JUNE 3, 2020 MEETING AGENDA

2020 UCSC Trans & Nonbinary Advocacy Coalition Agenda
(Zoom:)

Date: June 3, 2020
Meeting Facilitators: --
Note Taker: --
Folks Present: --

Check In (15 minutes)
- Name, pronouns, position
- Optional Q 1: How are you doing?
- Optional Q 2: Share a summer memory you love or a summer tradition you are looking forward to.

Goal for this meeting: (5 minutes) (FEEL FREE TO ADD ITEMS HERE)

1. Set up next meeting day/time/facilitators (one student and one staff/employee). 1 or 2 meetings over the summer, interest in attending despite furloughs. -- will schedule a connection in July & August
2. Follow through/ temp check on action items
   a. Campus Name Change Committee will meet (--)
   b. Future Housing Events Brainstorm Meeting (--)
   c. End of the quarter event/social for QT Staff & Faculty Planning (--)
   d. Look through RC COVID-19 Guide to ensure SHOP resources are included (--)
   e. Send TANAC folks information on the resources SHOP has compiled (--)
   f. Compiling resources for Allies (--) [link removed]
   g. Clean up today and previous meeting notes (--)
   h. Create separate meeting notes that we can publish on Cantu website that have no identifying information. Send this over to -- (--)
   i. -- helping publish TANAC notes on website (--)
      i. Looking forward to doing this after Lavender graduation
   j. Create section on Cantu website that has TANAC member's names (--)
      i. See above (after Lav Grad)
   k. Small Grants Proposal Working Group Submitting Application by June 1st (--)
   l. TANAC Weekly Task Reminder Peeps (--)

3. As our last meeting, what does this mean for us going forward?
   a. Congratulations to -- on graduating!!!! Thank you for your service to TANAC/Cantu/SHOP and all of UCSC!!!!
   b. Appreciations and accomplishments we are proud of or feel really good about.
4. <u>Action Items</u>
   a. -- will schedule a connection in July & August
   b. -- will work on graphic design over summer to begin advertising TANAC
   c. -- helping publish TANAC notes on website (--)
   d. Create section on Cantu website that has TANAC member's names (--)

MAY 5, 2020 MEETING AGENDA

2020 UCSC Trans & Nonbinary Advocacy Coalition Agenda
(Zoom:)

Date: May 5, 2020
Meeting Facilitators- --
Note Taker: --
Folks Present: --

Check In (15 minutes)
- Name, pronouns, position
- Optional Q 1: How are you doing?
- Optional Q 2: Would you rather have your favorite song stuck in your head forever or never remember the lyrics to any song?

Goal for this meeting: (5 minutes) (FEEL FREE TO ADD ITEMS HERE)
5. Set up next meeting day/time/facilitators (one student and one staff/employee)
6. Reflections on what TANAC has achieved so far
7. Follow through/ temp check on action items
   a. Housing (--)
   b. Strike & Mutual Aid Updates (--)
   c. Name & Gender Change Committee (--)
   d. Housing Event For Fall 2020 (--)
   e. Q/T Staff and Faculty Mixer- Virtual? (--)
   f. Cantu Website Updates (--)
   g. COVID-19 Guide

       h. Resources for Allies (--)

       i. "Gentle Weekly Reminders For Tasks" Person

    8. Option: Breakout rooms and structured work during meeting

       a. Report outs and action items

    9. Discuss Publishing our Meeting notes on Cantu Website

    10. Discuss applying for Radical Resilience: <u>Small Grants Program</u>

    11. Action Items

Reminder of our Mission Statement:

Trans and Nonbinary Advocacy Coalition is a trans and nonbinary led group of students, staff and faculty at UCSC. Together, we build sustained connections to transform nonbinary and trans peoples' experience across campus. We build sustained connections to address the needs of trans and nonbinary peoples. Our work is grounded in intersectionality, solidarity and love.

MEETING NOTES:

1. **Set up next meeting day/time/facilitators (one student and one staff/employee)**
   - Meeting: Wednesday June 3rd 10-12PM
   - Facilitators: --
     - Notetaker: --
   - For reference: [link removed]

2. **Reflections on what TANAC has achieved so far**
   a. TANAC established a mission & some norms around meetings, etc.
   b. Trans Inclusive Housing Updates. Having the backing of TANAC carried a different weight in interacting with housing staff
   c. Established mission, structure, folx who continue to return
   d. Trans community panel
   e. Research on name and pronoun use in academic and electronic records on campus
   f. Staff and student interactions has helped in pushing projects forward and brings fresh perspectives

3. **Follow through/ temp check on action items**
   a. Housing (--)
   - No relocation for folks who live in trans inclusive housing
   - If there is any movement, then the housing staffy (--) will contact -- and he will let everyone in TANAC know.
   b. Strike & Mutual Aid Updates (--)
   - Wildcat strike is over as in all grades are submitted

- Lot of anxiety for grad students who withheld grades if they are fired forever.
- Difficult to continue striking as other UCs did not share that they submitted grades
- Fight is alive because they are working to reinstate TAs

c. Name & Gender Change Committee (--)

> Scheduled meeting & will have updates next month!
> Create a clear web/map of what offices students need to communicate with if they want to have their name updated in the various campus systems. Goal: PDF version, easy step-by-step outlining bumps in road, etc. to try and make process more accessible and easy to navigate for students

d. Housing Event For Fall 2020 (--)

> Restructured to be a "Housing Campaign" on social media, where resources will be presented through instagram posts. Posts will be saved on Cantú account so that people are able to access them anytime.
>
> > 1. Would be great if -- could share all of her great ideas/thinking before she leaves so we can continue to move projects forward

e. Q/T Staff and Faculty Mixer- Virtual? (--)

> -- have been having conversations with folks- people seem burnt out.
> -- would love a live streamed event to celebrate the end of the quarter and such
> Stand-up comedy and laughs? Fun idea!
> No worries if this isn't going to happen

f. Cantu Website Updates (--)

> -- conducted an evaluative walk through of the existing Trans Resource Page on the Cantu website. Here is the [link removed] outlining the edits that will be made in order to make the webpage more intuitive, eliminate broken URL links, and reduce the amount of clicks students need to make to find resources. Next step is to get editing access to Cantu Website.
> Comment: Providing support for folks transitioning during shelter in place

g. COVID-19 Guide

> Making sure we look and give feedback on SHOP
> resources. Making sure we have referrals for --.
> Information on Sexual Health, Accessing PrEP, Birth
> Control.
> -- will link us to all the resources SHOP created <3

  h. Resources for Allies (--)
> By next meeting
> Video resources on explaining different identities and such

  i. "Gentle Weekly Reminders For Tasks" Person
> -- will send out weekly or bi-weekly reminders of all our
> tasks

4. Option: Breakout rooms and structured work during meeting

5. Discuss Publishing our Meeting notes on Cantu Website

a. Facilitators clean up meeting notes and send to -- at the end of the meeting
b. -- will edit and read the meeting agendas
c. Deattach names from agendas… But there might be something lost if we do not know the names of the people in the meeting
d. Spot on the webpage:
 - Who is involved in TANAC
 - -- will make 2 versions of the agendas: ones posted online will not list anybody's name, ones posted on our google drive will have identifying information

6. Discuss applying for Radical Resilience: <u>Small Grants Program</u>

a. DRC is applying for 5,000 for Disabled QT Programming
b. -- planning to apply for 5,000 for QTPOC Staff Wellness
c. Does anyone want to apply for a Grant for Trans specific programming/resources?
d. Ideas
  i. Queer Ecology Care Package for people to recieve seeds or a book
  ii. Include events and programs that show people how to garden.
    1. -- meeting up next week to work on this :)

7. Action Items

a. Create meeting agenda, create zoom link, create google calendar invite for TANAC meeting (--)
b. Campus Name Change Committee will meet (--)
c. Future Housing Event Brainstorm Session Meeting (--)
d. End of the quarter event/social for QT Staff & Faculty Planning (--)
e. Look through RC COVID-19 Guide to ensure SHOP resources are included (--)
f. Send TANAC folks information on the resources SHOP has compiled (--)
g. Compiling resources for Allies (--)
h. Clean up today and previous meeting notes (--)

    i.   Create separate meeting notes that we can publish on Cantu website that have no identifying information. Send this over to -- (--)

    j.   -- helping publish TANAC notes on website (--)

    k.   Create section on Cantu website that has TANAC member's names (--)

    l.   Small Grants Proposal Working Group Submitting Application by June 1st (--)

APRIL 2, 2020 MEETING AGENDA

2020 UCSC Trans & Nonbinary Advocacy Coalition Agenda
(Zoom:)

Date: April 2, 2020
Meeting Facilitators- --
Note Taker: --
Folks Present: --

Check In

- ○ Name, pronouns, position
- ○ Q: How are you? It's been a minute!

Goal for this meeting:

1. Set up next meeting day/time/facilitators (one student and one staff/employee)
   - ■ Meeting: Thursday, May 7th, 11:00am- 1:00pm
   - ■ Facilitators: --
     Need -- notes from February meeting HERE
     Jan notes for reference [link removed]
2. Follow through/ temp check on action items
3. Housing event
4. Buddy Program

Reminder of our Mission Statement:

Trans and Nonbinary Advocacy Coalition is a trans and nonbinary led group of students, staff and faculty at UCSC. Together, we build sustained connections to transform nonbinary and trans peoples' experience across campus. Our work is grounded in intersectionality, solidarity and love.

Updates/ follow ups last meeting:

- ● -- updates on name change processes across campus?
  - ○ UCPATH Student Employee Name Update Process
    - ■ Comprehensive PDFs available for updating a preferred name, and legal name with UC Path. (-- will place in TANAC Folder)

- ○ UCSC Campus Preferred & Legal Name Update [link removed]
    - ■ ^ This ^ is still a work in progress
    - ■ Living document that will continue to be worked on as information comes in from different areas across campus
  - ○ NAME CHANGE TEAM: -- WOOHOO
- ● -- academic advising Slug Success System (in regards to name changes)
  - ○ Recap:
    - ■ Slug Success is a tool that college advisors on campus use for shared electronic notes and documents (forms), can be used to schedule appointments.
    - ■ AIS: the overarching collection of student records & data (major course grades, GPA, etc.)
    - ■ MyUCSC: Student-centered aspect of AIS, allows students to access information on their academic performance, choose classes, update info for AIS etc.
  - ○ Updates: Slug Success pulls from AIS and MyUCSC weekday mornings. There is no field for students to enter a preferred name or pronouns if there's one different than what's in AIS or MyUCSC
    - ■ Who has access: professional staff, not student staff, would be a able to see name change but not notes on preferred name & pronouns
      -- question to students: would ya'll want to be able to have a place where you could have your preferred name and pronouns noted in Slug Success (in case they're different than what's in AIS or MyUCSC)
      - ○ -- gave feedback, sounds like things are mostly working for MyUCSC/AIS updates.
      - ○ --: One issue that still comes up (supported a student with it yesterday) is that when AIS & MyUCSC do this, there still needs to be a way for trans & enby students to note when mail/billing/financial aid
- ● --, Other Students- Trans Guide for UCSC (Scavenger Hunt for name change and resources)
  - ○ This is on hold. Currently been working on turning the Cantu VIRTUAL.
  - ○ This was originally a student project a la a "disorientation guide" for trans students to be frank and honest w one another about their experiences on campus
- ● 20 Mins: Strike & Mutual Aid

10:50-11:10 ish (20 minutes) Strike Update- Impacts and Mutual Aid Fund
- ● Strike Update
  - ○ Reassessing tactics

- ○ Withholding of grades for Winter and Fall quarters has been effective
- ○ Statewide Grad Student Union (drama): Disconnect in communication between established union and actual grad student organization strategies
  - ■ Currently grad students will vote on making the wildcat strike a legal one. This will make it so the University HAS to do bargaining with the Grad Student Union.
- ○ Strike Related Mutual Aid
  - ■ Were able to fundraise $ to support fired grad students. This will get dispersed by the end of the month.
- ○ Link to sign up for phone banking [link removed]
- ○ -- will ask if any support needed around QT students in disciplinary hearings
- Mutual Aid Fund
  - ○ Santa Cruz County Mutual Aid Fund
    - ■ Can submit on google doc form if you need support with paying for rent, walking dog, getting groceries, etc. Anyone in santa cruz county can submit for support & support for
- 20 Mins:--- Trans inclusive housing questions (what happens if there are more requests than space? Where do those students go? Could we get more housing specific to those communities if needed?
  - ○ CRE let -- know TIH residents are being moved
    - ■ Students may be moved and separated from roommates
    - ■ Is there a possibility to prevent students from being moved? Who suggested this? Are they following public health guidelines?
    - ■ Tenant Rights
    - ■ Current communication: Move everyone to a single, but all the students will be moved to the same college.
    - ■ Making sure we ask students in TIH what they would like to do. And we organize around this.
    - ■ Treat this as a tenant landlord issue. University is evicting students essentially.
    - ■ -- will follow up
  - ○ Next Moves
    - ■ Need to get in Contact with students in TIH
    - ■ Offer immediate support to TIH students (1:1s, connect to community)
    - ■ Talk with Oakes Provost
    - ■ -- will forward housing email so we can all read
      I believe this is the text from the email: Information on COVID-19 and UCSC student housing

In response to COVID-19, UC Santa Cruz has taken steps to dramatically and immediately reduce the number of people living on campus. Students who can return to a permanent address or make alternate housing arrangements have been encouraged to leave campus. However, we understand that leaving campus may not be an option for everyone and we are committed to supporting our students through this outbreak.

In order to focus our staffing and support services on the needs of a smaller residential population on campus, we will be relocating the following residents:

- Students living in residence halls
- Students living at the Camper Park, Village, or University Town Center
- Students living in apartments at Cowell College, Redwood Grove, and the Porter Apartment Buildings F and G

Students will be relocated to College Nine, College Ten, Crown College, or Merrill College. It is our goal to:

- Reassign apartment residents to the apartments at one of the above communities.
- Reassign residence hall residents to the residence hall facilities at one of the above communities. These housing areas are in proximity to one of the two campus dining halls that we currently plan to keep open (College Nine/College Ten Dining Hall and Crown Dining Hall).
- Moving assistance will be provided. This will include moving bins, supplies such as cardboard boxes and tape, as well as movers and trucks to transport your belongings to your new housing assignment.

Housing staff are currently working on your new housing assignment. You will soon receive a message with information about your new room assignment and instructions for completing your move. To be clear, this move is mandatory and we appreciate your cooperation. Note: special attention is being placed on students with disability-related needs to ensure the new housing assignment will meet their individual needs.

In order to maximize efficient use of housing space, while also implementing appropriate physical distancing for residents, each room will be assigned as a single. Students will not be negatively financially impacted by this change to single occupancy residency. Instead all residential students will be charged the triple room rate for spring quarter. Additionally, students on the 5-day meal plan for spring quarter will be upgraded, at no additional cost, to the 7-day plan to ensure dining access during the weekends. Students already on the 7-day plan for spring quarter will receive a rate reduction to the cost of the 5-day plan. Apartment residents who wish to obtain the 7-day meal plan at the 5-day plan cost may do so.

You are receiving this letter because you have indicated that you plan to remain in residence this spring. We want you to know the latest information so that you can make an informed decision about your housing situation to the extent that you have choices. If you can make alternate housing arrangements, we strongly urge you to do so. If you do plan to leave campus, please complete the Intent to Vacate form to indicate your intention to move-out of university housing as soon as possible. We will continue to offer a full housing refund for spring quarter to students who give their intent to vacate and complete their move-out by April 19.

Based upon the current public health information available, the following details the conditions we anticipate in our residential buildings during spring quarter. Please keep in mind that this is an evolving situation and circumstances may change further.

- We are doing all we can to prevent the spread of COVID-19. However, the virus has already become so prevalent that public health authorities believe that if testing were more widely available, it would reveal that many of us, including UCSC students and employees, have already been exposed to this virus.
- The primary public health strategy is mitigation: reducing exposure by rigorous compliance with physical distancing recommendations, cessation of group gatherings, regular handwashing and extra care to avoid unnecessary contact with our most vulnerable populations. This is most effective when followed by all of us as individuals. However, we want to prepare you for the reality that some people residing in as well as staff supporting campus housing will inevitably become ill with COVID-19.
- It is also inevitable that students who become sick with COVID-19 but are not ill enough to require hospitalization will need to self-isolate in campus residences. Students who are exposed to the virus before they realize it will be living in some proximity to students who are well, increasing the potential for the virus to spread.
- We will close several of the residential buildings and relocate any students residing there, as well as adjust our housing and dining operations to improve physical distancing.
- Any resident who remains on campus for spring should be prepared to be relocated (possibly more than once) so that we may create spaces for isolation as well as quarantine.
- Dining Services will be limited to take-out only meals.

We appreciate that this information may add to your anxiety during what is an already stressful time. It is our goal to share as much information as we have as quickly as possible so you can make decisions that are right for you.

Since you are planning to remain in residence during spring, please begin to prepare yourself for relocation, and follow instructions that will follow from your Housing/Student Life Office.

- ○ -- will be in touch with students soon hopefully as well as staff. Can schedule 30 min meetings for updates with folx who are interested .
  - ■ Folx interested: --
  - ■ Zoom info:
- ○ Updates:
  - ■ TIH usually doesn't have to turn away students that have guaranteed housing offers. The issue is turning away students who don't have housing guarantees.
  - ■ If students with guaranteed housing get turned away (sometimes this happens to allies), they will still be able to have a competitive chance to get in for their other non-TIH housing options.
  - ■ Currently TIH Steering Committee is advocating for TIH in every college. But there is more movement on getting TIH set up in the Village soon.
- ○ Had meeting w/ -- from TIH if folks want to see meeting notes [link removed].

○ Here are tenant rights docs:

Here is an explanation of the eviction moratoriums passed in the city of Santa Cruz, Scott's Valley, Watsonville, and Santa Cruz County.

Here is a link to sample letter templates for Santa Cruz tenants to inform their landlords that they are unable to pay rent. The template also includes sample letters from employers to document loss of income. As always, make sure to communicate with your landlord and boss in writing (either over text message or via email). The eviction moratorium currently only protects those who have lost income due to COVID-19, so it's important to inform your landlord that you cannot pay rent for the month of April, and provide documentation of loss of income if they request it. These templates can be adapted as needed.

According to the National Day Laborer Organizing Network, proof of loss of employment can be:

1. Letter terminating your employment
2. Documents for Employment Development Department for unemployment
3. Documents from other government benefits
4. Pay stubs from before your termination
5. Receipts for increased expenses (e.g. child care)
6. If you are paid under the table, letter from employer (see template linked above)

The California Department of Consumer Affairs has compiled this guide to all of your legal rights as a tenant.

- --- working to create a LGBTQIA staff/ faculty get together (provost host?)
- -- - Add TANAC info to Cantú website, with mission statement, google form and meeting notes - clear language of allies in mission statement. Direct ally questions --. Trans/ nonbinary 101 for website- basic resources so folks know this isn't a space where we educate them. (--)
- Resources for allies in training for website- and roles of allies? (-- report back)

Housing event (--)
- Description of event (-- can create we need the words!)
- Logistics (Namaste/ Cantu possible locations)
- Flexibility with event date (back up date?)
- Advertising ideas?

Cantu Buddy program (--)
- Brainstorm on how to connect new folx with interns to get a tour of Cantu and other important spaces on campus (SHOP/ COVE/ USS)
- Website
- Appt making system?

- How to advertise?

Reminder of priorities from first meeting

Who should join? Who will do this staff/faculty outreach?

- Res life/student affairs (--)
- Undergraduate students that are not involved in the Cantu
- Faculty member
- Slug support
- When we are ready-opens meetings to all

Trans Student Needs (--)

- Housing: Off campus housing, safe holiday housing
- Food insecurity off campus
- Access to mental health care
- Landlords reacting to folks being trans
- Admin: Students feeling disappointed in admin on campus
- Education in of UCSC staff/faculty (students are exhausted from calling staff/professors out)
- Navigating relationships & Substance Use.
- Paperwork Name & Gender: Knowing the process for name & gender process, not only in Cantu
- Trans Grad Student Community: Trans grad students need more community, it's isolating being in grad programs
- Erasure & Violence: Failure to recognize trans & non-binary identities

FEBRUARY 27, 2020 MEETING AGENDA

2020 UCSC Trans & Nonbinary Advocacy Coalition Agenda

Date: February 27th, 2020
Folks Present: --
Note Taker: --

- ➤ **Check In**
  - Name, pronouns, position
  - Q: Revolutionary Heart Desires….
- ➤ **Goal for this meeting:**
  - Set up next meeting day/time/facilitators (one student and one staff/employee)
    - April 2nd 10am-12pm
    - Next facilitators: --
  - Recap consensus regarding structure

- ■ Rotating student + staff facilitators. The facilitators will be responsible for creating agenda.
- ■ We will be sharing our meeting notes publicly for transparency with UCSC Community
- ■ No official Chairs, we all rotate responsibility
- ○ Finish drafting of mission/vision statement (Previous Meeting Notes Typed Up [link removed])
  - ■ Trans and Nonbinary Advocacy Coalition is a trans and nonbinary led group of students, staff and faculty at UCSC. Together, we build sustained connections to transform nonbinary and trans peoples' experience across campus. We build sustained connections to address the needs of trans and nonbinary peoples. Our work is grounded in intersectionality, solidarity and love.
    - ● --: Should there be something built into the structure for allies, in terms of being clear that the space is for trans and nonbinary folx, etc? Esp. since we want to broaden the group and leave it open for invites
    - ● --: There could be a section on the website, under the mission, that explains more of the structure and purpose in more explicit terms
      - ○ -- will work on word-smithing something for the website that captures this
- ○ Discussion of Projects
  - ■ Take a look at the big list (starts on page 7 of this doc)
  - ■ -- has already started working on a flow-chart of departments on campus and name changes; which units pull from "MyUCSC" and which do not
  - ■ -- has gotten approved to do a program for housing/roommate speed-dating style to match up q/t students with housing. Also wants to have tenants rights advocates come and present.
  - ■ Side Comment --: question about what happens when a student begins to transition and roomate(s) notice and are not accepting
    - ● --: possibility of addressing this with RA training
  - ■ Housing off campus
    - ● Possibly contacting landlords and realty places to discuss how they can support Trans students with housing. -- has a contact with Emilee from Lighthouse Realty. Potentially we could send an email blast to other realtors explaining the need.
  - ■ Resources: We should be updating Resources and our websites every summer since processes change all the time.

- - ■ Trans Guide Booklet Project: A guide that has a comprehensive list of resources that Trans students can access. Make it fun, update it every summer. Make the name change cute, like a scavenger hunt
    - ■ Academic Advising- Slug Student Success portal: No specific conversations around name and pronouns for folks that use Slug Success Systems, see if this data is pulled from MyUCSC
      - ● -- knows an IT person that has a test ID/name that can be used to test different processes
  - ○ Creating opportunity for sustained connections for trans and nonbinary students- opportunitites for a mentorship or buddy program. Student & Student buddy system
    - ■ -- currently has this going informally. Just connecting students together that might be able to support each other and become friends.
  - ○ Making the Cantu more welcoming for 1st time visitors: Having there be drop-in hours for Cantú interns to greet and welcome folx to alleviate some of the discomfort. We've gotten feedback that it's intimidating for folks coming into the Cantu for the first time.
  - ○ Mentorship program for queer/trans staff & students
    - ■ More casual/low-risk opportunities to connect- for both students & staff/faculty
    - ■ We will be advertising this idea at the LGBT Staff & Faculty Mixer
- ➤ **Last Meeting Recap**
  - ○ We decided on the name Trans & Nonbinary Advocacy Coalition to be more inclusive and better describe our work and vision
  - ○ We started to draft our mission statement using the ideas we came up with in small groups
  - ○ Deciding on the rotating facilitator format
  - ○ Recap: 1st hour is open to everyone. 2nd hour is business (folks still welcome, but we will be having committee meetings)
  - ○ Openness of our group-- Non-trans folks wanting to participate, so having email/form folks can communicate this
- ➤ **Action Items**
  - ○ Add page to Cantú website, with mission statement, google form and meeting notes - clear language of allies in mission statement. Questions directed to --. Link to basic resources so folks know this isn't a space where we educate them. (--)
  - ○ Make a google form for people interested in attending (--)
  - ○ -- will get Housing program outline to share with group

- ○ -- will get Information on TIH (what mechanisms exist for folks having issues with roommates, folks that don't get into TIH, how many folks don't get accepted)
- ○ -- will work on name change web (scavenger hunt)
- ○ -- will work on contacting -- to schedule Trans & Queer Mixer
- ○ -- will email IT person about name and pronouns on Slug Success

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JANUARY 23, 2020 MEETING AGENDA

2020 UCSC Trans Task Force Agenda

Date: January 23rd, 2020

Folks Present: --

Note Taker: --

- ➢ **Check In**
  - ○ Name, pronouns, position
  - ○ Q: Happy/Crappy
- ➢ **Goal for this meeting:**
  - ○ Set up a new meeting time
  - ○ Come to consensus about structure
  - ○ Draft a mission/vision statement
  - ○ (Maybe) Establish a rough timeline for our projects
- ➢ **Scheduling Next Meeting**
  - ○ Let's take out our calendars
    - ■ Tuesday not good for --
  - ○ February 27th 10am-12pm here at the Cantú
- ➢ **Last meeting recap** (--)
  - ○ Purposely an all staff meeting (including --) to get some more work done before heading to winter break
  - ○ Accomplishments from the meeting: Started mapping out how we would tackle some projects. Established that no one in the room knew how to guide a student through updating preferred name on all UCSC systems (it's a mystery for all of us, so even worse for students) Came to realization we need to back up a bit and have a community discussion on structure, our mission, and then come back to establishing project timelines.
- ➢ **Task Force Structure**
  - ○ Review where we landed at end of last conversation about structure
    - ■ Structure Thoughts:
      - ● How often do we meet?

- ○ Every month (2 hours)
  - ■ -- can't do Tuesdays
    - ● Once a month for two hours seems like a good idea
- ○ Staff meeting before winter break (Done)
- ● What is the leadership within this task force?
  - ○ How to stay away from Cop culture
  - ○ Lateral leadership, non hierarchical
  - ○ Emphasis on student voice
  - ○ Don't create more bureaucracy
- ○ Visual mapping of structure (--)
  - ■ Split up into 3 groups, create structure models
    - ● Questions: How do you envision the structure for this working group? What should be our group name? Make sure groups are diverse (students and staff, racially, gender)
  - ■ --
    - ● Name "Trans Advocacy Coalition" (TAC) or "A Trans Advocacy Coalition" (ATAC)
      - ○ Task force has connection
    - ● Bureaucratic Mothership (Admin need to get their shit together to support Trans students)
    - ● Faculty/class environment
      - ○ Respecting pronouns
      - ○ Running a Faculty training
    - ● Accessing Mental Health providers
    - ● Learn, Thrive, Connect, Graduate, Rule the world
    - ● Structure: -- likes traditional Bureaucratic Structure
    - ● Role of faculty in this group: Focusing on classroom climate; Tips on how to support classroom climate; Getting faculty input on how we frame/develop trainings for them; Your perspective; Advisory role in helping students navigating research; Having faculty possibly host/create mentorship for trans students
  - ■ --
    - ● Do not feel strongly one way the other.
      - ○ The name should follow the function of the group
    - ● Would be helpful to decided on long term goals, short term goals and policy changes
    - ● Having open meetings with students opinions

- Having different committees to allow for the spread of the work load
- Open meetings
    - Have some sort of membership (some sort of accountability)
    - This would ensure a level of continuity.
    - Both able to join meeting without commitment level to a full workload level.
    - Split the meeting. First half to be sub committee meeting, and the second half for a listening session and open to trans students. Students welcome to come to the whole meeting.
- --
    - Having rotating facilitation
        - One student and one non student
    - Systems put into place
        - So that the group doesn't feel different every time, people will be rotating
    - Other ways to involve more students, non connected students
        - Open calls
        - Publishing meeting notes on the cantu website.
    - Did not like the name
    - They did not want committee chair structure.
        - No hierarchical roles, want something flexible and account for the different strengths of everyone.
- **Consensus on Structure**
    - **Open meeting structure:** Any trans student, faculty, staff can come to these meetings. (folks can maybe share concerns)
        - "This is an open meeting for trans students, staff, and faculty"
        - Making time in our agenda for folks to share
        - Helping make folks feel comfortable in our group. Establishing protocols for welcoming folks in. (Helping folks not feel like observers)
        - Community agreements within space: how do we welcome learning within this space
        - Recap: 1st hour is open to everyone. 2nd hour is business (folks still welcome, but we will be having committee meetings)
            - Facilitators will also be welcoming folks in that are coming in late

- Openness of our group--will this be open to non trans folks? We already have non trans folks in the space. (Non-trans folks wanting to participate, so having email/form folks can communicate this)
  - **Name:** ATAC (A Trans Advocacy Coalition) *Does not include non-binary in name*
    - TANAC (Trans and Nonbinary Advocacy Coalition)
  - **Facilitation of meetings:**
    - Having rotating facilitators (1 Staff, 1 Student)
    - -- Facilitators
  - **Committees/sharing work: (Holding this)**
  - Creating community vision (--)
    - Get in pairs (Someone you don't know): what words come up for you when thinking about the scope of this task force's work? What values are we grounding our work in?
- ➤ **Timeline** (--)
  - Axis of Urgency & Significance
- ➤ **Action Items**

DECEMBER 17th, 2019 MEETING AGENDA

2019 UCSC Trans Task Force Agenda

Date: 12/17/19
Time: 1.5 hours
Folks Present: --
Note taker:

- ➤ **Check In (1:10pm)**
  - Name, Pronouns
  - Q: Happy/Crappy
- ➤ **Reviewing action items from last meeting: (1:20pm)**
  - Action Items from 12/05/19 Meeting:
    - Scheduling listening sessions
      - -- has some updates, and will likely be happening 1st or 2nd week of March. One in T-camp. Spring Quarter.
      - Concerns: Overly "listening sessioning"
      - What verbage can we use to advertise this?
      - There may be other opportunities where we can connect w/ students while they are attending currently scheduled events. (Trans Task Force Table/Clipboards)
        - Possible events we can reach students:

- - - - ■ Stonewall Speaker Series
        - ■ Cosmetic Counter
    - ● What are the immediate and long term goals/purpose of these listening sessions?
        - ○ Trans Task Force Folks going to these events will help build community & spread the word about TTF
    - ● Do we need IRB approval before scheduling these listening sessions/surveys?
        - ○ -- might be able to add this to their research and get easier IRB approval
- - ■ Developing questionnaires/surveys (Passing findings along to the Health Center)
    - ● Addressed later in the agenda.
    - ● How will we be using this data that we collect? Will we need to go through IRB process?
- - ■ Planning next meeting time
    - ● Done, that's today.
- - ■ Trans programming
    - ● Trans Resource Panels in February [link removed]
    - ● Possibly at Mural Room (Confirmed @ Mural Room)
        - ○ This would allow us to give a health center tour
        - ○ -- will go ahead and tentatively book this room
    - ● -- is leaving at the end of March, so we need to talk with the health center about what information they would look us to give folks.
- - ■ Reach out to --
    - ● Addressed later in the agenda
- ➢ **Why are we here? (1:25pm)**
    - ○ Trans students are not getting the support they need.
    - ○ This task force was brought to fruition due to large outbursts of crisis impacting the trans community on campus.
- ➢ **Review Agenda (1:30pm)**
- ➢ **Review our current list of Trans Student Needs (1:35pm-2:20pm)**
    - ○ Housing: Off campus housing, safe holiday housing, food insecurity off campus, access to mental health care, cap in Slug Support, how to navigate landlords reacting to folks being trans. How can students access safe housing during breaks?
        - ■ April & May is something that needs to happen
        - ■ How can this be addressed?

- On campus resource that we can refer trans students to. (We can evaluate this, there currently isn't anything on how to support trans students, if students face discrimination how can they report this?)
    - Evaluate current resources and see what resources they have for trans students
    - Publish guide that helps students
- Pledges: How many rooms can folks pledge will be for trans students.
- Passing on leases: how can we have ways folks graduating can pass on leases. Facebook groups.
- Short term safe housing access during breaks: folks subleasing a space for winter/summer break
- Outside Partnerships/Resources: Does the Diversity Center have any resources we can offer students?
- Housing mixers: res life does mixers to help folks meet other folks
- Getting folks connected to current pipelines
- Yearly Trans & Sober mixer: accessing substance free spaces
    - Concerns:
        - Visibility and safety concerns that come with this.
- Admin: Students feeling disappointed in admin on campus, Professors misgendering students, Education of UCSC staff, students are exhausted from calling staff/professors out
- Navigating relationships & Substance Use: Students need support navigating healthy relationships, students need support around substances
- Paperwork Name & Gender marker changes: Knowing the process for name & gender process, not only in Cantu
- Trans Grad Student Community: Trans grad students need more community, it's isolating being in grad programs
- Erasure & Violence: Embarassing ability to recognize trans & non-binary identities
- Education for all people who interact with students: Professors, Staff, etc. - anyone who works at UCSC and has contact with students, especially with verbal contact, with opportunities to mis-gender, etc. - should have Trans Inclusivity training, every quarter.
- Misgendering in classrooms: Learning how to hone in around individual professors and staff that need training Certain departments less respecting of trans students: STEM, engineering
- Community & connection to resources: Getting students connected to staff so we can connect them to resources

- ○ Celebration & visibility: celebrating the positive experiences trans students are having on campus.
- ○ Mentorship: trans students need professional and personal mentorship with trans identified staff/faculty + trans allies
- ○ Gender Neutral Restrooms: Adding gender neutral restrooms anywhere there are restrooms.
- ○ Updating Student ID: Trans students should be able to change their names on their ID for free. Then adding to website, so students can be aware.
- ○ **Visibility of information for trans students: Updating all websites to show current information, language, and have a tab for trans student resources.**
- ○ **Connecting Systems: All Systems (Like Career Center, Health Center, Hahn Student Services, Financial Aid, etc) need to be interconnected as far as name and pronouns being changed or so people aren't being dead named or misgendered.**
    - ■ How can this be addressed?
        - ● Create guide that shows folks how to name, pronouns, gender, and update UCSC portal
        - ● Possible issues with pharmacy.
        - ● Slug success: tool advisers use.
            - ○ Pronoun option there?
        - ● Maintenance system: Trans students need to
        - ● IT folks: Frank working on this
        - ● Where is the UCSC portal change:
            - ○ When you see two names, it's not clear which is the preferred name.
        - ● Student perspective and staff perspective
        - ● System may need to be more student friendly. There may need to be more agency on what systems students want to show name and pronouns.
        - ● Being transparent and give real talk to trans students that.
        - ● Could we create a mandate where all systems talk to each other.
        - ● When UCSC works with third party vendors.
    - ■ Concerns:
- ○ Navigating world outside of campus: How to advocate for yourself
- ○ Resources post graduation: How to navigate the world outside the campus
- ○ Creating robust partnerships outside of the campus: Students needing more internships with outside centers in Santa Cruz county
- ➢ **Identify short term/long term goals**

- - ■ Short term vision: Building community & support networks for trans students
    - ■ Long term: Community Education to ensure safer campuses for trans students
- ➤ **Moving Project Forward: **All of this will be run by students for final approval*(2:10pm)**
  - ○ **Developing committees**
    - ■ Things to keep in mind: What is the leadership within this task force? How do we stay away from Cop culture. Lateral leadership, non hierarchical. Emphasis on student voice. Don't create more bureaucracy
    - ■ Co-Chair Structure: (Not using Co-chair in the language)
    - ■ Committee of Admin (Does logistical things)
  - ○ **Developing a draft of our mission/vision statement**
  - ○ **When do we want to reach out to other folks we want involved:**
    - ■ Other folks we want to include
      - ● Res life/student affairs (--)
      - ● Undergraduate students that are not involved in the Cantu
      - ● Faculty member (--)
      - ● Slug support
  - ○ **Developing questionnaires/surveys** (Passing it along to the Health Center)
    - ■ What specific questionnaires/surveys are we thinking about developing?
    - ■ Need to discuss possible IRB process (--)
  - ○ **Identify Goals for Winter Quarter**
- ➤ **Timeline:**
  - ○ December 2019
    - ■ Met for first Trans Task Force meeting
    - ■ 2nd Trans Task Force meeting w/ only Staff & Grad Student
  - ○ January 2020
    - ■
  - ○ February 2020
    - ■ Last week of February Trans programming
  - ○ March 2020
    - ■ Schedule possible listening session in conjunction w/ other resource centers on campus. (Goal: Gather trans students' thoughts on what resources they need, and what their experience on campus is. This information will inform and guide our quarterly and yearly goals)
    - ■ Listening sessions at T-Camp :D
  - ○ April 2020
  - ○ May 2020

➢ **Check Out Question**
  ○ How are you feeling about the work we've accomplished today?
➢ Action Items
  ○ -- will book Mural room for February 26th
  ○ Create guide on how to navigate housing while trans
  ○ Compile a draft of how to update legal name as well as preferred name at UCSC
  ○ All staff (and --) will select 3 Trans Student Needs to brainstorm ways to address need, and what concerns need to be considered.

DECEMBER 5, 2019 MEETING AGENDA

2019 UCSC Trans Task Force Agenda

Date: 12/05/19

Folks Present: --

Note taker: --

➢ Check In
  ○ Name, Pronouns, Role
  ○ Q: Happy/Crappy
➢ Introduction to Trans Task Force Idea
  ○ What other campuses are doing
    ■ <u>UCSB Trans Task Force</u>
➢ Questions, thoughts, feelings:
  ○ This task force was brought to fruition due to large outbursts of crisis impacting the trans community on campus.
  ○ How is the campus being informed about incidents that happen?
➢ "Creating the blueprint"
  ○ Other folks we want to include
    ■ Res life/student affairs (--)
    ■ Undergraduate students that are not involved in the Cantu
    ■ Faculty member
    ■ Slug support
  ○ Trans Student Needs
    ■ Housing: Off campus housing, safe holiday housing, food insecurity off campus, access to mental health care, cap in Slug Support, how to navigate landlords reacting to folks being trans

- ■ Admin: Students feeling disappointed in admin on campus, Professors misgendering students, Education in of UCSC staff, students are exhausted from calling staff/professors out
- ■ Navigating relationships & Substance Use: Students need support navigating, support around substances
- ■ Paperwork Name & Gender: Knowing the process for name & gender process, not only in Cantu
- ■ Trans Grad Student Community: Trans grad students need more community, it's isolating being in grad programs
- ■ Erasure & Violence: Embarassing ability to recognize trans & non-binary identities
- ■ Short term:
  - ● Building community
- ■ Long term:
  - ● Educational piece
- ■ Learning how to hone in around individual professors and staff that need training
- ■ Getting students connected to staff so we can connect them to resources
- ■ Certain departments less respecting of trans students: STEM, engineering
- ○ How are we celebrating the positive experiences trans students are having:
- ○ How are we connecting students?
  - ■ Connecting for mentorship
  - ■ Safety training
- ○ What is the scope of our work?
- ○ Structure
  - ■ How often do we meet?
    - ● Every month (2 hours)
      - ○ -- can't do Tuesdays
    - ● Staff meeting before winter break
  - ■ What is the leadership within this task force?
    - ● How to stay away from Cop culture
    - ● Lateral leadership, non hierarchical
    - ● Emphasis on student voice
    - ● Don't create more bureaucracy
- ○ Project Ideas
  - ■ Trans "WalkThroughs"
  - ■ Sending questionnaires to send students to gather data on their experiences on campus, in case folks can't come to listening sessions.

- ■ Sending Survey out to different orgs/pit spots (crafting this as a way to specifically evaluate)
  - ● How do we make sure people respond
- ■ Top 10 faculty that screw up pronouns/names; Having google form (way to document names)
  - ● Tenured vs non-tenured staff
- ○ Next Steps
  - ■ How to navigate the world outside the campus
    - ● How to advocate for yourself
  - ■ Creating robust partnerships outside of the campus
    - ● More internships with outside centers in Santa Cruz county

Co-Chair Structure: (Not using Co-chair in the language)
- ● Committee of Admin (Does logistical things)

Timeline:
- ○ December 2019
  - ■ Met for first Trans Task Force meeting
- ○ January 2020
  - ■
- ○ February 2020
  - ■ Last week of February Trans programming/listening center
    - ● Won't be here Monday or Tuesday
- ○ March 2020
  - ■ Schedule possible listening session in conjunction w/ other resource centers on campus. (Goal: Gather trans students' thoughts on what resources they need, and what their experience on campus is. This information will inform and guide our quarterly and yearly goals)
  - ■ Listening sessions at T-Camp :D
- ○ April 2020
- ○ May 2020
- ➢ Action Items:
  - ○ Scheduling listening sessions
  - ○ Developing questionnaires/surveys (Passing it along to the Health Center)
  - ○ Planning next meeting time
  - ○ Trans programming
    - ■ Parts of this is
  - ○ Reach out to --
- ➢ Check Out Question
- - -- in speaking to a student: -- about this...
- - Adding gender neutral restrooms anywhere there are restrooms.

- -- says Professors, Staff, etc. - anyone who works here who has contact with students, especially with verbal contact, with opportunities to mis-gender, etc. - should have Trans Inclusivity training, every quarter.
- -- also says, Trans students should be able to change their names on their ID for free.
- Adding it to the website, that if you are a Trans student, you can change your name for free.
- All Systems (Like Career Center, Health Center, Hahn Student Services, Financial Aid, etc) need to be interconnected as far as name and pronouns being changed or updated so people aren't being dead named or misgendered.