regularly. ***Agree with task force but

worried about time commitments. ***Confusing; hard for new people to talk about goals in a meeting. People need to have a fire in them; need to be educated. *New people are good to include, but also old people who have shown the commitment and have the knowledge. *All do it together and split into groups. Alumni are crucial because they have that knowledge. *Strategic Planning is to have agreements with ourselves; collaboration more; agree on what we can accomplish together. Goals are concepts that give direction for what we do. *Difficult because new people are coming in and they are given the tasks. This will be discussed again so people understand it more. *Strategic planning processes usually use a staff to collect information and bring focus groups together. The important thing is for the BOD to have good information to make good decisions. *Need to get on board to get this going. *SP is important but hard because people are usually focused on the immediate but SP is about the long term. May be frustrating so need to know what it is. *Excited about it because it is about the future of e². *A progressive way to plan and like the task force idea. ***Propose that at the next BOD there is a presentation and proposal of possible processes. (Thumbs up.)** **Important for people to prep; read the binder notes. Educate yourself, as in one of the community agreements. *A lot needs to be explained about why things were done and why.

4. Break (10 min.)

5. Staff Reports

a. Process for knowing about Staff Reports the choices:

1. Written only ✓✓✓✓✓
2. Spoken and Written ✓
3. Written and only co-Chairs spoken ✓✓✓
4. Spoken only

ii. Decision to go with choice 1.

b. Co-Chair Reports:

- i. Ruel- September: preparing for statewide coalition. Meeting with UCSA on the Action agenda of institutionalizing SAPEP funding. Went to SSTOC. October: Attending a facilitation workshop at Community At Work and BoD retreat. Continuing to work on Coalition work and starting to prepare for the CARE allocation meeting.

- ii. Empee-September: Came in early to start organizing and researching older binders from previous co-chairs. Typed up older posters and documented worked done in the past. Meetings with Women's center and EPC and the Chancellor Meeting and an SUA meeting. This year want to accomplish having a stronger bond with the Staff and BoD and will be continuing the BoD check-ins and have weekly check-ins with Sayo and Pau. Also participated in the SIAP coalition work. Spreading the word about e² and making our presence known. Filling the two staff positions that still open. Preparing heavily for BoD with the binders.
- iii. Comment: What were the results of the conferences that you went for the UC Student Initiated Academic Preparation Coalition meetings:
 - 1. Preparing for the year and appointing folks to be point person and setting dates and no resolutions passed. UCSD opening up their center. Also developing the proposal for the SOCC conference and raising awareness about what the UC SIAP coalition is and what they do.
- c. Mark's Proposal:
 - i. Presenting proposal to justify his pay this quarter even though he will not be on campus but on his field study in LA. As of now Mark is enrolled as a student but not physically here because he is on his field study. Many of the things that he needs to do for his position this quarter does not require him to be here on campus for example outreach materials, and looking into new readings. Does plan on coming up to campus a couple times throughout the quarter to meet with Terisa and meet with the faculty advisor and will continue to stay in contact with the co-Chairs. One thing that will not work out is actually doing outreach for the class because he is not physically here. As of yet, has not been at any of the staff meetings and still trying to see if he can do conference calls to follow-up with Staff.
 - ii. Questions:
 - 1. RT: would you be willing to receive credit instead of pay?
 - a. Deadline passed to apply for just credit.
 - 2. DHE: The only difference is that you are not here but would you still be doing the same amount of work?
 - a. Yes, basically but will not be able to do the outreach.
 - 3. MC: What are you doing in LA?
 - a. Research for his field study.
 - 4. Umoja: Is there a timesheet that you would fill out?
 - a. Yes and I faxed that in and I also did the login sheets.
 - 5. ORALE: Is there any way that you cannot get paid as much as Terisa since she is here and doing more work>

- a. That is up to the Board.
- 6. DHE: So if you are going to be away how do we know that you are actually working and not making up hours?
 - a. Simply by having consistent communication with Terisa and the Chairs.

iii. Discussion:

1. CUSN: How does the rest of staff get paid?
 - a. There are login sheets and timesheets and they get paid by the hour.
2. DHE: How does Terisa feel about this situation since she is actually here and doing the work?
 - a. Terisa: I think that we really need to be looking at the hiring process and make sure that they can actually are here to do the work and there is more accountability. I mean if he wasn't gone we could have started the class this fall quarter.
3. Making sure that he sends detailed login sheet of what he actually did so showing what readings he did and how many pages he wants to contribute to the class.
4. ORALE: Is there any way possible that we can have someone help Terisa out in the office until he can come back?
 - a. Justin: The problem with that is that this is Mark and Terisa's class and if you have someone come in and decide it would be awkward.
5. Looking at what he can actually do while in LA would be good and then hiring someone part time to actually help Terisa.
6. Looking to create some form of accountability format that the co-Chairs can do.
7. CoD: Hiring someone to just do outreach since he stated that is the only thing he can't do. I also feel with Terisa that the class should be offered every quarter and that in the future not hire anyone who would not be here all three quarters. **I propose to get Mark Lopez paid but not as much as Terisa and that we not hire anyone in the future who cannot commit to being here.**
8. ORALE: Is it possible to do a cap for Mark since Terisa has to come in to do work and I don't see it fair that Mark can work from home and Terisa has to come into the office?
9. Subtract the office hours from his pay?
 - a. Ruel: That would be fifteen office hours.
10. Maybe having him be on the conference call to count as office hours.
 - a. But that is only 1.5 hours.

11. Mark acknowledge that he would be doing hourly work and maybe we can do what Marcelino suggested as capping his hours and using the money left over to pay someone to do what he can not.
12. Having Mark set up hours that he can be contacted and do e² work. I personally want to allow him to get paid for the work he is doing, but the accountability issue is still a big issue.
13. This will be the last time that folks will be allowed to be gone and still be paid.
14. To move on decide whether we pay him or not and what stipulations there should be.
15. Ask past class coordinators about these proposals?

iv. **Proposals:**

1. Pay Mark in Full for his position and have him submit a schedule for “on call” and hiring and intern for pay/credit just for outreach if needed. Plus requiring Mark to submit a detailed login sheet.
2. Pay Mark in Full and have a detailed login sheet and submit a schedule for “on call” but no intern.
3. Roll Call:

Program Name	Decision
ASF	1
DHE	1
ORALE	1
MC	2
GENTE	1
RT	1
CUSN	2
Umoja	2
Chale	NA
Kamp	NA
CoD	1

*Board being a communal space will be committing to the outreach of e² class.

****Decision: Proposal A passes: Mark will be getting full pay for his position and will be required to submit detailed log-in sheets as well as a schedule for “on call” office hours****

6. Timelines (30 min) (Tabled)
 - a. Staff will be submitting timelines electronically and having BoD submits feedback to the group.
7. SIOC Rainbow (5min)
 - a. Have all the SIO coordinators meet after the meeting.
8. SOCC Proposal (20 min)
 - a. See funding proposal.
 - b. Presentation:

- i. Statewide Student of Color Conference: Focusing on building a statewide community and how to organize students of color on different issues going on.
- ii. Cost approximately for the entire conference right now is \$25,000. Right now we have 825 people that want to come out to the conference. On a first come first served because we don't have the capacity to have 825 on campus only to host 700 max numbers of participants.
- iii. Trying to make it as low cost as possible and making sure that everyone has the opportunity to come. Haven't been given a lot of support from Administration and Alma is helping with \$500.00 and trying to lower the cost of the fees.
- iv. There will be a high school track and a grad track so the conference is open to everyone. Looking to move SOCC away from UCSA as being the only sponsor because we want to make this conference open to everyone not just UC students.
- v. Requesting for \$2,000.00 from e² so that amount is different from the one on the proposal.

c. Questions:

- i. How much money does the conference have right now?
 - 1. Around \$12,000.00 and are expecting \$6,000-\$7,000 from registration.
- ii. What will the \$2,000 be used for?
 - 1. It can be up to the board if you want to sponsor a speaker /meals or anything else just let us know.
- iii. Is there a deadline for when folks have to pay for their registration if they are intending to go to the conference?
 - 1. Looking to do an inter-UC money transfer. But it will take as long as paying the day of the conference.
 - 2. Will be collecting checks at the door.

d. Proposals:

- i. I propose to fully fund SOCC \$2,000.00

e. Decision:

- i. **Passes by consensus to fully fund SOCC \$2,000.**

9. Check-out What kind of food you would want at the next meeting:

- a. Emps: CREAM Puffs
- b. Terisa: Bananas
- c. Mark: King Taco
- d. Exaber: Café Brazil
- e. Marcelino: Good Mexican food
- f. Solymer: 1:30 round of chocolate
- g. Laurent: Rotisserie chicken
- h. Flori: Raspberry Ice Tea
- i. Anna: Coffee
- j. Krizia: Bottled water
- k. Cynthia: Ice cream

- l. Chelsea: Assorted veggie things
- m. Jackie: Turkey wraps
- n. Anne: chocolate
- o. Justin: Doughnuts
- p. Justine: Homemade Mac and cheese and artichoke dip and chips
- q. Sayo: pass
- r. Pao: ice cream
- s. Ruel: Café brazil soda