

**INVST Directors' Committee Meeting Minutes**  
**Friday, October 16<sup>th</sup>, 2015 from 3:00-5:00 PM in HUMN 160**

**Call to Order (Grant, Facilitator), 3:05-3:20**

- Introductions & Opener
- Snack (brought by Amanda and Fiona)
- Assign roles: time keeper (Marina), vibes watcher (Emily), note taker (Drew)

**Agenda Consent (Grant) 3:20-3:25**

- **Approval of previous meeting's minutes**
  - ✓ **Approved (DECISION)**
- **Agenda review and consent**
  - ✓ **Approved (DECISION)**

**New Business 3:25-4:00**

**I. Summer Program Facilitator raise discussion (Grant, 15 minutes)**

- Background: No raise since 1999, there used to be 2 facilitators for ISSLE but when we transitioned to 1, \$500 was added (DSSLE facilitators get \$2000 each, ISSLE gets \$2500)
- Money for raise would come from INVST, money from Gala in May 2015 would cover the raise for the next year
- Similar jobs generally pay \$2500-\$5000
- Proposal to raise each respective salary by \$500, OR salary based on reviews from CLP participants of their facilitator (feedback based) -- raises would be only for those who facilitated **more** than one summer trip

Andrew: Talk of a combination of these options? Money was worth more in 1999, facilitating a summer trip means taking a month away from your life, plus a not working at your full time job

Franky: Second option doesn't make so much sense because there are many new applicants each year, and facilitators do a ton of work before the month begins

Fiona: Room and board are provided for facilitators apart from their salary, so this is a consideration

Haylee: Are people encouraged to return as facilitators?

Sabrina: It varies year to year, incentivizing would make sense to encourage people to come back as facilitators, we'd like for the applications to just flow, which doesn't always happen, some years we have only 3-4 applicants for 3 positions

Grant: Proposal for first option would be raise each salary by \$500 (DSSLE facilitators get \$2,500 each, ISSLE gets \$3,000)

**Thumb Check**

Becca: If the idea is to honor the job task and give people more, then \$500 more is great and we should do that. If the goal is to incentivize people, I don't think \$500 would change who applies because this job does require so much summer schedule flexibility

Andrew: obviously I think they deserve a raise, but I don't understand why \$500 is the number, and what is there to say for a case-by-case basis?

Sabrina: While we're comfortable for this year because of the Gala, we have to think about the coming years' sustainability so we don't want to think too big... \$1500 total to all three facilitators is something that INVST and our many fundraisers could handle yearly. Also looking at comparable employment opportunities (Catalina Island summer camp and Carpe Diem) we came up with a range of salaries and the number we came up with puts us around there

- Carpe diem: \$2500-\$3000 for a *semester* (less experienced) or \$5000 (more experienced) (a semester is 3 ½ months long)

Francisco: Thumbs down because I don't understand where the \$500 came from and if it's situational to compare to other similar employment opportunities; would like to see how cost of living has increased since 1999

Franky: What's the goal here?

Sabrina: The goal is justice and fairness, increasing the number of applicants is secondary, but we have been hurting in that department, it's nice to get more than 3 applications, we want to have good solid candidates who will do a good job

Franky: Is it possible to give returning applicants like a \$100 bonus?

Sabrina: We could do it if we thought it would provide incentive

Franky: I think it would show that people are valued as returners

Andrew: Could the international facilitator have more of a raise? They are doing the work of 2 people but getting the same raise... it seems fair to me that that person would get a \$700 raise or something that's in line with the fact that they're doing a little more work than the domestic facilitators

### **Thumb check: and it goes back on the agenda for next time**

## **II. Discussion about adding "documentation status" to Inclusion Commitment (Grant, 20 mins)**

Grant: The idea came from Jackson in Echolumiina, SOL Project was Students Stopping Deportations, realized that campus is non-inclusive in terms of documentation status, and thought about the INVST Inclusion Commitment in terms of this issue; potential roadblock could be international travel (very difficult without documentation)

- Reading of Inclusion Statement

Grant: Can INVST put this on there and back it up? We have to think about the implications

Andrew: Clarification, so if you're undocumented you can't travel outside the country because then you enter the realm of authorities who would respond to the lack of documentation

Haylee: Can you go to CU without documentation?

Becca: You can, but you can't get in-state funding, there is legislation to try to support that in Colorado

Franky: Sabrina, could you speak on the fact that we have an ableism statement but the DSSLE is not accessible?

Sabrina: At first I thought this issue on the agenda would be quick and easy because "national origin" is already in the inclusion statement, through conversation I've realized that documentation status is more specific and inclusive... it would surprise me if a person who's undocumented would join this program because it's a leadership program that puts you up front in front of people and the ISSLE would not be attractive (most likely) to an undocumented

individual b/c of inherent risks. So if we had someone join who was undocumented we would alter the ISSLE, just as, if we had an individual joining who was physically unable to do the backpacking, we would alter that component of the DSSLE.

Andrea: We must consider the risk it might be for an individual who was undocumented to join INVST... there are a lot of risks that would need to be considered

Andrew: If I came to INVST and was undocumented and you told me about an already figured out alternative to the ISSLE I would feel trusting

Fiona: If I were undocumented I don't think I would apply because it says you will be going abroad

Franky: There is a radical movement of people coming out as undocumented, who are not afraid & WOULD be up front, might join a program like INVST

Becca: I don't think we can put that on our inclusion statement without already having changed the ISSLE, because if we're saying we're inclusive of undocumented identities we cannot have a program that doesn't support that

Haylee: Back-up option is not feasible

Andrea: Right, then the whole cohort would know that the program was changed for one individual, which is isolating

Becca: Design of INVST is that we have an ISSLE, I support a radical shift to be more inclusive. We're already looking at changing the ISSLE, so to me it would be cool and radical to look at what it truly means to be inclusive

Grant: Understanding that this is complex and putting this on our statement would entail radical changes to how this operates, which we're definitely not prepared to do. So this will go into the next DC, and somewhere else?

Franky: Subcommittee but I don't want to be on it

Grant: We can figure that out next DC. On to old business it goes!

#### **Break or Announcements: 4:00-4:05**

- GOP debate next Wednesday (Franky)
- Storytellers training Wednesday night through New Era (Franky)
- Bioneers Conference is next weekend (Oct 23-25) (L)
- \$10/hour to help with survey on affordable housing in Boulder through geography department

#### **Standing Committee Reports 4:05-4:45**

Curriculum Committee (15 mins)

Michael: The first meeting happened last week, talking mainly about ISSLE curriculum, brainstorming and looking at other organizations in Nicaragua, wants to change deadline for proposal to committing to an organization (that will be brought back to DC) from Thanksgiving break to Winter break

- If we can't arrive at a new community partner, we will stay with Witness for Peace
- **Consensus to extend deadline to winter break: DECISION**
- Surveys handed out and completed by all current students

Staff Search & Selection Committee (15 mins)

Sabrina: The primary task is to review applications of those who apply to be summer program facilitators, call for applicants is in December 2015 and applications are due in February 2016

- Timeline for hiring a new instructor is complex, a lot of steps involving a lot of people, we are therefore already in the process of getting Haley Squires Sladek hired for 3932 (second semester first year skills class), of which Nathan will continue to be the TA

Franky: Clarifying question... we didn't hire Bridget as a year-long instructor?

- We did. She's having a baby! So she won't be teaching in the spring
- Fiona will be emailing this committee in the next few days to set up 1<sup>st</sup> meeting

Outreach & Inclusivity Committee (5 mins)

Sabrina: THE INVST COMMUNITY LEADERSHIP PROGRAM IS CURRENTLY ACCEPTING APPLICATIONS! The early application deadline is Monday November 16<sup>th</sup>! Final application deadline is Monday February 22<sup>nd</sup>... tell your friends, encourage people to apply. We do a lot of things to get the word out but the best way is word of mouth

Haylee: What's the incentive for applying early?

Sabrina: People who are studying abroad in the spring can do an in-person interview in the fall, so this is the original reason why we did an early application deadline. Also the number of early applications indicates how hard we have to push in the spring to get the word out. Sometimes we let people know early if they get in and sometimes we don't, depends on the process of the admissions committee

- Reminder email will be sent to all of you; please forward it out to your friends!

Plus our FAB reps: Report on first FAB meeting of the AY, Andrew Bryson & Ben Foxman (5 mins)

- FAB is people involved with INVST who help us raise money for summer scholarships, GALA did really really well and summer scholarship availability increases inclusivity; even though we raised a bunch of money we'll still do fundraising this year: holiday gift baskets through Regional Makers, thinking about having Ritzy House Party, and apparently Bingo is popular at hipster bars these days, so we're going to keep that going and try to raise money via bingo events
- If you want to communicate something to the FAB board or have an idea, email Andrew

## **No New Business**

## **Closing**

To discuss in future DC Meeting:

- Summer facilitator raises- needs more discussion
- Documentation status- needs a lot more discussion and means potential radical changes
- Next Facilitator (will be a Grey River Kindling member)  
→ Drew
- Next Snack  
→ Marina and Elana

## **COMMUNITY ANNOUNCEMENTS:**

Becca: I want updates! What's going on in class? A few people from Sonder Root Sky?

Haylee: We started facilitating our GT's which has been a fun thing to navigate

Fiona: We all have internships (go around of where)

GRK updates on SOL project development

Feedback for the facilitator

## **For Next Meeting - Upcoming Agenda Items (5 mins)**

- Learning Outcomes for the INVST CLP
- Anti-Oppression Training, (1 hr 15 mins) ON 11/13