

**Staff Council Plenary Meeting**  
**Minutes**  
**Friday – April 12<sup>th</sup>, 2024**  
**Zoom**  
**9am-10:30am**

<https://sfsu.zoom.us/j/85181548846?pwd=OExZb0syME5wcmNJTWhERTJuNHE3dz09>

Present: Caroline Alcantara, Maisoon Alghethy, David Apelt, Pablo Lorenzo Riquelme Cuarteno, Husam Erciyes, Daniel Fontaine, Kendra Harris, Chanda Jensen, Carlos Julio, Drew Luis, Chelsea McNutt, Mary Menees, Dylan Mooney, Katie Murphy, Taylor Myers, Robyn Ollodort, Janet Remolona, Devi Ruslani Reyes, Anarose Schelstrate, Dominic Sciucchetti, Jamil Sheared, Duc Ta, Denzel Vaovasa, Mirna Vasquez, Samantha Ward, Ingrid Williams

**CALL TO ORDER: 9:05am**

1. Approval of the Agenda for April 12<sup>th</sup>, 2024  
Agenda approved by acclamation.
2. Approval of the Minutes for April 5<sup>th</sup>, 2024  
Minutes approved by acclamation
3. Announcements from the Floor  
Mirna announced that April 15 is the deadline to nominate for distinguish faculty and staff awards. Chanda announced that tomorrow is the 5K walk sponsored by Parks and Recreation Dept. and it's not too late to join, you can walk up at \$20 a person.

**Reports**

4. Chair's Report  
Dylan received an email through Nancy Ganner that someone on campus is interested in a coed pick up soccer game. Will forward to staff enrichment group. Had a conversation on SF State SC tabling volunteers - Dylan urged folks to volunteer. Academic Affairs is also looking for 2 stage marshals for undergraduate convocation. Dylan has scheduled meetings with president, one on one, starting this month, April 24<sup>th</sup>. He will take a budget draft from Caroline to that meeting. Luis from the president's office wanted us to know that the bill for food/coffee has been paid.
5. University Reports (UBC, Senate, etc.) - None
6. Get to Know a Staff Council Member – Kendra Harris  
Kendra is currently the Academic Office Coordinator in BECA housed in Marcus Hall and before that she was the AOC for Women and Gender studies. Before coming to SF area, she lived in Montana where worked with kids. She has degree in psychology. She is not a fan of the snow. Kendra knits, crochets and sews to keep busy. Mental health awareness is very important to her and her office has become a safe space for students and she invites folks to come use her space. She really enjoys her job and feels really connected to LCA. She actually doesn't like public speaking and she reads voraciously - read 550 books last year. She shared that BECA brags about their news room. as it is the only college in Northern California that has a newsroom.

Dylan thanked Kendra for sharing and Mary added that she appreciated her being open and vulnerable with mental health. Caroline added that she challenges Kendra on her comment about “not doing a lot,” because she is doing a lot! Chanda enjoyed hearing about the safe space to de-stress. Dylan commented that Kendra is a great example of someone who goes above and beyond for our students. He also liked hearing about KQED’s donation/support.

## Guest Speakers

### 7. Maisoon Alghethy & Katie Murphy – All-University Committee on Disability

Maisoon and Katie from All-University Committee on Disability (AUCD) - Maisoon has been on campus since 2016 and promoted to senior disability specialist. She has been a chair of this committee for a while. Katie Murphy is AOC for communications studies and been on committee since 2016. Katie announced that they are in need of new members (open to staff, faculty, students, and administrators) and they prioritize the membership of people with all kinds of disabilities (visible, non-visible, mental, physical, etc. ). Contact Academic Senate if interested. Mission – ask for slide. Anti-ableism is the system of discriminatory practices and beliefs that maintain and perpetuate disability oppression. Example of this from Mary - something like a comment on a job application criteria that “you need to be able to lift 50 lbs” but it’s not really part of the job. Chanda commented that knowing your audience is important and that activities must be good for all group. Katie added that we not assume we have the same body. Lack of wheelchair access clearance. Maisoon is in a wheelchair. Katie has an invisible disability. Comments are also discriminatory, as well as attitudes. Have an anti-ableism orientation. Disability justice is the core of their activities. Maisoon talked about activities and accomplishments – the new building, Manzanita, Marcus Hall and the new Science Building, are projects they collaborated on. Inclusive fashion show with the FINA Dept., goal is to really help students understand accessible clothing – it was very successful. She was involved in helping recruit models. The pandemic stopped this. Katie, provide practical training for students. Collaboration is part of their charge and they are eager to collaborate with SC. Another way to be involve is to become a member. Reach out to Katie to talk about ‘disable identity.’ Speakers’ list: Mary thanked them for a great presentation and important work and commented that people seem very afraid to ask for accommodation. Maisoon, DPRC, works on student accommodation – everyone has right to request or not request accommodation. It’s really important to encourage folks to request accommodation. Creating a safe space, and sometimes it takes many times of encouragement. Show their website. Katie said that it can be a process and there can be barriers, long process, and just being there for them is helpful. Mary said that sometimes the question is on confidentiality. Maisoon on confidentiality, they don’t share outside of their space. Katie said that it is an interactive process – but at every stage, the person is told who is going to be notified. Supervisor of employee will be told when employees’ tasks are modified. Chanda asked if there is a way to mitigate the length of time for processing. Katie said that this is what they talk about – what is the experience, they serve as advisory to the university. Dylan asked if there are lots of group/events, any recommendation how we can make our events as accessible as possible. Maisoon pointed to the website. Good resource is to contact the Longmore.

presentationInstitute, <https://access.sfsu.edu/accessible-events>

<https://longmoreinstitute.sfsu.edu/>

## **Plenary Discussion Item**

8. Recruitment – Chelsea shared that there are seats that we haven't been able to fill. Need discussion on ideas on how to get folks we haven't reached. Mary commented that there are units that are over represented. Anarose asked how to reach those who cannot make time, those who are not in front of their computers. Sam shared about the possibility of a weekly newsletter, just to keep them updated on what we are doing. Something that we can print and pass/bring to folks who normally wouldn't read their emails. Chanda likes the newsletter, and maybe do a monthly (frequency, monthly instead of weekly or biweekly). Mirna shared that this is something they've been discussing in equity meetings, groups we don't get a lot of, corp yard, unit 4, tech group. Should we do that now or wait until reclassification happens next year. Inviting the staff senate rep to join us to come to our meetings and participate with us in some ways, get word out by word of mouth. Dylan wondering about a slight change to the plenary invitation, instead of having this, maybe posting the link directly to the website, makes it easier for folks, instead of asking for permission.

## **Standing Committees**

9. Break Out Rooms

## **Close the Loop**

10. Standing Committees Report Back

Enrichment – Devi shared that the group discussed the possibility of creating Professional Development events for SC like an AI workshop during the retreat. Mirna said that the University Retreat may be a possible space for this but it will depend on the vice chair. Mike Goldman is stepping down and the vice chair is also changing.

Mega group – Mirna reported that the mega group talked about the election and nomination period that ends today. Work on announcement for elections for campus memo. Started work on code of conduct. Check in with enrichment chairs, to send to mega group their ideas on the 4 points that we talked about in ExCom with Teddy.

11. Open Floor

**Adjournment: Time Approximate 10:30am**