



Student Government

UNIVERSITY OF COLORADO **BOULDER**

University of Colorado Student Government
Legislative Council

February 27th, 2020

**92 LC B11 – A Bill to Guarantee
Disabilities Services Liaison and
Multicultural Students Liaison in
Future Executive Cabinets**

Sponsored by:	
Ryan Passas	Student Body President
Michael Martin	Student Body President
Faith Atkins	Representative Council Speaker
Isabel Kramer	Senator, CMCI

Authored by:	
Delaney Deskin	Attorney General

**A Bill to Guarantee Disabilities Services Liaison and Multicultural
Students Liaison in Future Executive Cabinets**

Bill History

While CUSG has in an effort to address persistent historical inequities within CUSG and the University of Colorado campus, the Passas-Martin Administration created two entirely new positions within the Executive Cabinet: the Multicultural Liaison and the Disabled Students Liaison. The Job Descriptions for both of these positions were approved by the 91st Legislative Council on June 13th, 2019. Since the conception of these positions on the Executive Cabinet, and the filling of their appointments after being ratified by Legislative Council, the Disabilities Services Liaison and Multicultural Students Liaison Positions have proved to be vital assets in working towards a more socially equitable CUSG.

The current Disability Services Students Liaison is Melissa Grover. During her term of office, Liaison Grover has enacted a variety of initiatives to make CUSG and the CU Boulder more accessible, including providing input for future accessibility through the Transportation Plan, communicating student needs to the Disability Services Office, and working with departments to ensure CUSG events are catered to all individuals.

The current Multicultural Liaison is Donavon Bright. During his term of office, Liaison Bright has worked to make CUSG and the CU campus more inclusive and accessible to its own multicultural communities. Donavon created and fostered relationships with student organizations such as BSA, that were instrumental in creating dialogue between marginalized student populations and administration.

This bill seeks to increase accountability in efforts initially set out in 91 LCR 05 - A Resolution in Support of Black Student Alliance and Racial Justice in the CU System, which the Legislative Council passed in October 2019 in the aftermath of racist attacks that took place on our campus. That resolution called on CUSG to reconsider the ways it has historically “been complacent in regards to the past acts of racism on this campus.” While in no way does it solve the complex and historically pervasive forms of discrimination mentioned here the passage of this bill, which includes legislative provisions that restrict usage of these allocations solely for the purposes of maintaining these positions, shall constitute only one part of CUSG’s larger effort to seek social justice and equity for the organization’s historically exclusionary practices.

Ignorance, racism, ethnicism, and ableism persist within the CU Boulder campus, threatening the university’s mission of equitable growth within educational excellence. As leaders in the student body, CUSG has the platform and the resources to challenge these power structures. Since their inception, these positions sent a crucial message to Disabled students and Multicultural students on campus: We see you. Your stories matter. We seek justice that includes you.

Bill Summary

Whereas, the CUSG Constitution begins with “We, the Students, of the University of Colorado, exist not only as individuals but as a community”;

Whereas, the Disabled Students Liaison and Multicultural Students Liaison were created this year by the Executive Branch to advocate for disabled and multicultural students and communities on campus;

Whereas, there is currently not enough consistent forms of funding or representation for disabled students and multicultural communities on the CU campus;

Whereas, CUSG should take action to ensure these positions are maintained and adequately funded through legislative action for FY 2021 until they are properly appropriated for.

THEREFORE, BE IT ENACTED by the Legislative Council of the University of Colorado Boulder Student Government, THAT:

Section 1: CUSG shall have for the next fiscal year starting July 1st, 2020 (FY2021) a Disabled Students Liaison (or similarly designated) position, to be nominated by the CUSG Executives and ratified by the Legislative Council and this position shall be continue for at least 2 fiscal years .

Section 2: CUSG shall have for the next fiscal year starting July 1st, 2020 (FY2021) a Multicultural Liaison (or similarly designated) position, to be nominated by the CUSG Executives and ratified by the Legislative Council and this position shall be continue for at least 2 fiscal years.

Section 3: The descriptions for both positions shall be set as outlined in Appendix A to this bill.

Section 4: Both the Multicultural Liaison and the Disabled Students Liaison shall be classified as Executive Staff, under the category of Student Assistant II.

Section 5: This bill shall not be construed to prevent the approval of a specific budget enhancement, supplemental funds, or other types of allocation for these positions to the Executive Branch.

Section 6: In accordance with Article VIII of the CUSG Constitution, these positions shall be established as Student Administrators of the Executive Staff, by a two-thirds majority vote of the Legislative Council, present and voting. Passage of this bill by a two-thirds majority shall constitute establishment of the positions.

Section 7: This bill shall take effect upon final passage by the Legislative Council and upon either obtaining the signatures of two Executives or the lapse of six days without actions by the Executives.

Appendix A: Job Descriptions of the Multicultural Liaison and Disabled Student Liaison

CU Student Government Multicultural Students Liaison

- I. Employment Conditions:
 - A. CU Student Government fee-paying student during all times of employment
 - B. Hired by CU Student Government Executives
 - C. Ratified by CU Student Government Legislative Council
- II. Job Responsibilities:
 - A. Act as CU Student Government's liaison to Multicultural Students:
 - 1. Work to advocate on behalf of and amplify the voices of multicultural students and communities students to CU Student Government and to CU Administration
 - 2. Reach out to a wide variety of Multicultural Student Organizations (including, but not limited to BSA, MSA, SASA, SSA, and Multicultural Greek Council)
 - 3. Work closely with the CU Boulder Multicultural Greek Council, Cultural Events Board, and other related committees to explore and identify the unmet needs of different multicultural communities and aiding in the implementation of programs that will support students with those needs
 - 4. Facilitate the collaboration of CU Student Government and a wide variety of multicultural student organizations on events, programs, and initiatives
 - 5. Work with the Director of Strategic Communications to disperse information about CU Student Government events and programs to multicultural students and communities
 - B. Maintain weekly Office Hours
 - C. Attending campus events representing CU Student Government
 - D. Attend all meetings including but not limited to:
 - 1. Department of Diversity and Inclusion meetings
 - 2. Staff meetings
- III. Qualifications:
 - A. A passion and desire to serve fellow students
 - B. Exceptional interpersonal skills such as communication, teamwork, facilitation, and leadership
 - C. Strong organizational skills
 - D. Exceptional written and verbal communication skills
 - E. Comprehensive understanding of different cultural practices and issues
- IV. Goals:
 - A. Goals will be developed in collaboration with the Executives
- V. Evaluation:

- A. Fulfillment of all job responsibilities
- B. Fulfillment of goals set forth by the Executives
- VI. Wages:
 - A. This position is structured as Student Assistant II, starting at step II.
 - B. No more than five hours per week will be required during the academic year. If hired for the summer, hours will be negotiated with the Executives, depending upon responsibilities and availability.
- VII. Terms for Dismissal:
 - A. Failure to fulfill job responsibilities and goals set forth by the Executives
 - B. Inadequate performance of assigned duties
 - C. Dishonesty and/or lack of integrity in job-related activities
- VIII. Dismissal Actions Entail:
 - A. Written or verbal warning by Executive(s)
 - B. If dismissable behavior continues after a warning by Executive(s) said staff member will be terminated with a $\frac{2}{3}$ agreement by the Executives.

CU Student Government Disability Services Liaison

- I. Employment Conditions:
 - A. CU Student Government fee-paying student during all times of employment
 - B. Hired by CU Student Government Executives
 - C. Ratified by CU Student Government Legislative Council
- II. Job Responsibilities:
 - A. Act as CU Student Government's liaison to Disability Services, OVA, CAPS, and OIEC as well as other relevant student organizations:
 - 1. Work to advocate on behalf of and amplify the voices of disabled students to CU Student Government and CU administration
 - 2. Facilitate the collaboration of CU Student Government and Disability Services, OVA, CAPS, and OIEC on events, programs, and initiatives
 - 3. Work with the Director of Strategic Communication to disperse information about CU Student Government events and programs to disabled students
 - B. Maintain weekly Office Hours
 - C. Attending campus events representing CU Student Government
 - D. Attend all meetings including but not limited to:
 - 1. Department of Diversity and Inclusion meetings
 - 2. Staff meetings
 - 3. Regular check-in meetings with the following campus departments: Disability Services, OVA, CAPS, and OIEC
- III. Qualifications:
 - A. A passion and desire to serve fellow students

- B. Exceptional interpersonal skills such as communication, teamwork, facilitation, and leadership
 - C. Strong organizational skills
 - D. Exceptional written and verbal communication skills
 - E. Comprehensive understanding of the Americans with Disabilities Amendment Act (ADAA), Section 504 of the Rehabilitation ACT of 1973, and Disability Services Guidelines
- IV. Goals:
- A. Goals will be developed in collaboration with the Executives
- V. Evaluation:
- A. Fulfillment of all job responsibilities
 - B. Fulfillment of goals set forth by the Executives
- VI. Wages:
- A. This position is structured as Student Assistant II, starting at step II.
 - B. No more than five hours per week will be required during the academic year. If hired for the summer, hours will be negotiated with the Executives, depending upon responsibilities and availability.
- VII. Terms for Dismissal:
- A. Failure to fulfill job responsibilities and goals set forth by the Executives
 - B. Inadequate performance of assigned duties
 - C. Dishonesty and/or lack of integrity in job-related activities
- VIII. Dismissal Actions Entail:
- A. Written or verbal warning by Executive(s)
 - B. If dismissable behavior continues after a warning by Executive(s) said staff member will be terminated with a $\frac{2}{3}$ agreement by the Executives.

Vote Count:

Date	Motion	Vote
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Ryan Passas
Student Body President

Michael Martin
Student Body President

Sarah Altshuler
President of Legislative Council