



BERKELEY STAFF ASSEMBLY

## **Coordinating Committee Meeting Thursday, April 23, 2009**

### **MINUTES**

**Members Present:** Annette Barnes, Wilfredo Balza, Eileen Bell, Kate Benn, Derek Coates, Karen Denton, Carmen Foghorn, Lee Forgue, Steve Garber, Jill Martin, Tyson Nagler, Scherry Royal, Carol Suveda, Michael Thompson, Winnie Wang

**Members Excused:** Drew Danielson, Gwenn McIntyre, Kendall Moalem, Paul Riofski, Beverly Skinner

**Members Absent:** Gina Abrams

**Others Attending:** Julie Chiron, Micaelee Ellswythe, Michael Matthews, Kathy Mendonca

#### I. Chair's Report

- Guests introduced themselves to the CC.
- The Nominating Committee has received 88 names of potential CC members. All nominees will be contacted to confirm interest.
- Anyone interested in attending the San Francisco Gay Men's Chorus concert of May 21 should contact Lee Forgue to arrange group tickets.
- Carol Suveda will serve as co-chair of the Social Events committee.
- Sharon Miller will serve as co-chair of the Communications committee.

#### II. Approval of Minutes

The approval of the minutes of the April 9 meeting was remanded to the next meeting.

#### III. Officer and Delegate Elections Update

- The final outcome of the CC officer elections was announced. Next year's officers will be:
  - Chair: Eileen Bell
  - Chair-Elect: Beverly Skinner
  - Secretary: Lee Forgue
  - Treasurer: Karen Denton
  - Senior CUCSA Delegate: Paul Riofski
  - Junior CUCSA Delegate: Steve Garber
- The Bylaws Revision committee met with the Chair and Chair-Elect to discuss additional refinements to the election process.

#### IV. General Meeting with the Chancellor

- This will be a different event this year. Instead of being a "Chancellor's Chat" open to all staff, it will be the BSA Annual Meeting, and the Chancellor will be a special guest. The event will be publicized to all BSA members. This will serve to make the sponsorship of the event

clear, and will make attendance a perk of BSA membership. We will publicize this event at Summerfest.

- We are proceeding with studies of what security might be needed. Kate Benn is following up on Deb Harrington's offer to set up a meeting with union representatives to discuss this event.
- The Chancellor's Office may take over the Chancellor's Chat idea and sponsor two events a year. We need to make it clear that this event started as a BSA event (like CSAC) and was spun off.
- The Annual Meeting will not be advertised by AVC Lustig to all staff. BSA will handle all publicity. We will not include other staff organizations in the message, since they have different focuses – this event will be for BSA.

#### V. Transition Committee Recommendations

- Remanded to next meeting.

#### VI. Five proposals for new BSA committees, programs, activities

- BSA satellite group at the Marchant Building: no discussion.
- Young & New Professionals propose to combine their group with BSA: no discussion.
- BSA MeetUps: proposal attached.
- BSA Buddies: proposal attached.
- *Ad Hoc* Committee on Disability: proposal attached. There was a great deal of discussion on this proposal, and many concerns were voiced. Those in favor of starting a special committee mentioned that BSA has incubated other ideas before; that this would educate all staff about disabilities, especially hidden disabilities; and that BSA brings many people and much good will to the table. Those who wished additional clarification questioned whether this was appropriate to our mission to all staff or narrowed our focus inappropriately and whether this could be done without a special committee (i.e., whether a town hall on disabilities could be handled by the Programs committee). There was no consensus after the discussion.

It was suggested that an email vote be taken on these proposals.

#### VII. Meeting Adjourned

Respectfully submitted,  
Lee Forgue for  
Kendall Moalem, Secretary

## BSA MeetUps (a program proposal)

The idea: BSA can provide a “bulletin board” for BSA members to invite others to join them for activities of common interest which are available on campus and in the larger community. This program would support BSA goals of facilitating staff networking and community building and also take advantage of and support the wide range of activities around us that are being planned by other campus organizations and/or departments.

### Rollout strategy

- 1) Pilot phase: solicit a small number of proposed MeetUps from volunteers in CC and from the general membership for events taking place mid-April to end of June. These would all be activities the volunteer would be going to do anyway. Announce the proposed MeetUps in BSA announcements and at the SummerFest table. Collect contact info from those who are interested and pass that on to the original volunteer. Survey the participants after the events to collect feedback.
- 2) Assessment and development phase: during early summer evaluate the success of the pilot. At this point, if the pilot is deemed a success we would form a standing committee (or sub-group of a larger BSA committee) to coordinate the program and come up with expanded ground rules, perhaps taking issues of liability into consideration.
- 3) Launch BSA MeetUps 1.0 – advertise MeetUps on our website and seek wider publicity for the program.
- 4) Launch BSA MeetUps 1.5 (optional) - in this phase we might expand from MeetUps based on events planned by others to MeetUps designed to form ongoing interest groups.
- 5) Launch BSA MeetUps 2.0 – a web-based system using interactive forms.

### Examples of potential MeetUps:

#### Events

- Lectures
- Music/dance performances
- Museum tours
- Film at the PFA
- Sports events

#### Interest groups and social networking:

- Book club
- Knitting club
- Dining around the Bay Area (like ChowHounds)
- Meet for drinks after work

## **BSA Buddies**

The idea: BSA members volunteer to be a “buddy” for a new employee.

### Rollout strategy

- 1) Call for volunteers from CC and/or general membership.
- 2) Plan for program launch to coincide with the new employee event in the Fall. Have BSA promotional and membership materials to give out at the staff org table there. Collect contact info for interested new staff.
- 3) In the beginning, if we don't have a lot of volunteers, we might want to organize larger get-togethers where BSA members organize a lunch get-together with a small number of new employees.

## AD HOC Committee Proposal

The Berkeley Staff Assembly can become the first staff organization to take a bold step towards the advancement of diversity, equity, and inclusion in our campus community by creating an Ad Hoc committee on Disability. Based on my research, there is currently not one U.C. campus that has a staff organization whose membership is dedicated to disability-related issues/concerns. B.S.A. can lead the way in community building and serve as an example for others to follow.

U.C. Berkeley is the birthplace of the Disability Rights Movement (a movement that culminated in the Americans With Disabilities Act; granting equal rights for millions of disabled children and adults throughout the United States). The S.F. Metropolitan area is host to the most progressive disability community in the nation, and home to the most successful and powerful disability organizations and agencies in the world. There are no bridges between the university and its neighbors, but an Ad Hoc committee on Disability within B.S.A. can be a catalyst for change, and lead to a Disabled Staff Organization.

This B.S.A. Ad Hoc committee on Disability would not only be noteworthy as a good thing to do, it would also expand the range of B.S.A. through partnership and collaboration. B.S.A. would, in effect, facilitate the formation of an independent staff organization. Efforts to create a Disabled Staff Organization would benefit greatly from the on-campus network and information resources of B.S.A.

### Ad Hoc Committee Scope of Work

The Ad Hoc committee members will focus on building partnerships among the existing disability-related campus units (e.g., the Disabled Staff Resource Network, the Disabled Students Program, the Disabled Students Union, Cal Transitions, Employee Relations, Disability Management).

The Objective of the Ad Hoc committee will be:

- To explore campus communication networks in order to identify and suggest effective methods for generating interest
- To identify disability-related campus resources for staff
- To explore information resources regarding workplace accommodations for staff with disabilities
- To identify campus awareness-based education resources for staff

The Strategies used to meet the Ad Hoc committee Objectives are:

- To seek co-sponsorship with disability-related units in order to host a Town Hall Meeting on Hidden Disabilities for staff, faculty and students
- To seek co-sponsorship in order to host workshops on work-place accommodation for staff, faculty, and students with disabilities;

Once the Disabled Staff Organization is created, I would like to see the Ad Hoc committee take on a liaison function.

Regards,  
Derek Coates  
B.S.A. Coordinating Committee Member