General Body Meeting

8.30.17 ~ KL 232

Agenda

- Introduction
- Presentation: How to Establish a Board of Directors (Yesenia Curiel)
- Updates
- Announcements
- Next meeting

Meeting begins at 11:41am

Introduction

- Name
- Department
- Years at UC Merced
- How do you identify as a person of color?
- How do you express your cultural identity?

Presentation: How to Establish a Board of Directors

Presenter – Yesenia Curiel from CARE Office
Presentation available online

What is a Board of Advisors?

- A Board of Advisors is borrowed from the non-profit sector
  - A collection of allies, mentors, and sponsors who guide and support the direction of your professional growth
- Definitions
  - Ally ~ A person who provides knowledge, experience, emotion, social or practical help
  - Mentor ~ A person whose primary focus is to coach you and develop your skills and strengths
  - Sponsors ~ A person who actively vouches for you, name-dropping, connecting to potential opportunities, with significant influence. Actively distributes social capital
- A Board of Advisors will do the following:
  - Expand your perception of what you can do
  - Connect you to opportunities and people
  - Advise you on appearance and presentation
  - Give career advice

Identifying your Network/Board

- Do an inventory every year, preferably around your end of year evaluation
- Don't exclude people from your Board because of their positionality; all positionalities bring valuable input and resources
  - Friends, former colleagues, affinity groups, professional organizations
- Be in a position to meet with allies, mentors, and sponsors
  - Volunteer to go to conferences (to be visible)

- o Ask what support you can provide to folks, even if they are a senior to you
- o Be clear of the mentorship/sponsorship capacity they have
- o Take opportunities to join professional networks
- o Connect with university alumni (LinkedIn)
- o Reach out to people with positions you see yourself wanting in the future
- o Acknowledge that those at your same positionality and those junior to you might have helpful connections or insight that will keep your thinking fresh
- Invest in the relationship with your sponsors
  - o Set and disclose your goals (they can't vouch for you if the goal is unclear)
  - o Ask for feedback and guidance; offer the same in return
  - o It takes time to get that person to understand your career goals (may take more than a year to move from mentor to sponsor)

Developing your Goals
- Identify where you want to be professionally in 5, 10, and 20 years
- Identify how much you want to earn
  - o Women and POC tend to not ask or negotiate. Prepare for the negotiation with a mentor or sponsor and do mock negotiations as practice
- Prior to meeting with a potential supporter, create a plan and include overview of achievements
  - o POC tend to undersell themselves... key players need to know how you are a valuable person
  - o End of year evaluations and self-assessments are a great time to keep track of this
- These board of advisors have historically been a tool for "old boys clubs", and may come easier to some folks. As POC, we must initiate the contact to challenge institutional barriers, but a Board of Advisors is attainable and valuable for us

Handouts distributed
Handouts available here!
- How to engage a mentor
- Be your own best advocate
- Professional narrative worksheet
- OARRS – outcomes, agenda, roles, rules

Other Resources
CORO
CAMP

Updates

Brief History of Staff and Faculty of Color Association
SFCA started last November when Yesenia Curiel and Le'Trice Curl began reaching out to address need for an affinity group. Initial connections were made via personal contact, since an email list did not exist. The Leadership Team has been meeting since last November, having dialogues about the direction of the group. We have recently created a draft of bylaws for the Staff and Faculty of Color Association and are hoping to have a retreat to solidify SFCA's Mission, Values, and Vision by mid-semester. We are being

intentional in our wording for meetings and socials, making a clear distinction that SFCA events are dedicating to creating safe and supportive spaces for staff and faculty of color.

Membership Application
There is a new General Membership application, available online. Please answer the questions as best as you can, as these are reviewed to assess the current needs.

Current Leadership:

Position	Staff/Faculty
Chairs	Le'Trice Curl
	Yesenia Curiel
Co-Secretaries	José Martínez
	Kisha McGuire
Treasurer	Yazi Navarro
Co-Chairs for Outreach	Armando Contreras
	Christopher Ramirez
Chair for Fundraising	Angie Salinas

Current Culture in SFCA
SFCA is the first multi-ethnic affinity group among UC associations. The Leadership Team wanted to start off as general as possible with the hope of eventually branching off into different groups to address the specific needs of the identities within SFCA.

Each introduction activity we do asks folks their racial/ethnic/cultural identity. This is asked intentionally to facilitate the process of identifying SFCA as a safe and supportive space (a priority that SFCA members have identified in the past).

Funding
In April of 2017, SFCA Leadership applied for a Diversity, Equity, and Inclusion grant through the Office of Campus Climate. We were awarded $4100 to provide food at general meetings, bring in speakers for professional development, and to host a strategic planning meeting/retreat within the 17-18 fiscal year. Funds are accessed via an agreement with CARE's ACT designees.

Retreat
The retreat was tentatively planned for September, but coordinating with a facilitator that has a background of working within a social justice framework has been logistically difficult. The tentative date for SFCA Leadership retreat is mid-October. We will be as transparent as possible about our process on creating a mission, values, and vision.

Questions

How will we get funding afterwards?
It was highly recommended from staff and faculty affinity groups on other UC campuses to consider a membership fee, since that makes up the core funding of the group. Membership fees will apply at a future date (tentatively December 2017) and will be approximately $20 per year.

In addition, our Chair for Fundraising, Angie Salinas, seeks grant opportunities and will plan fundraisers. Funds collected from membership fees and grants are planned for use after this fiscal year.

Our current spending is going to refreshments at general meetings and towards increasing the visibility of the SFCA. We may explore the possibility towards fundraising outside of the university, which would involve creating a 501(c)(3) that focuses solely on distributing scholarships on behalf of the SFCA.

The focus this year is to build the capacity of SFCA and to address and identify the need for such an association. Ideally, campus administration will identify SFCA as an important area and will commit financial support.

Can the SFCA offer endorsements?
The SFCA does not currently have guidelines for endorsements, but this was something SFCA members have identified as a need. We will create guidelines to solidify the endorsement process to sign letters of endorsement.

Would a nonprofit status give us full autonomy?
In some ways, yes. For example, Planned Parenthood has a 501(c)(3) and a 501(c)(4) to get around certain restrictions. We could create a "friends of SFCA" that is more independent than the university, but nothing has been solidified as of yet.

Announcements
The dates of socials have been solidified for the rest of the semester. Socials and general meetings were scheduled at different times of the day in order to accommodate as many folks as possible. You are encouraged to come and join the meeting for as long as you can and as time allows you.

Socials are really used as current climate conversations. It's a relaxed environment with casual conversation. On average, we have 10-15 SFCA members at the socials.

Next Meeting

SFCA Social	**SFCA General Body Meeting**
September 12, 2017	September 27, 2017
9am-10am	11:30am-1pm
Bobcat Lair	Bobcat Lair

Meeting ends at 12:58pm