



Associated Students of Boise State University Inclusive Excellence Student Council
Date 9/7/2020
Inclusive Excellence Student Council (Zoom)

I. Call to Order: 4:32 pm

II. Attendance

Ryann Banks, Alyssa Wainaina, Amanda Hawks, Em McNay, Sarah Smith, Kenneth Huston

Eric Scott, Leslie Webb, Francisco Salinas

III. Updates

- A. Alyssa — Thanks, Ryann! I consent to everything in the doc. I know y'all were waiting for me to see about the D & I committee but I have no interest in it so Hailey if you still want to be on it please do! I also have the virtual Advocates for Youth Activist Institute this upcoming weekend and that will take all of my hours this week & next (other than our meetings) just so y'all know! It'll be great and I'll try to bring back some knowledge to our meeting next week. My friend is excited to run our social media and I have been helping a student fundraiser to assist with paying for school
 - a. Ryann - Will what you bring back be a shared doc or do you want to set up a training for it?
 - i. Alyssa - I will see where my capacity is at. It may be a couple weeks until I can bring it back. I will have a document with notes on it if you would like me to just send that out or we can have a discussion
 - b. Alyssa - Where will the pictures be taken?
 - i. Francisco - Meet at photo services and walk around campus from there
 - c. Em - Will the photos be taken with masks on?
 - i. Francisco - I do not know I will find out. We may be able to take them off

temporarily.

- d. Em - Can we wear a shirt with words on it?
 - i. Francisco - As long as there is no profanity or anything that may be offensive to the general public. Messages of inclusivity are appropriate
- B. Em- I have two meetings this week: Chi to further explore housing collaboration, Interim Title XI & Ange (the entire purpose is not clear but I think it will be important to start relationship building/association). Has a final nominee been sent to the BPD contract group? I had previous conversations with Angel about different compensation benefits what that could look like and he did touch on that briefly in the training. Why are some of the applicants 'not chosen' for general assembly?
 - a. Ryann – Cambree has not disclosed to me why they were not chosen. She did offer for us to look at them and consider them as candidates. I don't like the idea of rejected candidates and I was not in the meeting where they picked the assembly. I just added comments on each person's response. I can reach out to Cambree if that is something you would like to know
 - b. Em – I would like that if it is not too much additional labor. Could you CC us all on that email?
 - c. Alyssa- we can always offer ourselves on folks resumes and we can compensate their labor in that way. I think providing food would be great. If we could do stipends since the meetings are in the evenings and pre-COVID people were already food insecure.
 - d. Ryann – Amanda do you have anything to add as far as the candidates?
 - e. Amanda – I already looked through the applications
 - f. Ryann – if you all send me the emails of people who are interested then I can send one email to everyone with all of the questions. If you guys have the capacity you can also reach out.
- C. Em - Angel and I have had past conversations about Title XI. There has been some community response to the recent sexual assault and the interim coordinator reached out to Angel to set up a meeting to discuss this further. Next week I can come back with updates on that meeting. If everyone is okay with it I would like to join the Campus Police committee.
 - a. Ryann – I won't be able to be in the space but please let me know how I can support you in that space. I know we discussed having 2 IESC members in the meeting. How does everyone feel about that and does anyone else want to be in it?
 - b. Em – If anyone wants to they can join
 - c. Everyone consents to Em joining the Campus Police Committee
- D. Amanda - Kallee Weisel is working on creating an outline for environmental justice/racism projects, and I want to work with her on this. I think she also contacted everyone else. Does anyone have thoughts? Also, I'll send an email out to Blake Hunter today to schedule a time for him to do a profile of our goals. When we have time, maybe today when we talk about last year's projects, we should lay out goals for the year. Also, would anyone be interested in talking to Blake with me?
 - a. Hailey said she will talk with Blake with me
 - b. Em - I think it would be cool if we could all meet as a group with The Arbiter and I would love to be a part of that meeting
 - c. Amanda - Should I send the email from the IESC account or my personal email?
 - i. Ryann - I told Blake to send all communication to the IESC email. Then

- everyone else can access it as well.
 - ii. Alyssa - Whatever you are comfortable with works for me. Please CC my work email. You have my consent to use the IESC email
 - iii. Amanda - Thank you I will use the IESC email and CC all of you in it.
- E. Hailey - ^^Amanda I can meet with you & Blake! Also, I'd love it if we started working with Kallee on environmental justice projects. We've been talking with her and the sustainability group about doing so for a while so it'd be great to get started!
 - a. The first meeting for the housing bias response group was on Wednesday. It sounds like we will be meeting regularly once a month and then additionally as incidents occur. There was some conversation around how police don't equal safety and contacting them after a bias incident causes more harm. Apparently, with certain incidents, housing is required to contact public safety, but they won't know if it's campus safety/security or police responding. We're going to start looking at alternatives in these situations.
 - b. Em - As far as this committee goes, I think they should partner with the committee on the BPD contract. Shares laptop story
 - i. Leslie - Eric can you share some of our conversation on the institutional approach?
 1. Eric - Yes I was in the housing bias meeting and the major takeaway I had is that an institutional approach to a bias response would be more ideal. Housing set up this team since we do not have an institutional approach and we all know that housing is not the only place on campus that is subject to bias incidents. We were discussing either setting up a non-residential team that would work with the CARE team or taking this housing committee and making it for the whole campus community.
 2. Leslie - I would also add that Francisco has experience with setting up an institutional approach and add that if there is a 'compliance' issue I would like to relook at that and change it to make it better.
 3. Francisco - We tried to set up a bias response team but we were put on hold because of the CARE team being set up and we weren't sure what it would look like. There is a benefit to doing things differently than they are now and Housing has stepped up to fill that gap.
- F. Ryann - We may have to extend the application deadline to receive candidates. There are some concerns that some of the responses are not coming through on the google form
- G. Francisco - This is a school year unlike any other so I am wondering how everyone is doing with how things are working? I have noticed that it feels different than it has before and since it is an unusual year I assume there will be unusual needs.
 - a. Ryann - It is unusual but I have noticed if we can do alternative assignments so that marginalized students don't have to re-live their trauma. I also would like to see equitable grading processes. It would be nice to see how IESC can show up

and create resolutions on alternative assignments and equitable grading if that is in the realm of our influence.

- b. Amanda - I agree with you, Ryann. Something I have noticed is the lack of childcare and I am not sure if Boise State is doing anything about that.
- c. Em - People feel like they aren't being supported and I have been thinking about how IESC can help them and as the year goes on and we have a better idea of how courses will be held I would like to explore that.
- d. Leslie - I am wondering about the Academic Senate and how that relates to IESC? Is that something you have all discussed? There may be merit in inviting them to take these concerns and have them own these pieces to help create these changes.
- e. Alyssa - Yes I think it would be good to have a conversation with that group.

IV. New Business

- Review Google Form IESC Representative Applications
 - Ryann - If everyone could review these by Thursday and write your opinions about the applications and responses and then next Tuesday we can pick our 5. Do you all consent to move through this point and then review applications on Thursday?
 - Everyone consents
- Review Em and Hailey's Questionnaire Results
 - Em - I went through and organized it into things that may take a while to work on and some simple things we can go through. If everyone can drop their numbers in this zoom group chat then I can create a Slack group chat for us to use. There was one person that did not list Slack as a mode of communication so if there are any issues or if someone has questions on how Slack works please let me know.
 - Ryann - When can we expect that Slack to be up for us to communicate about applicants?
 - Em - Right after this meeting
 - Em - I have been thinking about the accountability buddies and I personally feel like it works better for me in an in-person setting and we can either communicate about that in the Slack or in the next meeting. Would you all like to see the responses? We weren't sure about the confidentiality and what people were comfortable with sharing. I will bring something that is a little more thought out for next time.
- Did Em and Kenny have the conversation about appointing Em as the Ethics Representative for IESC? What was the result of that?
 - Em - Yes I sent him an email regarding this earlier today and we are going to meet after this meeting.
- Review Last Years Projects to determine how we go about moving forwards
 - Ryann - We can wait until the Representatives are here with us. How would you all like to navigate that?
 - Alyssa - Maybe we could review the projects list and see what we are passionate about?
 - Ryann - So does everyone want to look over it and then bring it back next

meeting with what you are passionate about?

- Everyone consents
- Kenneth's resolution request for "Trigger Warnings" (Last 15 minutes)
 - Ryann - Kenny would like to pass a resolution or work with IESC to create a statement that condemns the University for not allowing students to speak out. He also asked for comments and statements about Thin Blue Line and Big City Coffee
 - Francisco - Is that a done deal? Are they coming to campus?
 - Leslie - Yes they are. The owner has put out what she believes are clarifying comments and she is working with community members to better understand the unintended consequences of her comments.
 - Francisco - What do you envision that conversation to look like?
 - Leslie - I think if we have an opportunity to educate someone on how that type of statement may have adverse effects. Is there a way to have a conversation with the owner to educate them on this? I believe there is. I have not spoken with her I have only spoken with Nicole about this. I understand the owner is going on leave in a few weeks.
 - Francisco - When is the soft opening?
 - Leslie - Let me check
 - Ryann - Does anyone from IESC have any thoughts on what Kenny brought forth?
 - Alyssa - Maybe it is just because I read the meeting notes but I am confused about how this happened. There are many local coffee places we could have chosen and I know black people are not comfortable going there. Big City is very supportive of the Thin Blue Line which we know is not supportive of people of color.
 - Em - I was upset to see that it was Big City Coffee because I have known for 5+ years that they are not a safe place. Leslie, can you re-explain who makes the decision on who gets to come to campus?
 - Leslie - I have asked Nicole to come and speak to you about the process. It is embarrassing for me to admit that I was unaware of their affiliation with Thin Blue Line, but Nicole would like to come to speak to you about the process and her communications with the owner.
 - Alyssa - I think we are asking because we believe that there is a problem here. I am deeply concerned and it shows that there is a problem because this has already happened and it is sending a poor message to black students. We are supporting an organization that blatantly supports the Thin Blue Line and everyone black person I know has stories of being treated unfairly at this place. I am more concerned about how this happened and how we got here because it is an administrative issue and we

already have Chick-Fil-A on campus and we all know where their money goes. I believe that they should have never been brought to campus and if it can be reversed it should be. Not reversing it sends a statement across campus. I believe that supporting this organization during these times is not good.

- Ryann - Thank you, Alyssa. I am not surprised but I am thoroughly disappointed that this is happening. It makes me feel sick to even think about it. I know this isn't in your realm, Leslie, but I would encourage you to discuss this with other administrators because students need to be incorporated in all of these discussions. We do not need voting power but we need to be in the room and we need to be compensated for it. This is unacceptable that it is happening. Activists in our area are being targeted and people are being harmed. This company is going to encourage this type of behavior on campus and attract those types of people to our campus. It should not be up to marginalized students to fix this. It is up to the administrators to fix this and allow for students to have a voice. We have known for half a decade that they support Thin Blue Line and this is unacceptable and should have never happened. I know that all of IESC has had an experience with police that 9/10 times has not been positive. The extension of the BPD contract is showing that you support this and that there is no connection between administration and students right now. I know IESC is representing the concerns and issues of all marginalized students. Bringing this company on campus is silencing our students and if there is a way to end this now we need to do it. Leslie, please pass this on because there will be a demonstration and actions taken against this because it is not okay. Open the door for students in the future and allow them in the room. Find a way to halt this contract and please send me the contact information on the people who are allowing this to happen.
- Alyssa - There are only 5 of us and the people who made these decisions did not educate themselves. I have known that they support the Thin Blue Line for many years as well. The people who made this decision don't care about us and it is not just IESC who should stand up for this but everyone on campus should stand up for this. There should be more marginalized student voices on this. You need to find a way to cancel this contract because every

marginalized student knows about this affiliation and that it is a dangerous place.

- Francisco - Thank you for everything you are saying. I asked what a conversation looks like because I believe there needs to be a struggle to create new ways to get results. Chick-Fil-A is a good example of showing that this has happened before and Leslie, it seems like you were wanting to get Nicole to talk to this group, not necessarily the owner/vendor. I think having Nicole come may be a way to start and create a new way of doing things. Was your offer to get Nicole to come to an IESC meeting to talk about this particular situation?
- Leslie - Yes she wants to come to talk to the whole council about this. We are in the process of ending this contract with Aramark and I imagine we can have a conversation about that. As we move forward, we have an opportunity to move in a different direction. Nicole wants to discuss the selection process and input of students.
- Alyssa - Would Nicole be coming to make changes or to explain what is already happening?
- Leslie - I will take responsibility for how we can have this conversation. If you are open to having a conversation with Nicole, it would be helpful and I will have a conversation with her before to discuss what we have been discussing.
- Alyssa - Our feedback has just been lost time and time again so I think this conversation will be draining and we will be talking to a wall. We can do it but I feel like I won't be valued in this.
- Leslie - Maybe we can pause and not move forward with this conversation. I do not want to further the pain that exists in this space. Do we want to focus on the contractual side of things instead? Will you support me in finding more information on this before we have a conversation that may end up the way you all are feeling it may? I am happy to take responsibility to find out what is happening.
- Alyssa - Let's hear from Em first.
- Em - Nicole has been harmful multiple times to me. I know she has a role to play but in the past when she has attended our meetings it has become a panel for her. It feels like staff and faculty only come to us when they feel like they messed up and know it is coming back to bite them. If staff and faculty want to come to us they should come with action steps or direct asks because it is frustrating when it feels like they are just coming to us to

check a box. The fact that they want to have this conversation to persuade the owner to not have these beliefs is not how accountability should be shown. Harm has already been caused. I am happy that it seems like we have more support this year but the faculty and staff are responsible for these actions and this is a draining position to be put in and prevents us from doing our goals for this year. When we come to these big decisions, it should not be put on the students to handle this.

- Amanda - I agree with everything that has been said. With Chick-Fil-A, BPD, and now Big City Coffee it has sent a message that the campus does not support Black Lives Matter. If there is a way to reverse this decision it should be done. If they come to campus it is sending a very harmful message.
- Kenny - Is Nicole coming to this with the intent to inform or with the intent to collaborate and amend University policy going forward?
- Leslie - I would say that it is more going forward on Dining contracts. We have the opportunity to do something on our own that doesn't involve corporate partners. I would like to invite your perspective and thoughts on what would be most helpful. Would it be better to look forward to the future Dining Contracts? Is there merit in something else? I want to support what you all think.
- Kenny - Moving forward, would it make sense for IESC or any student's voice to have a tangible way to say no we do not want this to happen to our campus?
- Francisco - We have had this conversation before. This could be the beginning of a revolution where we say that we have a standard for corporate partnerships that we have. My understanding is there is no undoing the Big City Coffee partnership. I believe we should have a standard that says we will not accept companies who act in certain ways because that will have a more lasting impact to protect students. It may be difficult but I think we should explore it.
- Ryann - Kenny, we did discuss your trigger warning a little but I would reach out to the IESC email and CC all of us so we can decide if we would like to move forward with that.
 - Kenny - While we are here would you prefer to pass a resolution or make a statement on your own as IESC? Realistically the earliest we could pass a resolution is September 23rd.

- Ryann - This may be something we can navigate at a different time. I would say reach out to us later tonight or later this week. I would also like to say that hopefully by tonight or the end of this week Leslie will send us the emails for the people who are making these decisions. I don't know if you got other student input but we were not brought into this until last week and I would encourage you to please get that information to us. When marginalized bodies are going to be harmed I believe you should move quickly in getting that information to us. Does anyone have any thoughts?
- Leslie - I am hearing that information is desired but not necessarily a meeting. Is this correct? I will do some information gathering but this is not meant to be defensive. I was not at the table when this was discussed to replace Starbucks. Is it correct that you do not want another meeting right now?
- Ryann - I would say no thank you to the meeting but as decisions are being made without students you need to be getting student opinion.
- Leslie - I will say students were consulted in a number of vendors but I am conscious of the fact that we are having this discussion but it does not seem that it was brought to students. I am not sure how broadly they asked students.
- Alyssa - Are people who are making these decisions informed about black students? Not all students are aware of all the things that people of color are, but staff and faculty should be. Are the staff and faculty centering on the marginalized community?
- Ryann - We need to look at our population and at the end of the day we need to understand the history and privilege of being white in America. What is the make-up of the students being interviewed? Because if you are not centering marginalized students you are marginalizing them further.
- Kenny - It is not just about having a student representative on boards. If that student is there, they are still outnumbered by other voting members. We are assuming that that one representative is representing all students which is not true.
- Francisco - I did not go to college in Idaho because of the things I saw. You are creating the opportunity to change these things and make them better for students in the future. This won't change itself. It takes your struggle to

make people understand that these things are not okay.
When I was in school we did not have these positions, and
I know you aren't paid well but you are making a
difference.

V. Open Floor/Announcements

- How would we like to rotate folks facilitating meetings and agenda development?
- Hailey Opperman will be conducting the D + I committee through Assembly.

VI. Meeting Adjourned 6:07 pm