

GSA Meeting Agenda
Date: April 7, 2021



1. Welcome/Call to order:

Please put your full name and program in the Zoom chat so attendance can be taken!

Alexander Malyshev	Amanda Boyer	Ashley Marquardt	Bern Monari
Chrissy Carney	Colin Robertson	David Annis	Eposi Elonge
Danté Johnson	Ioana Ghita	Jenn Kirk	Jernelle Miller
Karndeeep Singh	Kristen Montgomery	Madeline Castagna	Saba Shahzad
Sanjana Rao	Sarah Tanveer	Sol Baik	Rainer Butler

2. Review minutes of previous meeting

- a. Motion to approve minutes Bern and Alex

3. Reports

a. **President**

i. Announcements:

1. Thank you to Hadley and those that volunteered for and participated in GRC! It was a huge success!
2. GSA stands with AAAP communities
 - a. We hope that you read GSA's email from 3/25/21
 - b. We are working to be less reactive in the face of hate and discrimination and, instead, make a daily commitment to anti-racism work within ourselves and as an organization.
 - i. Created a living document of resources in support of this work (articles, books, podcasts, movies, etc) linked [here](#)
 - ii. If you would like to have a resource added to this list, fill out this [form](#)
 - iii. Created a living document of GSA's ongoing work linked [here](#)
3. UMB has finally announced the person entering the inaugural Chief Diversity Equity and Inclusion Officer position: Dr. Diane Forbes Berthoud! She starts on July 1st!
4. COVID-19 vaccination at UMB and in Maryland is ongoing.
 - a. Check out the [UMMC COVID-19 Vaccine Phase Distribution Plan](#).

The state of Maryland is vaccinating individuals in phases 1 through 2B.

- i. Vaccination locations: UMB's campus center, Baltimore Convention Center, M&T Bank Stadium, pharmacies, health department, etc
 1. [Article](#) that discusses various vaccination locations
- ii. Use this [form](#) to indicate to sign up to be considered to be vaccinated at UMB
- b. Want to volunteer at a mass vaccination site with other Maryland students? Register at this [link](#).
- c. UMB's campus center is looking for Spanish speaking people to volunteer at the vaccination site as UMB will be vaccinating the Latinx population.
 - i. Reach out to me if you or someone you know is able to help!
5. UMB has announced their "Return to Campus" Framework, linked [here](#)
 - a. No more than 50% starting on June 1st
 - b. Work to have most students in-person by the fall
 - c. UMB Housing options are available for the summer and fall
 - i. More information about availability [here](#)
 - ii. Virtual Open House for students will be on Saturday, April 24th from 10-11:30AM. Be sure to register [here](#)
6. UMB is *still* offering a university wide book club discussion about the book "How to be an Anti-Racist" by Dr. Ibram X. Kendi
 - a. If interested, email Nicole Palmore at nicole.palmore@umaryland.edu

b. Vice President

- i. Announcements
 1. Social Activities Committee: Hoping to hold two, maybe even three, socials before the end of semester. Trivia, some kind of networking Happy Hour, and a TedTalk discussion. Keep an eye out for emails, and promote to your peers! Committee, if you have not answered Doodle poll already, please do so!
 2. USGA Announcements:
 - a. USGA officially added the new Equity/DEI Officer position to the e-board. This is a position that will be open to *all UMB students*

who have been at school for at least six months. Keep an eye out for an announcement for applications if you are interested!

- b. Meeting is next week, so if you have any concerns you'd like me to bring, let me know!

c. Treasurer

1. Current Balance in GSA checking account: \$7111.85
 - a. Pending Balance after GRC and WFH recipients receive awards: \$5989.99
 - b. Celeste will deposit if we go below \$5000
2. Pending Award Disbursement
 - a. Research Award: Successfully deposited award into student account
3. Finance Committee:
 - a. Thank you committee for scoring the Spring 2021 COVID WFH Award
 - b. Congratulations to our Spring 2021 recipients: Lujie Peng, Shisi He, Heather Mutchie and Kayleigh Majerkac

d. Secretary

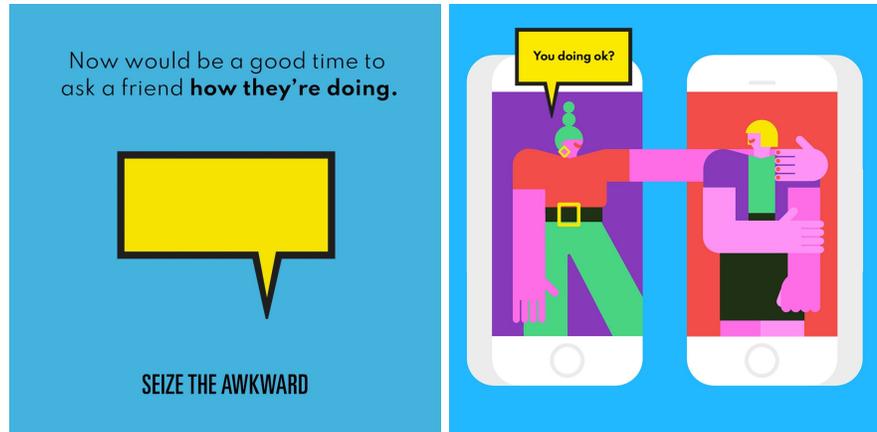
i. Announcements:

1. Virtual GRC was a success! Thank you to everyone who helped through the planning process and day of! Hopefully next year, we'll be in SMC again! Check out the GRC webpage and the newest edition of the Grad Gazette to see session winners and advancement to candidacy recognition announcements. Please enjoy this picture of some of our tiny avatars!



2. Mental Health Initiatives

- 4.1.21 was the first Red Folder Training opened to all students. Dr. Silverman shared the [Seize the Awkward](#) Campaign- a great resource for tips on starting conversations about mental health and suicide prevention.



Look out for additional Red Folder Trainings opened to all students!

There will also be a Red Folder Training on 4.19.21 for faculty and staff.

-This week is National Public Health week- check out all of the events offered through the Wellness Hub and SCC [here!](#)

3. If you are graduating or can no longer be a rep next semester, please recruit a new rep for your program. I have a sample email if you would like a place to start!

e. Grad Council rep

i. Announcements:

1. Professional Development Awards are open for the spring semester! Applications are due April 15th. This award provides funding for opportunities such as workshops, professional networking events, or trainings.
2. If you ordered a shirt or mask and have not picked it up or somehow didn't get the email (some have been going to SPAM) please contact me so we can get you your shirt and/or mask! If you are interested in purchasing a shirt or mask please email me or type in the chat to ask more questions!

ii. U of M grad council:

1. UMBC and UMB are both discussing plans for fall semester classes (in person/online/mix of both)

f. PR

i. Announcements:

1. April issue just released (Monday 04/05) - check it out! Lots of great events happening this month, listed in the [DEI-related events column](#)
 - a. Examples of these awesome events to encourage you to please read: weekly workshops on Thursday evenings where you learn some tools for dealing with anxiety; a discussion on

gender-affirming care for transgender and gender non-confirming youth; a seminar on the alarmingly high rates of pregnancy- and childbirth-related deaths of Black moms in the US; and more!

- b. Please send me any news, events, announcements, personal pieces, etc!
 - c. Newest column highlights a different volunteer organization around Baltimore each month. Let me know if you are aware of an organization you'd like to see in the spotlight!
2. Consider signing up for one of my subcommittees!
 - a. Communications: Help gather info and come up with story ideas for the monthly Grad Gazette
 - b. Volunteer/Outreach: Help find and plan volunteer opportunities within the Baltimore community
- ii. Communications Committee
 1. Have you volunteered at a mass vaccination site? Do you plan to in the future? Send me a selfie if you'd like to be highlighted in the Gazette!
 - iii. Volunteer Committee:
 1. We have a budget for volunteer events that has not been used due to COVID, but we'd like to use it to purchase books for a book club [Martha's Place](#) is hoping to start for their members. Martha's Place is a recovery center for women overcoming drug addiction and homelessness in Baltimore, and the books would be purchased through the pay-it-forward program at [Charm City Books](#), a local independent bookstore located in Pigtown.
 - a. Committee vote to approve the use of the funds for this purpose
 2. We want to hold a donation collection event by the end of the semester! We envision having a few different drop-off days at (outdoor) locations around Baltimore where you could bring a variety of items you no longer need. More details to come! We are thinking of donating to [NEMAC](#) to support Baltimore women facing domestic abuse, but please feel free to let me know if you have any other ideas.
- g. Meyerhoff: No updates.
 - h. NOVA: No updates.
 - i. **Graduate School DEI committee (Nikita Aggarwal):**

****Difficulties with seeking accommodations at UMB compared to other USM schools**

- i. The committee commenced this year aiming towards professional development.

To work on it Committee members review articles with the lens of bringing actionable items for the committee and graduate school. In monthly meetings, a member suggests a reading, podcast, a relevant article, etc for the group members to discuss within the DEI framework. In the month of March, our reading focused on exploring how academia's attachment to standard academic English connects with structures of systemic racism and White supremacy and can cause harm to students, especially students who are Black, Indigenous, or People of Color (BIPOC).

- ii. Currently, DEI has divided itself into 6 sub-committees- **Strategic planning/policies, Human Resources, Curriculum/ Professional Development, Student Issues, Inclusion/Belonging**. Each of these works within the following three dimensions-

Goals

KPI (Key performance indicators): A measurable value that demonstrates whether you are achieving your goal

Target: The benchmark you are aiming to achieve for your KPI

- iii. The table shows how are these sub-committees divided and who are the members:

Strategic Planning/Policies	Human Resources	Curriculum/Professional Development	Student Issues	Inclusion/Belonging
Jenny, Courtney, Shani, Flav	Meghan, Laniara, Bonnie	Isabell, Hyun-Jin, James Wright, Dixie	Taylor, Keith Brooks, Erin Golembewski, Nikita	Kerry, Dennis, Alaysia,

- iv. As part of the student committee we are to work towards the following goals:
 - a. Create radically affordable access to graduate education for marginalized communities
 - b. Devote considerable resources to soliciting applications from a broad spectrum of potential candidates.
 - c. Devote considerable resources to address students' concerns and

develop their sense of community.

- d. Develop tracking and evaluation tools to evaluate the effectiveness of recruitment and retention programs
- v. It would be great to hear some thoughts/suggestions/perspectives of the GSA members on these goals and I would love to take those forward to the DEI committee. I could also share the KPI markers set by the committee for these goals in our next GSA meeting.
- vi. DEI has also worked on creating a shared language document to understand what diversity, equity, inclusion, and anti-racism mean for individuals.

j. Program Rep Updates/Questions/Concerns:

i.

4. Old Business:

- a. Meet & Confer updates
 - i. Meeting occurred on 03/18/21
 - ii. Discussed:
 - 1. Graduate School CDEIO position
 - a. Shani Fleming
 - 2. Mental Health
 - a. RED Folder training & Mental First Aider training updates -Faculty and Staff Red Folder Training- 4.19.21
 - b. Dr. Lily mentioned that the counseling center reported that utilization of their services by students was up 65% compared to January 2020
 - 3. GRA Stipends
 - a. Roger Ward will be assisting to help us establish a transparent and annual review process
 - i. May be through budgeting process
 - b. Other updates in New Business (below)
 - 4. Vaccine distribution & equity
 - a. UMB is charged to vaccinate the city's Latinx population
 - b. The Community Engagement Center is helping city residents register for the vaccine online. Look for a volunteer opportunity soon (hopefully!)
 - 5. Discussion on the graduate student experience
 - a. Created a plan to present to different upper level admin groups on this topic with the goal that it will aid in their awareness of graduate students and be incorporated into their decision-making

- ii. Calling all reps from Nursing, Dental, Social Work, Pharmacy & Gerontology programs! We would like to include your budgets in our document
 - iii. Participation can be anonymous.
 - iv. Reach out to any of the officers if you are interested in contributing to this!
 - 3. We are also pushing for a transparent, annual stipend assessment for all programs:
 - a. Roger Ward has committed to helping establish this process for us. Will update on this soon!
 - ii. Thoughts or questions on this?
 - 1.
 - iii. ICYMI: UMB HR conducted salary reviews which include the assessment of graduate student assistantships. HR shared their recommendations with all programs in the Graduate School the week of February 15th, and Erin Golembewski was scheduled to meet with program directors the week of February 22nd
 - 1. GPILS conducted their own assessment and notified GPILS students of their \$2K stipend increase prior to the results of the HR review. However, even after the HR recommendations have been sent out, there has not been any updates announced for non-GPILS students
 - 2. Current GRA stipends are not sufficient for living in Baltimore City in 2021 and are not equitable across programs
- d. GSA E-board with Shani Fleming, new CDEIO from the Graduate School
 - i. Position just started in January 2021 so she is on a “listening tour” of UMB
 - ii. We look forward to working with her in the future!
- e. GSA Executive Board Nominations
 - i. Procedure:
 - 1. Nominations will be accepted, starting today, and will continue to be accepted at the start of our May meeting on May 5th at 5PM.
 - 2. A rep may nominate themselves or nominate another rep for a position. Each nomination must be seconded.
 - 3. If nominated, you can indicate that you accept the nomination by emailing Emily Smith at umb.gsa.president@gmail.com.
 - ii. Positions:
 - 1. President - Sydney Ashton
 - 2. Vice President - Rainer Butler
 - 3. Treasurer - Gillian Mbambo
 - 4. Secretary - Hadley Bryan

5. Public Relations - Jenn Kirk
6. Grad Council Rep - Nikki Aggarwal

6. Upcoming Events:

- a. The Intercultural Center at UMB is having an open house on Friday April 16th at 2PM about their work! Register using this [link](#)! You can also sign up for their monthly newsletter using this [form](#).
- b. Other Business/Announcements
 - i. FREE online trainings on bystander intervention and conflict de-escalation, particularly focused on anti-AAAPI harassment and hate by Hollaback linked [here](#)
 - ii. Check your inboxes for the GSA Rep Climate Survey between now and our next meeting. We want to hear from you!! We want to check in to see how this past year went for you all as reps and how we can improve it!
 - iii. All reporting, including COVID-19 compliance, is still required to go through UMB Hotline via EthicsPoint. You can call the hotline or fill out a form online linked [here](#).
 - iv. COVID-19 testing locations:
 1. Baltimore Convention Center: Link to find available appointment times [here](#) from Monday - Friday. Can also walk-in.
 2. UM Immediate Care: Register [here](#) (just select 'Covid testing only')

Date of next meeting: May 5, 2021

Motion to adjourn: Bern and Karndeeep