**Associated Students of Colorado State University**

**Forty-Fourth Senate**

**Third Session**

**September 10, 2014**

**Agenda**

1. Call to Order
2. Pledge
3. Roll Call
4. Guest Speakers

* Speaker: Mary Ontiveros- Vice President for Diversity: I would like to introduce to you to inclusive excellence. We are trying to create a campus where inclusive excellence is valued. How do we define inclusion? We believe it is a fairly straight forward definition that has three parts: 1) A climate where all people feel welcome. I know that there are places on this campus where people do not feel welcome and in fact, there are reports that in some situations, people feel that there are intentional efforts to push them out. Welcoming people is our number one goal. 2) We believe people should be valued. Value their knowledge, perspectives, etc. 3) and then most importantly, they need to be affirmed. If people understand that, micro-aggressions will start to digress. We have had situations when people have secured very lucrative grants. People don’t necessarily get those grants because they are women or of color, but because they have worked very hard. Welcoming people, valuing them, and affirming those contributions. Someone told me that this reminds them of inviting them to dance. ITs one thing to invite them to the dance, but another to ask them to dance.

There are 4 elements in having inclusion in excellence. 1) We believe you can’t have excellence unless all perspectives are heard, welcomed, valued, and affirmed. Inclusion equals excellence. This notion is a framework. It helps universities integrate this. 2) Its everyone responsibility. Not a particular office or organization. It’s everyone’s. When this job was created, people asked me, “How will you know if you will be successful in being inclusive?” I said, “It’s not just what I do but what everyone else has done to be involved. 3) Another idea related to this is that it goes beyond numbers. I think all too often when people think of diversity, they think of numbers; how many color students do we have, etc.? Numbers are important but that doesn’t do any good to have people feel welcomed and valued and affirmed. It goes beyond numbers. We would like to have a critical mass of all students of all colors but are not quite there yet. 4) Another thing, is we need to infuse diversity in everything we do. Again, people think of numbers. We are talking about everything we do. A good example related to keeping diversity in mind, is there is a committee on campus that is dealing with maps. What does our campus say about who we are? I could tell within ten minutes of walking into a high school whether they valued diversity or not. You could tell by athletes on the wall, the valedictorians, even watching students of color walk in the halls. They would do what we call, walk the walls. This committee looks at, what are we projecting on this campus? We were chatting about info kiosks. The designer who has put these together would be great if you were six feet tall, but if you were in a wheel chair, you’d have a hard time. If they would have thought about diversity from the beginning, then that wouldn’t have happened. When that does happen, people think of diversity as an add-on. Look beyond numbers, and infuse diversity. Another element has to do with our definition of diversity. It is a very broad definition. It includes everything from race, gender, to GLBT, etc. We believe that inclusive excellence is the model that this university needs to follow.

* + Wester: How did you discern different levels of diversity and how they can be identified?
    - Ontiveros: This new committee came up with those considerations. They said we cannot leave a population out just because it’s hard to find numbers for them. It was that committee that planned that.
* Catron: How easy is it to apply for a conditional diversity standard?
* Ontiveros: Send me an email. It’s not too hard to add one. We found that as an institution we haven’t looked at some of those things for years. This is still evolving.
* Ontiveros: Some of the activities we are working on is the diversity symposium. This will take place next week Tuesday, Wednesday, and Thursday. Our website has those details. The sessions are offered by staff and even some graduate students. Our keynote speaker is Wednesday evening. We asked that he would present last year but he was named as one of the top 100 influential people in the world so his calendar got pretty busy. We are also partnering with Poudre School District. It will include a conversation about Ferguson. Students will present a variety of perspectives and the audience can chime in. People tend to think that since this is Fort Collins, this type of thing can’t happen here. It can happen with any population. We need to ensure that that kind of thing won’t happen in Fort Collins.

We also have high school diversity conference in spring. My office is now in white house at the intersection of Laurel and Shields. Our goal is to title that facility the Center of Inclusive Excellence. The original name is Green Haven. We don’t want that. Our office conducts a campus climate survey. We try to assess what is happening on campus, not only in relation to diversity, but how people are feeling. From that survey, we make recommendations for change. We also do diversity inventory. This was launched last week. There is no official list of what we do although there is a lot of talk of what we do. This inventory will allow us to learn about many things, anything that is happening on campus whether it is student related or anything. We have re-instructed faculty on how to be an institute of inclusive excellence. We educated them on how to make their classroom inclusive with lots of campus training. Last year Tony Frank said he wants all cabinet members and Deans to be involved in diversity training. The next step was that every Dean and ever division had their leadership involved in training and moved in different direction. We had a two day retreat on social justice. We have variety of faculty and staff individuals. By standard training, we know people want to do the right thing, it is educating them how to do this, is what needs to be done.

* Speaker: Melissa Emerson- Conflict Basics: I was asked to come and cover some conflict basics for you all, knowing this location can have conflict. My area is helping students resolve issues with anyone and anything. For example, a student may come to me thinking someone stole their research. Right now, I have students coming to me for grade appeals. Also roommate conflicts, conflicts within student organizations. I’ve been doing this for 10 years so I’ve seen everything. I will mediate conflicts for people who are feuding. I also advocate for a fair process. Sometimes relationships have broken down so much that someone needs a facilitator. I have even had to facilitate diplomacy alone, in the scenario that that relationship has been broken down so much that this is what the first step is. Restorative justice: we can talk about how to repair harm. You can access these things of what we do online.

I wanted to start with a quote about being a successful leader. As a leader, you have to be able to handle conflict and know how to facilitate it. To get us started, I want this to be interactive and talk about our own conflict styles. Self-identify and pick an animal that best describes your conflict style. These may vary with situations but what is your go to conflict style? Sheep, parrot, snake, hyena, kitten, ostrich, or a lion? Quickly stand up and move to the animal that describes your style.

* Sheep:
* Whitesell: I thought timid, but they also tend to flock together.
* Li Puma: It’s the only herd number, power in numbers.
* Emerson: Accommodators will have high value in relationships
* Lion:
* Gurau: Lions are seen as taking high road and making the right decision.
* Hansen: They fight from a position of strength and sit back and learn until in that position.
* Bruce: If lion is male, they put their head on the line for others
* Ostrich:
  + Emerson: The reality check is that 80% of you are here but avoid these situations. This is the go to for 80% of all people.
* Parrot:
  + Emerson: Some say they are good about talking about problems.
* Kittens:
  + D: All cats are individualistic. I can choose my fights.
  + Wells: I bat situations around like a ball of yarn.
* Snake:
  + Bergeron: I don’t create conflict unless provoked. I also warn people when I am upset like a rattle.
  + Maher: Understanding that with poisonous snakes, they are deadly but not for no reason.
* Hyena:
  + Nolan: I think best way to resolve conflict with humor.
* Dolphin:
  + Laffey: I found I am a combination of a lot of things so I made up my own.
* Emerson: There are 5 conflict styles: 1) Avoidance, ostrich. It can be easier to avoid problems. For example, maybe you will never see that person ever again so you feel it’s not worth your time. 2) Accommodation. I have a high value for relationships. Sheep accommodate with everything and want peace. 3) Competition, lions. They have stronger personalities, passionate people won’t shy away from conflict. They want to advocate for things. 4) Compromise. 5) Collaboration: the goal. There are some examples to demonstrate these styles. (Shares examples of roommate conflicts, student vs. faculty, landlord-tenant and news reporter conflict example video). Some lessons learned: avoiding conflict leads to escalation; humor can be great but sometimes it can trigger people; texting and email is not a good form of communication; don’t respond when you’re angry and leave it and come back to it, you may feel better.

Thinking about your environment, you can be thinking, “What is the source of this conflict?” 1) Relationship conflict. This involves knowing what makes the other person tick, 2) Data conflicts-missing information, 3) Competing perceptions of wants and needs, 4) Structural conflicts-power imbalance, doors separating things, 5) Values based conflicts.

What happens if conflict goes unresolved? It gets escalated and positions harden, communication stops, resources tapped, additional parties pulled in, and there are distorted perceptions. Some tools for managing conflict include: 1) Active listening- trying to listen to what they are actually saying; hearing what they are saying and not trying to formulate responses; not trying to one-up or correct; body language; empathy. 2) Asking open-ended questions- ask questions that don’t require a yes or no. 3) Knowing positions vs. interests- what are the person’s needs, not their positions. 4) Reframing- take out the negative tone that someone said the negative statement in. 5) Generating solutions- find common ground. 6) Start with easiest issue first. 7) When bringing parties together, if there is private meetings needed, respect confidentiality and create ground rules and make sure all the parties are there. Avoid the “you” and use “I” instead. Don’t back people into a corner, more is not merrier, time can help, but avoidance hurts. You have to be able to manage conflict well as a leader. I’m in Aylesworth Hall 3rd floor if you need me.

* + - Crites: Since we use Parliamentary procedure in here, how would you recommend getting your opinion in if the matter is important to you, although the conversation has moved on and being respectful about it?
      * Emerson: See, this is an example of structural conflict. Acknowledge that it exists. It’s crucial to know how you are saying it, address it for sure because it is important, but it’s how you frame it that will make is respectful.
    - Laffey: If we want to talk about these topics further, do you hold seminars?
      * Emerson: I do about 80 trainings a year, I can send those out if you’re interested or you even do one on one coaching or group coaching.
* Speaker: New Era- Voter Registration: Emma, Rebecca and robot.
  + Rebecca: We are having a competition with Boulder on voter registration. New era is a nonpartisan non-profit focused in Colorado. Mainly we focus on registering young people to vote. We have registered 75.000 people across the state since 2006. This year we are registering 15,600. We have partnered with Boulder’s student government for a long time now and wanting to do the same with you. We are in this for the long run. What we do right now is teach you how to be one of us.
  + Emma: For national voter registration day September 23rd, we will have a live feed to see who’s winning. Our goal is 100 and Boulder’s goal is 137 so we will up our goal to 200ish.
  + Rebecca: We will have a table available to make it fun. I have a sign-up sheet so that if you have to sign up for 1 shift, you can do that here. We will train you on how to register people now. It goes from 9am-4pm with us wanting you to a one hour shift.

How you get trained: Have you any of you moved since last semester? If you need to register, do it now. Don’t wait. Your ballot will go to your old address so make sure to add your new one. We are trying to get college kids registered to give the college a better voice.

* + Emma: It’s important to register for this town so you can drop your ballot off at LSC on October 20th. You don’t need to be a resident. (Explains how to fill out the form) Make sure it’s a Larimer county address. The county clerk can find things with vague information if you do not happen to know your old address or things like that. However, dating is very important. Make sure it’s correct. Then you, the person registering the person filling out the form, Initial and date at the bottom, confirming the date is right and all needed information is there. Once someone has filled out a form, they can fill out a pledge card. People say that when people write to themselves in their own handwriting, they are more likely to vote next time versus getting a flyer telling them to. Take the back of a pen and make sure they have all of their information. Also make sure to write the correct training verification number. This number will be available all over on the table the day of registration.
  + (Played a video regarding this voter registration drive)

1. Ratification & Swearing in of New Members
   * John Hopkins
   * Aaron Schoelkopf
   * Miles Golson
   * Chase Zvonek
   * Anthony Snyder
2. Executive Reports
   * Wells: Diversity Symposium is next week. I encourage you to attend a session
   * Ricketts: We are working on external committee spreadsheet for all senators. The best way to do that will be to come in to mine, Deanna, or Andrew’s office hours.

Ricketts hours: Tues and Thurs 2-5, Fri 3-4

Olson: MW 12-1

Bondi: always there

* Pasillas: Move in date is September 23rd to the 26th. If you have something to communicate within the office, arrange your work outside the office until we are all in the suite.
* Whitesell: Chronic Health Mentee applications are open until the 15th. We had the first internal ASCSU Mental Health committee meeting. This is the last call if you are interested in this. Let me know by the end of the week.

1. Judicial Reports
   * Lassek: We are doing interviews this week, in search for 3 associate justices and 1 liaison. We are adding that sports rep and getting in contact with them.
2. Senator Reports
   * Yearby: R&R has to have bi-weekly meetings. I wrote a bill that was denied from the agenda for today. We ran on 4pm last year so I assumed that this would still be the time for the agenda and the website saying 5pm. I’m hoping we can motion to move my bill to the floor later. I have drafted a diversity bill. I would love to send it to anyone who has ideas or advice.
   * Li Puma: We had confirmation of first senate in new senate chambers being Oct. 1st.
   * Bondi: We have set up committee times, I will pass around an iPad, put in your name and check all times available to attend those meetings.
     1. Crites: Can we choose one?
     2. Bondi: Put in all available times and that way we will find the time available for everyone.
3. Associate Senator Reports
4. Committee Reports
   * Committee Times
   * Committee Procedure
5. Confidence Business
   * Bill #4403 Executive Constitutional Clarification
     1. Bondi: I move to adopt bill 4403 Executive Constitutional Clarification.
     2. Jordan: Section 102: This was previously listed just as a member of ASCSU leaving no way to define people who work for the organization. This added officials and game requirements. 104 was changed. 301 used to say first working day and was changed to business day. 303: we struck executive because it’s not part of the title anymore. 305 added deputy director and struck executive. 500 used to put an extra restriction on college councils, requiring representatives elected democratically. We added they should be accessible to all students. Removed 501, it didn’t say anything and current 502 became 501.
        1. Crites: We cannot vote on this tonight. I move as it is already 8:40, to move this and not do discussion and debate.
        2. Li Puma: (Reads about 1st reading of bill being sent to committee)
        3. Yearby: Do we have to amend the sections further to align them with their present order?
           1. Jordan: It’s necessary to have a therefore for every single time you change a number.
        4. Yearby: Why did you seek to amend the openly democratic clause?
           1. Jordan: There are college councils that are not open nor democratic. We are trying to match the way things are. We don’t have complete control so by doing this, we are giving guidelines.
     3. Yearby: I don’t feel comfortable saying that executives have to be full time students. There are a lot of students that have different reasons to not be full time but have great potential.
        1. Bondi: It reads they must remain a full-fee student, not a full-time. This means only taking 6 credits versus 12 credits
     4. Yearby: I would like to see specification on Ex Officio status. It could become an issue.
     5. Bondi: I move this bill be sent to internal committee.
        1. Vote: 21.0.0
   * Bill #4404 Legislative Constitutional Clarification
     1. Bondi: I move to adopt bill 4404 Legislative Constitutional Clarification.
     2. Jordan: In 200, you can see it says a liaison or admin bodies changed to AND. 201: any body used to be one word, changed to separate words. 202; previous didn’t explain how senators who aren’t voted in and how they become senators. We added that in. 204 used to say the appropriate college council if there is one, we eliminated that. 206 added in R&R position. 207 does the same thing as does 208 but also changed to the pro tempore, parliamentarian shall preside. 209 discussed vetoed bills. 211 used to require 1 associate senator per college. 212 used to give Vice President the right to excuse senators from council meetings. It also previously never gave senators the right to vote. 213 gave right to debate to cabinet members and Supreme Court officials. 213 used to be 214. The new 214, previously at the end of any meeting, senate had to meet to cover any budget issues, this provides a better way. 214 combines previous 216 with it. 215 has no changes except it used to be 217.
        1. Balster: Phrasing in 215, the senators is written instead of representatives?
           1. Jordan: This is not a change in this bill.
        2. Yearby: With your new 214, you are eliminating 15, and 15 reads that senate should elect a committee head. That means that senate would choose potentially 5 members to have power during breaks. Your amendment doesn’t include who would be on this section.
           1. Jordan: Senate never put together this committee. We should officially make it the way it was already done.
           2. Yearby: That can be a problem and we should be voting on that. Right now that means that some committee head can get 4 others together without anyone knowing what they decide and who they are.
     3. Bondi: I move to send this to internal committee.
        1. Lancto: I think it would be good to spread the wealth.
     4. Bondi: I move to amend my motion to send to external committee.
        1. Vote: 25.0.0
6. Old Business
   * Bill #4402 Judicial Reform
     1. Bondi: I move to adopt bill 4402.
     2. Bondi: I move to request to read the title of the bill instead of the full bill.
     3. Laffey: What would the chair like to do this bill?
     4. Li Puma: I would like to send this to a committee.
     5. Laffey: I move to send this to university affairs.
        1. Vote: 25.0.0
7. New Business
   * Resolution # 4401 CSU Police Department Complaint Procedural Reform
     1. Crites: I move to adopt Resolution 4401 CSU Police Department Complaint Procedural Reform.
     2. Sydoriak: The main reason I did this is because I am the chair for the citizen review board. I looked at CSUPD to see their complaint process. You have to call front desk, and say you’d like to file a complaint. They would then refer you to the sergeant of the officer you are complaining about. I know that if I had excessive force put on me by a police officer, the last thing I would want is to talk to another police officer. This takes the middle man out and instead has something like online boxes that people can submit their complaint to without feeling intimidated and that dialogue can still happen without other people getting in the way of it. People won’t take advantage of the system. It will preserve dignity so they won’t be afraid to sit with the police department. I sat down with the chief of police and he is already ready to implement this. They want the student body to have this conversation.
        1. Crites: Good job confronting someone that has a power over you.
        2. Balster: You said you talked to the chief? Did they talk about who would handle the complaint?
           1. Sydoriak: This just deals with the initial process. After that, it goes through the same process of the sergeant reviewing it. There are also fears of officers having so many checks against him. This is not the case. The complaints will be reviewed first to see if it’s a worthy complaint.
        3. Bondi: How open and willing to work with you were they?
           1. Sydoriak: They were very open and thought it was a great idea. They had never thought about this before. They don’t get a lot of complaints. This may be because they are doing a great job, or that there isn’t even anything that says you can file a complaint. He was very receptive.
        4. Bondi: Is there anything similar to the citizen review board in Fort Collins at CSU?
           1. Sydoriak: There is no such board at CSU right now. I do want to establish that board. I will say that the chief was not as receptive to the board at CSU.
        5. Seel: Do you know who would be responsible for implementing that on the website?
           1. Sydoriak: IT.
        6. Seel: When a student has filed a complaint, what kind of response will be expected?
           1. Sydoriak: I don’t know. They contact the complainant.
        7. Earle: What would be the next step?
           1. Sydoriak: They are ready to change the site, it’s on them. This is non-binding so they could not change it, but that’s why I included Amy Parsons because she is his boss.
        8. Earle: How would students of ASCSU students get involved on the board?
           1. Sydoriak: Email me. I’m networking right now and connecting with people who could make that change.
     3. Laffey: I am in full support of this bill and am behind it.
     4. D: I am in support as well. Not only are the attitudes represented but even the chief of police. It will build trust and things of our past issues will not happen again.
     5. Gurau: I move to previous question.
     6. Yearby: I move for a five minute recess.
     7. Bondi: (Reads article for clarification of whether they can vote on this tonight)
     8. Lancto: I move to place this resolution on emergency status.
        1. Vote: 22.0.0
     9. Laffey: I move to previous question.
        1. Vote: 23.0.0
     10. Yearby: I motion to bring my bill to the floor about 10 million dollar cap.
         1. Earle: Bills and Resolutions should be proceeded to Speaker Pro Tempore and Parliamentarian by 10am before-hand.
         2. Li Puma: I emailed Lynn Johnson and this informed me that something similar was brought to the floor in years past and notified me of the possible illegality. They advised us to wait for their advice prior to us deciding on what to do with this bill.
         3. Yearby: There are other campuses that have similar models that the body votes on fees. We should move forward whether the state cuts it off or not. In regards to the time, it was not to my understanding. All I’m asking is to simply read it to get 1 reading over with.
         4. Gurau: Seeing how this bill was submitted at the inappropriate time, we shouldn’t make an exception for tonight and wait until it has been submitted correctly.
         5. Balster: We should wait for further investigation into legalities. It’s important for us to have this information before we start discussing this bill.
         6. Catron: I move to call previous question.
            1. Vote: 8.14.1
8. Announcements
   * Yearby: I want to point out a conflict of interest of you being chair of SFRB. I also want to see the bill up next week.
   * Earle: I am in charge of name placards, so come talk to me if you are a senator or representative.
   * Bondi: There are a number of new faces here. We do not have contact sheets. Come and speak with me after.
   * Crites: I sent out an email for the event I mentioned last week that is occurring this Saturday.
   * Roos: Come to the Geller Center Saturday 3-9:30pm. It’s at 629 S. Howes. This is a fun, relaxing festival for community development.
   * Yearby: I wrote diversity bill for next week. Let me know if you’d like to discuss it or anything.
   * Li Puma: Dr. Frank will propose that they do not move forward with on campus stadium. They have offered the donators for renovation for Hughes stadium. If the 33 million do not come, there will be a tuition increase. Or they want to outbid it to private companies and have a mortgage on it. It won’t be owned by CSU. He wants us to see if anyone is interested in join a committee that will talk about what is best for the students.
     1. List of interested people:
        1. Michelle Crites
        2. Sam Laffey
        3. Andrei Gurau
        4. Kat Balster
        5. Connor Catron
        6. Clayton King
        7. Kelsey Bigham
        8. Phoenix Dugger
        9. Jason Sydoriak
        10. Spencer Nolan
        11. Chase Zvonek
        12. Matt Lancto
        13. PJ Seel
        14. Cole Weinland
        15. Filip Dedogryuk
        16. Aaron Schoelkopf
9. Roll Call
10. Adjournment