



No. 14 | February 27, 2020

- I. Welcome
- II. Workshop by IME
 - A. Angela: Been a lot of conversation leading up to this. Reminder, everyone is welcome in the IME Office.
 - B. Topics:
 - 1. Systems of oppression
 - 2. Impact of microaggressions
 - 3. Implicit Biases
- III. Legislation
 - A. Cas: Motion to move up in agenda
 - B. SR002
 - 1. Cas: Emma is here, she helped write it from the USLC
 - 2. Emma: Short term goal is to get a raise and better working conditions for phone-a-thon student employees, but also want to expand these roles to the greater student body. It would be great to have support from ASLC.

3. Mikah: There is no President of Undergrad, just President of College
4. Jady: Can you expand on the unsafe working conditions?
 - a) Emma: I work in Phone-a-thon. A large part of the labor is emotional labor that is not in our job description. When calling, we're often dehumanized and deal with comments like "hope your family dies and goes to hell," people's personal identities are attacked. We're not allowed to stand up for ourselves, and it makes students feel unsafe.
5. Abdo: What would ideal conditions look like?
 - a) Emma: Our main goal is financial recognition, we deal with a lot of emotional labor and aren't properly compensated. We could better sustain our livelihoods and make the conditions more livable.
 - b) Abdo: Followup, what does that look like?
 - c) Emma: Livable wage.
6. Hope: Wondering why Resolution says just supports Phone-a-thon workers in the title when it outlines supporting everyone. Also should and a line about disabled student workers having to work in spaces that actively reject them.
 - a) Emma: I totally agree, we have student workers with chronic pain that are expected to work for 4 hours, staring at a computer, with only a 20 minute break.
7. Quentin: Clarifying, phrasing uses "our" sounds like it's coming from ASLC, rephrase to "their" or "student worker". Also, in the ad hoc section, could it be in the college?

- a) Cas: For ad hoc were you thinking one formed by the school or ASLC?
 - b) Emma: Not sure about the difference
 - c) Shannon: ASLC just happens here by us, faculty have standing committee and Bruce can form a temporary one
 - d) Helen: Might make sense to have it under Student Life not Faculty.
8. Erin: I understand compensation for emotional toll, but do you have support or debriefing in the office?
- a) Emma: That is my job, I'm a supervisor (callers, leadcallers, boss). Shelby doesn't stay the entire time. Supervisors are responsible for maintaining the atmosphere. Sometimes people are too upset to continue and I have to pick up the conversation.
 - b) Erin: Is there anything additional we can do? That's not fair you have to deal with all that as students.
 - (1) Emma: We definitely feel like therapists, we're dealing with a lot of emotions. I would have to talk with the other leaders about what that would look like.
 - c) Cas: I think our goal is to show support for their negotiating while they work things like that out.
9. Roland: Confused about the breadth, it recognizes certain groups, but not all. If it's for everyone, why certain groups.
- a) Hope: I think to give examples of the issues not address all the problems.

- b) Cas: I think the mobilization has just been through Phone-a-thon, but it's meant to continue support for everyone.
10. Jeremiah: Just a reminder before we move forward, you can write multiple resolutions about one topic. Also think about who it can go to, literally anyone. From the job supervisor to the US President.
11. Fabi: I know this is fairly recent, is the school recognizing it as a union? Do you see each major student worker position represented?
- a) Emma: I don't know a lot of the logistics or language, our goal isn't to be nationally recognized though. We would want representatives from every student worker group eventually.
12. Fabi: Has there been attempts to make these spaces more accessible
- a) Hope: They have to under ADA, but the campus is so behind that it doesn't even matter.
13. Stephanie: Seems to attack a lot of issues, would it be beneficial to break them up?
- a) Cas: I don't think there's any harm combining it. It recognizes all the work done by UNLC and shows our support for all the issues.
- b) Emma: We're trying to express solidarity for all student workers. I think once we're off the ground I could see us creating specific representatives and such.
14. Roland: One fear is that the current structure isn't super clear why specific examples have been chosen. I think the student body may be confused about who this is about and if there is exclusion. It hits a lot of really good points but isn't cohesive.

- a) Cas: I think it highlights Bon and Phone-a-thon but also includes united phrases. Could add “these are examples”
- b) Roland: I feel like it just reads that these are the only issues and I want to make sure the message is strong and clear.
- c) Jeremiah: My advice, are we supporting unionization of Phone-a-thon or all student workers, making the message clear.
- d) Emma: There are different specifics for each job, but overall collective struggles. There are all similarities across all the jobs and should be solidarity among all student jobs. These specific examples speak to greater themes.

15. Zoe: How does it get sent out

- a) Jeremiah: Email with a PDF

16. Stephanie: I agree with Emma about them serving as examples, but had the impression we’re just addressing Phone-a-thon.

- a) Cas: Highlighting it because they have taken strides to address this, and encouraging others
- b) Emma: Could state that future resolutions will come, I’ve talked with other student workers who want to be involved. However, I don’t want to speak for them because we haven’t fully flushed it out. For now, this is what I know well.

17. Erin: Could we get a statement from the Phone-a-thon workers to include with this so there is a greater emphasis on our message. Sets the tone for how serious we are, and working collectively.

- a) Emma: Don't want to speak to everyone, but I have a feeling we would be interested.

18. Amatullah: I like how it's written now. Downside to splitting up is that people may be less willing to read multiple documents, may also look scattered.

- a) Cas: That was a big push at the rally, administration said they would have individual slots for people to air their issues, but they wanted to be represented and heard as a group.

19. Jeremiah: The Auditor is here, good opportunity to request research on student working conditions.

20. Jady: I was confused about the specific conditions, I would write it out more explicitly. Also will need to be addressed at an institutional level. Maybe also include faculty and staff, many are underpaid

- a) Emma: Been meeting with Staff Union representatives, it has been more than casual conversation. Also working with the Industrial Workers of the World Union.

- b) Cas: Also afraid to make too broad, harder to address

- c) Jady: I think just creating a larger conversation in ASLC

- d) Emma: We also don't want to be nationally recognized, the staff is and I think faculty would want to be nationally recognized too. We feel our jobs are too temporal for that. I think we have different greater messages.

21. Zoe: Maybe more effective to send physical letters to administrators, emails can be ignored.

- a) Emma: I agree with that, a lot of conversation so far has been over email
- b) Helen: You could also hand deliver

22. Stephanie: Can we wait to add more examples, include others?

- a) Cas: I'm afraid to put it off, then it starts to get forgotten
- b) Emma: We want to emphasize that people care about this issue right now

23. Harold: Phone-a-thon is under Institutional Advancement which is headed by Josh Walter, would also include Human Resources

- a) Mikah: Is there a reason Shelby isn't included?
- b) Emma: We've been talking to her but it's already gone over her head. Those above her don't even decide wages. We've been talking to Josh but he isn't responsive.

24. Roland: I agree that we should pass one, but if we are I want to put more work into this. Our handout on white supremacy talks about rushing things and getting visible results, I want to make sure we put really good work into it (on top of what's been done). I just want it super thorough and thought out without pushing it off. Nervous about making all the edits within the hour.

25. Amatullah: There is power in momentum, I feel it's a great resolution. I don't think wording really matters but more the energy and essence of the message matter. It will still be the same message, why not do it to jump start movement.

26. Helen: Usually resolutions include names after positions to make it more personal. I agree with both Amatullah and Roland so you can override Jeremiah's time limit.
27. Jeremiah: You can vote on it tonight, reject it rewrite, table it, saying no doesn't make it go away.
28. Fabi: Can there be an open clause, like there will be more to come, open for future conversation?
- a) Allison: You're Senate so you have freedom, you can pass more resolutions if you want.
 - b) Jeremiah: Speaking from experience you may need to send multiple just for the sake of attention.
29. Emma: Thank you all for listening to us and me, I hear your concerns about wanting to work out the kinks, however, we're right in the middle of negotiations and we're dealing with a lot of intimidation from the administration and I think support would be extremely powerful.
- a) Roland: That's helpful context, since we want it to be all encompassing but also support the Phone-a-thon initiative, would it be more helpful to send out a more narrow resolution. Acknowledge work that has been done by Emma but also that we support these issues as a whole.
 - b) Cas: If people are getting stuck on Bon part we can delete it.
 - c) Emma: I'm comfortable with that
 - d) Fabi: We can agree to address it after this resolution
30. Frances: Straw poll on tabling. (didn't happen)

- a) Roland: I think some structure needs to be flipped. Start broad and narrow down. Want to be clear I don't want to axe the Bon part.
- b) Emma: That wouldn't necessarily negatively affect us but wouldn't help us. Can't give timeline, but yeah.
- c) Jady: I think it should state we support this specific negotiation but will help future student movements.
- d) Frances: I think it's important now and need to get it done.
- e) Helen: Another option (not that you have to choose it) but you can call an emergency meeting before next Thursday. If you do table, work on it outside of the Senate.

(1) Zoe: Last time we did, not a lot of people attended

31. Motion to table

- a) All: nay
- b) Roland: oi - Urgent to now, but want it well done, I have conflicting interests

32. Amatullah: Can we collectively edit it

- a) Jeremiah: I recommend suspending rules of order and working on it now.

33. Straw poll on working now:

- a) All: aye
- b) Zoe: I'm comfortable now
- c) Roland: Emma, are you comfortable with it now

(1) Emma: I think it would be more helpful than harmful. I don't know what harm it would do, help with momentum. As Phone-a-thon currently negotiating, we need it now

34. Motion to vote:

a) All: Aye

C. Olivia: Motion to add SB013

1. Elizabeth: Important for the EIJC election, opens it up to more people with comparable experience. Also adds a committee within EIJC that is responsible for allocating grants.

2. Motion to vote

a) All: aye

IV. Discussion on systemic barriers committees