

## Board of Director Meeting Minutes of December 1, 2021

I. CALL TO ORDER at **12:01 PM**

II. ROLL CALL

**Present:** Kristtina Caro, Angelica De Leon, Kabir Dhillon, Mirna Maamou, Jose Simon Carmona, Tyler Luevano, Ashmita Ahluwalia, Joshua Gay, Andrew Pajes, Arazeli Barragan, Neilah Peku Steve Spencer, Andrew Yunker

**Late:** Jasmine Domino, Tayla Beasley,

**Excused:** Zaira Perez, Erik Pinlac


**Absent:** Mark Almeida, Sarah Nielson







terms of next semester, the steps for It's On Us is that it is still solidified. I just need a date



going on in our lives. Please elaborate what went wrong with the process of It's On Us, what you could specifically improve on, the support and your perspective.

**J. Carmona** states that these are not justifiable reasons why I did not do it, I want to acknowledge that this is a shortcoming. I did not understand the gravity. This is not anyone's fault. At the last Personnel meeting, it did not go that direction that necessarily I thought was productive because it felt more of a calling out than what I had already stated. This here, is not a calling anyone out such as who did me wrong. This whole conversation is going to in terms of the process for It's On Us. The biggest obstacle was the name change from It's On Us to Mental Health because the company that provides it were emphasizing that this is going to be movies for mental health and go with our topic. I was not sure how to navigate it. I really wanted to make sure that this is still following my tasks which I assumed it was.

that I have acknowledged that is my shortcoming, and moving forward, this is something that would be collaborative and needs to be collaborative for next semester.

**A. De Leon** states that the templates, professional staff are our support. I would love to hear why you did not utilize those resources as much?


**J. Carmona** answers that for the templates, I wanted to change the event because I spoke with you how I was not comfortable with me, as a male, hosting It's On Us. That was something that I had to navigate through the semester. I should have focused on presenting the events and that is where I should have followed the template. The reason why I was not able to follow it because I figured it was a guideline. There was a different option with what was provided to me because in terms of facilitating, I wanted to choose from the different options then got from there. I thought it was going to be smooth process and my shortcoming was not being able to follow the template. For support, after what may happen in the Board meeting next week, I told all my Senators that I will still support them. I want to emphasize that this is not about burning bridges, and I will still fully support the Board in my capacity. As much as I put effort into the Senate, I should have put that amount of effort in my event. I do not have any ill will towards anyone.

**A. De Leon** thanks Simon for being in this tough conversation and appreciate you for stepping up when mentioning all those things with everyone in this space as well. This is not a personal thing as at the end of the day, we are here to serve students. It is never going to be about an individual, it is about our performance as student leaders. This is a professional setting and I appreciate everyone having this conversation. I was not able to attend an of the Personnel meetings which is why I am asking Simon to get perspective on things.

**M. Maamou** acknowledges that this is not an easy conversation. Thank you to Simon for explaining and owning up. This is a hard decision and I want to emphasize that it is not personal as this is based on what is best for students.

**A. Pajes** understands that you acknowledge your mistakes and have an action plan. In terms of honesty and transparency, our goal is not to attack you or anything personal but for efficiency of the Board and effectiveness for students at East Bay. Would your schedule in the upcoming semester conflict with the capability of being in your role?

**J. Carmona** states that are an appropriate concern, especially for this conversation. With this resignation or what may happen, I do have to look for a different outcome. I want to acknowledge that this is not about me. The whole reason I came into ASI, coming from a background of community and uplifting other communities, and with student advocacy and leadership which is everything I know to be. I know that the past 3 months I have been on my toes because I knew things were coming in terms of my performance and everything I had been tackling. That does not justify or make excuse and I do not want to go into detail



about what is affecting me. Next semester, I must look into different outcomes of ways to finance myself through school and living in the Bay Area. In general,

are different ways to do that and several ways to continue. There comes a point where there is more harm than good. I do not know where that is, but I hear that you have many things which would be more harm than good for the student population. If those things are eradicating then there will be better than harm. If you were in the same position for Spring, would there be communication going across? I feel that we are holding all that stuff and do our best which we do not necessarily reach out to other people. If you were still on the Board, then we would add into that plan of action in terms of reach out and communicating.

**K. Dhillon** clarifies the Board approved the weekly tasks model over the last Summer. Part of the plan included emailing weekly updates to AJ and myself if you are on the Board then to Simon and Krisstina if you are on the Senate. That communication piece has already been there if you would like to see because we do keep track of who is sending update and whatnot. We are more than happy to share that information with the Board.


**T. Luevano** comments on what Simon mentioned that he had some personal things going on that affected your ASI work, and this goes for anyone in the Board as well as the faculty that if anyone is experiencing personal things that affect their work ethic or anything in ASI, I suggest reaching out to anyone you feel comfortable with. Honestly, your mental health matters more than anything. It is going to help with your work if you speak about what you are going through the whole Board and whoever can help you find the help you need. It is a responsibility not only for us but as a whole team and keeping yourself safe. I want to remind everyone that if you do need help, communicate, and seek help as everyone here is quite helpful.

**A. Ahluwalia** comments on how you said this is not an excuse for you work ethic, but I think this is a valid excuse for some parts of it. I know that mental health effects school and work. If you need a break or support, we are all here for each other. Sometimes I need support or a break, it is important to communicate as this is safe space. I noticed you send your weekly updates to the whole Board or are those only weekly updates you had sent? I know there are ones for every week, but I have only seen 3 or 4 that you send to whole Board.

**J. Carmona** states in the beginning of the semester, I have sent AJ and Kabir the weekly tasks because on top of the Co-Chair and I, we also do the Senate weekly tasks. I have been sending the weekly updates to everyone for keeping correspondence because for the Senate, I send it to all to keep each other accountable. I did not do 100% of them but more so 75%. That is where I see myself needing to improve and have started communicating support. Everybody here has been saying that I need to work on communication and that was something recent that has changed, and I do want to change.


**J. Domino** asks I understand if you are going to start then just communicate but I wanted to know if you ever felt like you were in a safe space to communicate what you have been





going through? I know your environment can play a role in that. For AJ and Kabir, when it comes to weekly tasks, because Ashmita says she only saw 3 from Simon, I have to be honest, and I do not send mine all the time as well. I am doing the work and there are people on the Board that do the same of not sending every single week. We should not tie him to his weekly updates because he only sends them to the whole Board when he is in a Personnel meeting.

**K. Dhillon** clarifies there are different levels of accountability for Executive level positions such as President, Vice President, and Chair as well as Directors and Senators. We hold our Executive level members to a higher level of expectations because of scholarship compensation that is higher than Senators and Committee members. You receive that amount of



you feel that you cannot approach us then you have our advisors, Erik, Kristopher, and any professional staff. There are health and counseling services too. Thank you, Simon, for sharing as it is not easy to open. It is understandable why things were not done. With It's On

health, jobs, and academics, it is okay to think about this chapter and how we can be student leaders in our own capacity. It is matter of reevaluating and reflecting on our capacity. There are things I had to take off my plate and communicate what is going on. At the end of the day, we are here to serve students and if we are not able to do that then that is okay. I want us to reflect on that as well.

**K. Caro** asks if there is more discussion or questions. Thank you, Simon, for being present and having this conversation with all of us. I know it must be tough but thank you for answering everyone's questions.

59:41

**B. ACTION ITEM - ASI Committee Appointments**

The Board of Directors will take action on appointing interviewed applicants for ASI Committees.

**Motion** to move the Board of Directors to take action on appointing interviewed applicants for ASI Committees by **K. Dhillon**, second by **A. Pajes**, motion **CARRIED**.

**A. Pajes** states that Maria is a native Concord student which means she has been with us since the beginning of their years. They showcased excellent communication and demonstrated their knowledge of the Concord campus. They had previous experience with ASI as in partaking in events. Overall, I believe she will be a great fit for the Concord Committee.

**Motion** to approve the Board of Directors to take action on appointing interviewed applicants for ASI Committees, by **ALL**, motion **CARRIED**.

1:02:32

**VII. NEW BUSINESS ITEMS:**

**A. DISCUSSION ITEM - Resolution on Spring Semester BOD Meeting Times & Setting**

The Board of Directors will discuss the Resolution on Spring Semester BOD Meeting Times & Setting.

**K. Caro** states that ASI Board of Director meetings are from 12 PM to 2 PM every other week on Wednesday. This will take place in the new University Union and will be offering hybrid video conferencing software. The meeting times will be January 26, February 9, February 23, March 9, March 23, April 13, April 27, and May 4. I am aware there is a new variant going around which made things uncertain, but I wrote this resolution that we were having meetings in person.

**A. De Leon** asks are we having it in the MPR for COVID-19 spacing?

**K. Caro** answers yes, that is what was told to me. Any other questions or discussion?

**K. Dhillon** clarifies the reason why it is being held in person. Of course, depending on if anything changes, we will adjust accordingly. When we went into COVID and the California law had a lot of provisions to allow telecommunications, thus allowing us to have our meetings through Zoom. That order is expiring at the end of this calendar year which is why we are going back in person.

**K. Caro** asks if there are any other questions or discussion. I am going to add this document on the agenda, so everyone can look at it.

**1:05:53**

**B.**

Hayward, there are

**A. Ahluwalia** mentions I sent wellness newsletters on the first or the first week of every month. I noticed I had never told everyone to let me know via events for the full month, so if you have any events for January, for example: if you send them to me by December 20th, that would be great. If you want to advertise extra marketing for that event, let me know.

**A. Yunker** echoes finals are coming up, I know everybody was mentioning taking time out of the day. This week, I am teaming up with the RAW and they are doing a virtual workshop with our students. One of the concepts that they are going over is thinking of 1,000 things that went right today. I know we stress a whole bunch about finals, taking exams, and the negative things that do happen, but together, the week before PACs and myself, we made this thankful tree around Thanksgiving. I would suggest and recommend everyone to write down things that happened right, instead of focusing on the things that have been negative throughout the day. This is so you can have a positive outlook and will make it through the term. Just keep on trucking and you will get through it. It will be great.

**K. Caro** asks if there are more roundtable remarks.

**1:14:32**

X. ADJOURNMENT at **1:16 PM**

Minutes reviewed by:

**Chair of Board**

Name: Kristina Caro

  
Kristina Caro (Dec 16, 2021 14:10PST)

Minutes approved on:

**12-15-2021**

Date: