



UNIVERSITY OF WISCONSIN–LA CROSSE STUDENT ASSOCIATION

2244 THE U 1725 STATE STREET LA CROSSE, WI 54601 (608) 785-8775

Student Senate Agenda

Date: **March 29, 2017**

Time and Location: **6:00pm Student Senate Chamber; The U**

- I. Call to Order
 - i. 6:00 pm
- II. Pledge of Allegiance
- III. Roll Call
- IV. Consent Agenda
 - a. Approval of agenda
 - b. Motion: Schultz, Second: Burgess
 - i. PASSED- unanimous
- V. Guest Speakers
 - a. Ingrid Peterson & Dr. Terry Lilley
 - i. Peterson: Thank you for inviting us in, my name is Ingrid Peterson and work out of Student Life, I am Dr. Lilley and I work in the Women’s Gender and Sexuality department. We were asked to speak here tonight on sexual violence if I’m not talking about what you all want to be talking about please let me know. Violence prevention started on this campus 10 years ago, I’m not here to just combat sexual assault, also dating violence, stalking, there are a lot of relationships that have assault involved and a lot of times there is a relationship piece. I provide support to all people on campus and provide education. One thing I wanted to talk about was the confidential resources on campus. The federal government has reminded the campuses that staff are not allowed to keep secrets so most professors are expected to report and that’s called mandated reporter. The government also recognized that not every victim wants that to happen so you can designate places to be confidential. We are confidential resources in Student life, counseling and testing. There is one exception about timely warnings, like if I become aware of a rapist on campus we need to put out a warning and that information comes from Paula the Dean of Students and many students have interpreted this very literally and places like Madison put out crime rates every day, that’s the only exception to confidentiality, I want you to know where the resources are as well. I wanted you to know of an awesome website so that you know what our policies are and who to contact and you can file reports through this website and a quick exit button unless someone walks into the room that you don’t want to and then there is the It’s on Us campaign. The next thing I want to address, what does it mean if someone comes to see me, people throw the word reporting out a lot. I run over the options with people and let them know their options with law enforcement. I want to assure you that’s not true in any way. Many



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victims are not interested sometimes in going to the police. Someone can choose to report it to the university and Aaron Koepke would investigate that and the campus system and the burden of proof it just has to be more likely than not opposed to a trial through the criminal justice system where there needs to be a belief of beyond a reasonable doubt. It's a lot easier than going through the police and with the hearing on campus and just explain to them and circling back to law enforcement. The overriding reason is because of trauma and it impacts your brain and the thought of reliving this incident a lot of people are not in the place to be talking about and not always do you get the outcome that you want and there is no guarantee and that happens less often than people think in the actual criminal justice system. It is never too late for people to think about doing these things so for people to know they can revisit it. Have they been seen at the counseling and testing center and I'll help make that phone call, academically we help students and just today Aaron called a professor saying that a student couldn't take a test. I think I covered enough and I'll turn this over to Terry.

ii. Dr. Lilley: We wanted to let you know the resources available and the website had the Its on Us campaign so I want to talk very briefly about what we can do and what you can do. The first thing I think you can do is learn. Twice as much you don't know as much as you do because you have 2 ears and 1 mouth but learning is the first step and learning through these resources. Ingrid's office is not just a confidential resource but they bring in a lot of events and movies and I think your attendance at these events will help increase your knowledge. My department is a good place to increase your knowledge, my 320 course is about Violence towards Women and 321 is Sexual Violence in the U.S. and how race, gender and sexual identity play into that and there is 323 and this is Prevention of Sexual Violence. The first step is learning and the second is getting the opportunity to reach out. You can teach in 2 ways through your sphere of personal influence, you are on senate and leaders on campus and I think disrupting instances of sexism or assault and being an upstander could help. Doing takes the ability to look at yourself and how you and do things beyond. You can enroll in some of my classes and directly benefitting through violence prevention program that Ingrid can go back and look on. You can join the Amazing Race but Student Senate specific not just supporting by taking classes or coming to events but you have a lot of power so I think if you generate ways to also promote this.

a. Schimmel: Could you explain the difference between getting expelled and how that's different than the court system?

ii. Peterson: If you get expelled for sexual assault the assault doesn't go on the transcript but the expulsion does and they cannot be reinstated, we don't have



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a ton between that and in cases with people not falling in that, we found some academic and one idea is the way of facilitated conversation in a very mediated and structured way. An offender is not coming in to point the finger and that's one thing we are researching and its part of the strategic plan and utilizing it in sexual assault cases. There might be some situations and in the criminal system most cases don't go to trial and result in a plea agreement and get some of the charges that are probably less than the initial charge and a list of conditions and sometimes the person walks away without a criminal conviction and this s a very common scenario and I've been through a couple trials with students here.

iii. Peterson: Tomorrow night we are showing the video Audrey and Daisy and it was 2 high school students that were assaulted and we will have a panel discussion and Dr. Lilley eluded to the Amazing race and students sign up for teams and it's like the TV show like a scavenger hunt and has clues with sexual assault services and we have an outdoor event after this is April 20 and 6 pm. You get free t- shirts. I wanted to wrap up why we think this is so important. UWL was ahead of the curb from this and they just found some funding for the position. We have seen a 540% increase in the 10 years for people reporting sexual assault and the UW system publishes an annual report and we all submit data and this is great and I get to see what other campuses are doing. We reported 32 in 2015 and in 2016 it was 58. Terry pointed out there are spikes in this and I know in 08-09, but one year there was a letter that went out to remind people of reporting and in 2015 we showed the hunting ground, I also hope that one of the reasons were showing an increase, people who have asked questions to assault survivors and their responses were very similar. I want to end by issuing an invitation to you and we have latched on to the idea of combining the wellness and my office. Administration has come up with an idea to come up with a wellness and healing and possibly add things like yoga, or maybe the counseling and testing center could have groups there, the thought was that we might what we are asking for is asking student to start talking about this and maybe people would be behind the idea of the wellness and healing.

1. Floerke: So the confidential number is that your number or someone in the office?
 - a. Peterson: That is the office but I did that to have someone answer the phone every time. I put hotlines on the back of my card though.
2. Lang: Can you report anonymously?
 - a. Peterson: Yes you can but only the victim can but if someone else reports that is not anonymous.



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3. Spielman: Are you doing this at orientation?

a. Peterson: I talk to first year students and their parents and I see them on move in weekend and am with some fraternity and sorority people and peer health, and the students do the presentation and I just talk at the end.

v. Dr. Lilley: Next week is social justice week and on 12-1:30 on Thursday 3310 I will be there talking about the prevention course and I have 3 former students talking about the programs they designed so if you get the chance you should go.

VI. General Student Body Open Forum

i. Hundt: Hi, yeah so I just wanted to highlight what I said a couple weeks ago, this university exists for the students. This body is the means by which students have the ability to express ownership but it's not very useful right now because it seems like there are not a lot of ways for students to pull the level of power and some of that is due to institution and bureaucracy and its really hard for students to interface with the student senate. An example, the website, go to the website and tell me if you can find any useful information, most of the agendas and minutes are there, the presidents update is a month old and resources are lacking. Keep in mind ways to talk to the student body to make sure that the student general population is having their way, think that you are just their fingers to do what they want and how are you expressing the will of the student population and a better philosophy of why the website isn't functional.

ii. Rudolph: Hey guys, some of you know me already but I'll introduce myself, I'm Chris Rudolph I'm a political science and public admin major and I'm also the jackass who sued over the trees. I want to talk about the Green Fund bylaws. Believe it or not I didn't do this for any ill will towards senate but I think there is a fundamental problem with the way the bylaws are set up right now. One of the most important things you do as a body is decide how student money is being spent so bylaws generally are not a list of thou shall nots, generally one would like to outline a way to be consistent with this. I think there are some things that have been improved by saying some elements are met, there are some inconsistencies like allowing for things that promote sustainability. When you allow money to be spent to promote ideas you are opening the door to allow money to be spent on anything. As of right now students don't have the decision to fund the green fund or not, the money is there so spending the money on things that look nice isn't right. It has been used to cut down on the carbon footprint like replacing the lightbulbs. I didn't come here just to say it sucked I brought something for you to look at, the UW Madison bylaws



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have a section that is a great example- how are proposes evaluated, and 30% comes from implementation and asks whether or not the applicant and it requires that the person have a plan with actual steps to take to see the project begin and end and they realize that not all will reach fruition and the next is impact 40% and they say that things like gas, water, selling waste, etc, essentially things that improve air quality and things that reduce university costs, the other part they consider is the payback period so this is a list of objective criteria that you can give to someone and say do things this way instead of listing things not to do. Now that is one way to do bylaws we saw that wasn't very efficient but if you outline how to do things you allow for the Green Fund to match the criteria but that is my suggestion and I hope we can come up with a better way to spend student's money.

VII. Officer Reports

a. President: Jacob Schimmel

i. Schimmel: Something that I don't think I have mentioned yet is that there is the Student Reps meeting this next Saturday. That's going to feed the 65-70 people that attend the event if you are interested in attending please let me know if you are and it's in the Cleary center and you don't have to stay for the whole thing but I we'll have Greg Reichart and Jill Billings. Again, I serve in the exec board for the reps and we'll be talking about resolution related things and I really encourage you to come and usually the host schools have a lot of students attend.

1. Brever: My little brother who is a senator at whitewater will be there so if anyone wants to meet him, come to the meeting.

ii. Schimmel: The JFC meetings are coming up the first will be April 3, I plan on leaving at around 9 in the morning and I hope to get out pretty soon and I'm coordinating with people from other schools. If you know anyone in student orgs or if you are in them I would like people to come and I'm going to work with Tricia to make sure that we can get gas coverage and we really need people from orgs and athletics to push the allocables. April 3, at UW Platteville, I think this will be the most effective measure we can take.

1. Roberts: Is that something that professors can excuse?

a. Schimmel: I would hope that they would give you the benefit of the doubt but thats up to the professors.

iii. Schimmel: The next thing is the video I am working on with James but if you are interested in being in that video please let me know. We are going to make a video compilation. The last thing I will mention is a bill floating around with concealed carry which would be rolling back the



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restrictions that would be a weapon under the guise of concealed carry and you would not have to go through an application to get this permit so if you make it past the background check they will just give you it. My stance on that is that we are against it and that it straight out affects us. It's kind of up to people here when you want to talk about it. I don't know if the bill is public but it does have a lot of sponsors. They have the means but it's about if they have the willpower to do it, so this will be something for people to speak out on. I'll say that this bill and last year's bill was different, last year's bill dealt with carrying weapons on to campus but not in buildings and they wanted it allowed in buildings. That's all I have.

1. Roberts: When is this voted on?

a. Schimmel: If they want to take the opt out I think we would find out in June.

2. Given: How many people do you have signed up for the video?

a. Schimmel: Right now I have two but they are recorded already.

b. Vice President: Patrick Brever

i. Brever: Thank you again to our speakers. I just have a couple quick things. So the memorial pool folks there were some people who wanted a smaller group discussion right now it is just Spencer and myself but feel free to come to that. We are getting close to the end of the year so try to get those resolutions in as quick as we can. Hopefully you are on top of that. I have an invitation from the SUFAC chair and they have CAB and green fund requests and anyone is welcome. If you are a committee chair, I hope you can start thinking about a one sheet transition report so that the next chair will know. Last thing, we have gotten some larger donations and to name some places and rooms. Are there any serious objections to getting this?

1. Hundt: Naming rooms after people at a university is wrong and it's how we show respect for ourselves and naming things after people for money should not be happening at the university, what's next, the kwik trip union.

a. Brever: However, most of this is going towards scholarships.

c. Chief of Staff: Lauren Mason

i. Mason: Faculty senate met and the therapeutic rec department spoke and that went well and they were on board with the memorial pool. They didn't say anything in the meeting itself but they said later that some faculty are in support of a break but only if it started before the September 1 deadline and I gave a couple resources to Natalie and Platteville has a



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fall break but it's one Friday off so they would like 2-3 days.

- d. State Affairs Director: Tyler Halloran
 - i. An email went out about the legislative forum and the the details about that meeting are on the flyer attached but try to attend if you can.
- e. Local Affairs Director: Madison Wescott
- f. Inclusivity Director: Karlie Stefan
 - i. Stefan: Next week is social justice week but if any of you need information please reach out to me and last week I wasn't here and I was on a class trip and the person last week was supposed to talk about white privilege so if anyone would like to talk about this I would be more than willing.

VIII. RHAC Reports

IX. Advisor Reports

i. Dr. Ringgenberg: April 12-14 we are going to have some focus groups related to dining on campus, we want to invite a diverse group of people who eat the food and who don't and you'll get some kind of reward for doing this. We are moving ahead; I'm sorry last Monday didn't work out with selling the alcohol. This next Monday, April 3 will be the first day to sell beer and unfortunately I am not here and a lot of people put in time on this but it's important. They tell me the NCAA tournament games were shown on the big screen and it's an awesome picture. Good news we just found out today that this building was certified as lead gold and I was concerned about this because we have so much air going in and out. We've been going through things and people are checking temperatures, I don't know about you but I've been really cold in here and so we are making some adjustments to that but if you ever think a place is really cold let me know. One thing that happens in these rooms is that the thermostat is set but it is controlled by having people in the room and detected by movement. Some of you may have noticed that there are some problems with the loading dock and the left doesn't close and there was an animal that got in there and chewed everything apart. Next Monday night a part of social justice week, there is a gentleman coming named Leeman Wah with "if these walls could talk" and if you've ever seen this film you will see the impact that white privilege has and it would be a wonderful environment to think about things, Leeman Wah is really worth the visit, since I'm not here Monday I'll go to the AMSLC portion of that.

1. Roberts: When the high school students are here for the tours they're in the center of the lobby is there a way to direct them more?

a. Dr. Ringgenberg: I know this is a very busy week, I want



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to thank everyone for your tolerance with history day yesterday and I know it was interesting to have them here but thank you and I will try to think of ways to help with that issue.

2. Given: Speaking of the tours, every time I've seen the tours walk by the land recognition plaque they don't say anything.
 - a. Dr. Ringgenberg: Josh Roboski is the guy who supervises the vanguards but I do think that's important and I will check how they are doing the congregation thing.
3. Kallis: I was wondering when the closed captioning was going to be put on every TV and its not on all the screens
 - a. Dr. Ringgenberg: I can look into that but I realized some of the TVs were wired in the wrong way so we are working on fixing that.

X. Committee Reports

- i. Reinke: SSB met and we talked about patio furniture and got the clocks squared away. We wanted to bring the naming for the pizza and grill downstairs and we want to get it to 3 and the options are: Ruby Grill, Cellar or Cellar 2.0, Pizazz, Eagles oven, and The Den. If anyone wants the see the full list you can look at this, we decided the cellar has to be on it.
 1. Kallis: So do you want us to think about it or come back? Was the last one eagles oven? Because I don't think that should be on it. It could be called Stuarts Cellar.
 2. Given: Since our mascot is the eagle I wouldn't include eagles oven.
- ii. Tashner: Marketing and special events will have their first meeting of the semester and we will meet on Tuesday at 6:30 and we are going to talk about "It's on Us."
- iii. Burgess: JCES met on Friday and went over some green fund requests
- iv. Kallis: DOC met this last week and we voted on the diversity award given to two students and they are scholarships. It's hard to compare someone, we made that decision and I know both of them and am very excited. We got the reports for hate/ bias and there were 133 reports, hate and bias reports are for bystanders too. DOC social is coming up and it will probably be a little bit heavier and I ask that it is just diversity orgs but on top of that there are other events happening. Tibet burning video is happening right now in Hall of Nations, AMSLC is this weekend and pride prom is coming up and the theme is Gays in Space and the drag show is happening.



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v. Olp: I went to my faculty committee today and they appreciate me going because they said I'm the only student to ever go to that but I wanted to tell you this because our committee work does matter so I encourage all of you to go to your meetings.

vi. Banckers: Academic affairs met and we chose our commencement speakers.

XI. Organizational Reports

i. Kallis: Tomorrow the pride center clothing swap and you can take clothes that don't fit you and you can bring them to the pride center and some people can't afford ways to express their gender and it's going to be really fun. I invite you to come to RU and Transform, 7 pm on Tuesday and Thursday.

ii. Tashner: I'm pretty sure that we are going to have "It's on Us" on April 30th, I'll meet with Matt from the rec soon to finalize that.

iii. Olp: Please look at all of the window paintings downstairs from the fraternities and sororities, thank you to Pat and Schimmel, they judged our lip sync concert. In other news, April is violence awareness month but on Monday come to the clock tower and wear blue.

XII. Unfinished Business

a. SA1617-043: Resolution to Initiate a UWL Student Survey on Implementing a Fall Break on Campus

i. Burgess: I just sent you an email with the amendments. Since last meeting we made some adjustments to the language in the document and the questions to get a better idea of people's thoughts and a box with open ended thoughts on the survey and just to see if people are living on or off campus so we can see what people are saying and we feel this would be a stronger survey. With this survey I don't know if people will want the fall break or not, I understand there are still some feasibility things but I want to focus on getting a survey to get some sort of feedback to see if it's something worth pursuing, let's say people don't want this at all then we won't do anything but hopefully this will give us some sort of direction.

a. Quashnick: So you wrote some new questions but still one of the big issues is whether or not we are allowed to start before September, so this would be non-binding and there is currently a bill in Madison to lift the not starting before September, but if the students want this than we would have to lobby for it.

ii. Ames: I spoke with you previously on this but just as a means of not wasting people's times taking this survey, just looking at it briefly would you think that it would be feasible if the September 1 restriction stays in place.



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a. Burgess: Like I said it depends on how long the students would want the break but I think even a couple days would be pushing it and with labs I know there has to be an equal amount of days and honestly we had a sample survey and it varied with what people wanted.

b. Ames: So within the September 1 limit I don't think there could be leeway of 3-4 days. Some years we start as early as Sept. 2 but it's good to have that consistency. We can add that as not including the weekend.

1. Burgess: I would interpret it as actual school days but we can do it the other way because I can see how it can be misinterpreted

iii. Bancker: I emailed Provost Morgan on this and tried to get her opinion and in 2010 when student association put out a resolution similar to this, she said that this would not be a good thing to do at this time and in 2010 it wasn't a matter of support it's a matter of state law and she sent me something that if the sept. 1 law changes they would revisit this issue later on.

iv. Roberts: Is there a specific number of returns that you want for responses or a certain amount of yeses, do you want at least 30% or just any sort of feedback. If it is just feedback is there a better way of doing that without raising false hope within the student body. For your future planning and implementation, I think it's a valid concern of raising false hopes but if you have some sort of alternate option.

a. Burgess: If we got at least the majority it would be grounds to look more into it, with the context of false hope we can make sure to disclose that information just because we have a survey go through Res. Life about whiteboards, it doesn't mean we'll take action on it.

1. Roberts: So if you didn't get the 50% number is there something else that you would do? If you want more responses is there a way to flag that to be more important?

2. Brever: There is nothing for us to do to flag an email.

v. Kallis: I think the reason behind this survey is to know what our students are feeling and it wouldn't be a big issue if you all went out and talked to your constituents. I understand getting students surveys is sometimes filled with false hope but this is not a binding survey and you're not all voting on if it's feasible were asking interest.

vi. Floerke: I wanted to chime in just say that to not pass this because it might raise false hope is wrong, it's something we can give to state



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legislators and having tangible evidence is important in doing that.
vii. Reinke: I was just wondering/ suggesting that we disclose that information in the email that this is nonbinding and that it is for you know this is only for our help and I yield my time to Lang.

a. Lang: Is there a way to write out a disclose statement, instead of making it important and just a gauge of their interest with a disclaimer and I just wanted to have that instead of giving that false hope out.

viii. Bhatoya: I think the opinion with going to students first and then going to legislators is not the best. I don't think you're going to get response on your survey. Students already get a lot of emails from student senate and their just going to delete the email but I do mind having the survey be the only mode is bad if we advertised and then sent out the survey. I think we should do more public forums, and if you only get 10% student response what does that really say?

ix. Ames: I would like to address a question to the Vice President or President, how valuable do you think a survey would be in a lobbying effort?

1. Schimmel: I think depending on what the percentage of the students is what matters but I think this is something we would have to have a lot students be on board with.

2. Halloran: I think with everything we've been pushing we still don't know if they would be willing to do this.

a. Ames: So I find it difficult to send the survey out if the requirement is still in place, you could add it to the agenda for lobbying efforts, but I think that's more appropriate.

x. Garcia: Friendly amendments proposed

a. vote on amendments: Motion: Garcia, Second: Schultz

1. AMENDMENTS PASS

xi. Bancker: I would just like to reiterate why we would send out a survey if it's not feasible if we already know that some people are interested why would we do this?

xii. Garcia: We sort of feel that students are interested in this but to have number to put next to it would be great, I think it makes it more concrete.

1. Garica: Call to question, Second: Burgess

a. PASSED W/ Amendments

XIII. New Business

a. SA1617-044: Resolution Amending Election Commission Bylaws



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i. Brever: For this resolution it is just to update the bylaws because we've had trouble finding people to fill these seats, I will open this up for discussion.

1. Roberts: It says unable to meet suggested membership I was thinking that we could change honest effort because I feel that it is really vague, I was wondering if we could talk about changing that.

ii. Floerke: Just thinking back to last year and this year, the exec board would be asking for our help and then they warn us about it and we were supposed to go back and ask our constituents but maybe we could put the limit on 3 weeks? I would like to propose an amendment- Student Association may appoint 6 students after a 3 week time period from first brought up in the student senate meeting.- friendly amendment

iii. Given: This is just for clarification so we want to change the document that you previously showed and by this new statement the procedure would be we get to pick students to vote the senators in?

1. Brever: This amendment just gives a time limit and most of the election commission people were from senate but they are non returning people.

2. Given: We bring up the students and if it's more than half, do you think that process would run smoothly?

a. Brever: It has so far in the past.

3. Given: Instead of his or here could you put "they"- friendly amendment

iv. Quashnick: That should say student senate not student association, right? It does say 6 voting students and 1 alternate.

v. Close Discussion

b. SA1617-045: Resolution Updating Green Fund Bylaws

i. Garcia: We have to update the bylaws because that's what the student court told us to do. With full transparency you can see the exact changes that happened. There are a lot of little changes and there used to be 1 green fund coordinator and now there is 2, we changed cartwright to student union, we needed to define sustainability and talk about promoting sustainability, collection amount changed in the fall and we voted on that earlier in the semester and it would have to be promote or demonstrate and the application will now have a question with this, we aimed to become more sustainable with the solar panels and that's why you can't just buy a sign and say be sustainable but people that are applying for speakers to come. We crossed out trees since that was what caused this problem in the first place, it now has high, medium, and low priority. We added a line that has more to the promotion piece with only 20% being able to go



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towards that. The graduate assistant the sustainability coordinator is one of the reservation associates. We don't actually make a report of the green fund but I just changed it to work with them, I crossed off those other people because we can just meet with the applicable offices. If we lose one coordinator we would just deal with one for the rest of the semester. I would love to hear your feedback.

ii. Ames: I wanted to thank you for the time you put in, I still have some concern with the environmental purpose it goes from sustainability to reducing carbon footprint to reducing the environmental footprint and I wouldn't for sure know what that means?

iii. Garcia: I was actually looking at Madison's bylaws and environmental footprint is different from carbon footprint.

a. Ames: Were you reading the page or the bylaws?

1. Garica: I was reading on the page.

2. Ames: I would just say that I would like

to see it more specific.

iv. Schulz: I would just like to add a grammar thing.

1. Roberts: I almost think that the complaint with the environmental footprint if you changed it to but I don't think how many green fund projects could fall out of that and if they were I don't but if it was me I would read conserve or preserve but that's just a suggestion. Get rid of environmental footprint and stop it after future generations because that would reduce it enough.

vi. Garcia: Let's do an informal poll on what Senator Roberts just said-Friendly amendment

vii. Ames: There is a fair scope with speakers and SUFAC was divided on whether or not we could fund the speaker with green fund money, but this is just a recurring referendum and expanding the scope might change the intent of their vote but do you think the speakers are really for this purpose?

a. Garcia: The bylaws said before that they can be used for speakers and we have had speakers from the past.

1. Ames: I think SUFAC had the biggest problem with projects being discussed with the sustainability but not the promotion and with the money it is a capital purchase and we can see how well it goes but do these bylaws change the intent of the green fund? So I think that's important to think about.

viii. Closed Discussion

XIV. Discussion



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i. Kallis: Hi, recently I don't know if you are keeping up with news in La Crosse but there was news with a dispatcher and specifically a student wrote a letter and his name is Will and it is very well worded and he asked me to bring it in and it is his perspective of the university but I'm not asking to state how you feel in but they are going to try to send it out but I have the final copy and you can put your name in solidarity with students but if you want more information you can ask me so I'm not but I can give you a synopsis of what's going on with it.

ii. Floerke: If it's already on Facebook could you just send out the link?

iii. Kallis: They are sending it out tomorrow but I wanted names to put it on tonight.

iv. Bhatoya: How long is it? I'm not opposed to it being read.

v. Kallis: "To Ms. Dearman and to whomever is in support of her, I please ask that you read the remainder of this letter with an open mind; a willingness to listen to our perspective. This is no attack on you, nor is it directed at your political beliefs, but rather this letter provides a voice to those who have had theirs extinguished by the flames of injustice.

One of the core values of the University of Wisconsin – La Crosse, taken directly from their web page, is as follows: "Diversity, equity, and the inclusion and engagement of all people in a safe campus climate that embraces and respects the innumerable different perspectives found within an increasingly integrated and culturally diverse global community."

As an employee at the University of Wisconsin – La Crosse, you are one of many staff members, that of which includes professors, advisors, counselors, and any other adult on campus, that work to uphold this university value. This value of equity and inclusion can only exist through your actions as an advisory figure at this university. More specifically, as a law enforcement dispatcher and a supervisor in the law enforcement building, you hold a position of power that requires a large amount of responsibility. As a member of the campus police, you are also tasked with instilling, promoting, and maintaining a sense of security and safety on campus for all students, no matter their race.

According to the Official Employee Incident Investigation Form, a conversation took place between you and a first-day employee under your guidance regarding Joe Gow's email about the president's Immigration Ban. The employee states that you said, "people 'who don't belong here,'" referring to immigrants, "deserved to go back to where they were from." Recognizing that you were talking to a person of color, you followed that statement saying, "but no offense to you." Consequent meetings with Human Resources states that the victim's "demeanor during the interview



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with Kathy [Acolla, an Employee Relations Specialist in HR,] clearly showed the depth of the hurt Kim’s comments and behavior caused.” During a conversation with Sergeant Jordan Schaller following the employee’s resignation, you said, “It was nothing. She better get used to it ‘cuz it could happen to her the rest of her life.”

By exclaiming that all immigrants should go back to where they came from, you have effectively excluded a large majority of the population from this community. Unless you are Native American, which according to the United States Census Bureau made up 2% of the population in 2015, you are an immigrant in this country. As a person of color, and someone who thinks about such issues of inclusion on a daily basis, let me tell you that this comment immediately damages one’s sense of belonging. No longer am I a student on this campus but a burden to you; an inconvenience. A vermin who should be evicted.

In addition, by brushing off your comment, excusing it for something that just happens in life, you are allowing racism to thrive in our communities; to be something that people of color need to “get used to.” Although your comment was not physically damaging, the psychological harm done to the recipient can be as hurtful as a punch in the face. As a person of color on a predominantly white campus, it is difficult enough for me to feel welcome, let alone feel a sense of belonging. I walk the campus sidewalks ever-aware that I am perceived as different from my peers around me. I am not judged by the content of my character or the greatness of my achievements, but rather the color of my skin.

When repeatedly exposed to comments such as “go back to where you’re from,” or other racist comments ranging from subtle to explicitly blatant, I cannot explain to you how badly I want to tear off my colored skin. To be white just long enough to know what it feels like to belong; to be seen. To show you, to scream and shout, “Look at me! You and I? We are the same! Both made of bones stronger than steel; both full of blood redder than a seven o’clock sunset; both with a beating heart just trying to live our dreams. You and I? We are the same.” Although we are both members of the human race, and should be treated as such, I cannot erase my colored skin. My heritage and culture are ingrained deep within me. It is because of my inescapable colored-ness that your words will affect me differently than if towards a white individual. They hold a different weight, one oftentimes with more meaning and severity. We come to this campus, not only in search of a good education, but hoping to thrive and bloom in a community of excellence; one that promotes growth and inclusivity. Unfortunately, ignorance and hate provided by others can



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make us feel unsafe and unwanted; can make us feel ashamed of our ethnicity and culture; can make us wish we were someone else. I encourage you to step into someone else’s skin, whether that be one of color or not, before you act. Realize that your comments and actions, especially coming from a position of authority, can truly impact those around you.” So I urge you that if you like the words that he wrote you can sign the letter and it will be sent out.

- XV. Announcements
 - i. Mason: Howies, let’s go!
- XVI. Adjournment
 - i. Motion: Floerke, Second: Hilby
 - a. 8:23 pm