

LaFSA Board Meeting
Minutes
09/02/20

1. Welcome: 1:12 pm
 - In attendance: Dr. Sergio Espinosa, Cecilia Garcia-Blizzard, Dr. Cristina Salinas, Dr. Luis Rosado, Marcela Navas, and Julian Rodriguez.
2. Get acquainted
 - Board members introduced themselves; talked about their work at UTA.
3. Collect suggested goals for our term:
 - I. Goals for **1-2 months**
 - a) Expand membership
 - Board discussed contacting chairs of each department to help LaFSA relay info to faculty/staff.
 - Board plans to hold a meeting with Latino faculty and staff to introduce themselves to the community and update everyone about LaFSA's current course of action.
 - b) Membership fees:
 - Dr. Sergio Espinosa started a motion to adopt a \$25 annual membership fee.
 - Dr. Cristina Salinas seconded Dr. Sergio's motion.
 - The board approved the \$25 annual membership fee unanimously.
 - Julian Rodriguez will look into a membership Content Management System that can be adopted to (1) manage membership payments and (2) help LaFSA collect demographic information about its members.
 - a) Website development:
 - Julian Rodriguez requested and received approval by the UTA Office of Information Technology (OIT) to use the website <https://lafsa.uta.edu>
 - The website is currently under development and should have basic information listed within the next few weeks.
 - a) Bank account at EECU:

- Julian Rodriguez told the board that Eddie Freeman, president of the African American Faculty and Staff Association (AAFSA), recommended creating a bank account outside of UTA. This provides more flexibility to LaFSA to manage funds. AAFSA has an account with EECU in Arlington, TX.
- Dr. Luis Rosado will look into creating a bank account for LaFSA at a local (Arlington, TX) credit union and report to the board what is needed to establish this account.
 - a) Process to present our agenda to the association for information/approval/suggestions
 - b) DEI Committee:
- Dr. Sergio Espinosa emailed Dr. Teik C. Lim, UTA interim president, requesting a seat for LaFSA on the recently created Diversity, Equity, and Inclusion (DEI) committee at UTA.
- Dr. Lim's responded via email on Wed 8/26/2020 2:28 PM:

“Dear Dr. Espinosa,

First of all, I would like to thank you for the work you and the other members of the Latinx Faculty and Staff Association have put into creating the Association. Ensuring Latinx diversity, equity, and inclusion as part of our DEI initiatives is imperative, especially with the large Latinx representation amongst our employees, student body and community. To ensure Latinx perspectives remain a vital part of our conversations, Michelle Bobadilla, Senior Associate VP Outreach Services & Community Engagement, has been appointed as the co-chair of the DEI committee. Michelle and other members of DEI have been strong advocates of Latinx interests in the community for many years. If you have specific issues you would like to see brought to the committee's attention, please communicate those issues to your college representative, or reach out to Michelle directly.

I know this is not what you want to hear but I hope for your understanding as this DEI committee is now the largest one on campus, and I am convinced issues of interest to Latinx Faculty and Staff Association will be well represented in the DEI committee and future campus DEI initiatives. Thanks again for sharing the news about the Latinx Faculty and Staff Association, and I wish you success in your teaching and research this semester.

*Regards,
Teik C. Lim”*

- No LaFSA and AAFSA board members are currently included on the UTA DEI Committee. This information was confirmed by Eddie Freeman, president of AAFSA.
 - LaFSA board members will work on creating and presenting a resolution regarding Dr. Lim's response.
 - The LaFSA board will schedule a meeting with its membership to provide an update on the president's decision and short and medium-term goals for LaFSA.
4. Goals for the **Semester**
- To establish contact with other similar organizations
 - To discuss their experiences
 - General meeting with LaFSA members
5. Goals for the **Year**
- Collect data of the situation of Staff and Faculty to strengthen arguments (Survey)
6. Final questions and comments
7. Adjournment
- The board ran out of time and decided to stop at Point 3 of the agenda.
 - The board will continue to address Points 4 and 5 in future meetings.
 - The board decided to meet on a weekly basis, at least during next month, to make sure LaFSA can effectively establish its presence and membership.
 - Meeting adjourned at 2:08 pm.



Signed by Julian Rodriguez, Secretary