



Columbia International Relations Council and Association

CIRCA E-Board Meeting Minutes

Date: July 15th, 2020

Time: 8-9:30 PM EST

Location: Zoom

1. Review the eboard Google Drive folder!!
 - a. ex. The information about how to interact with admin, the newsletter spreadsheet, the meeting agenda spreadsheet
2. Anti-Racism Actions - Going around to each branch to share and then discussing
 - a. CMUNNY → Difficulty this year because CMUNNY is essentially not happening
Discrimination on the part of delegates in the past, CMUNNY does its best to deal with these swiftly like the right to remove delegates, importance of diverse topics (in a more invested way than stereotypes), concern over the difficulty of gathering diverse committees (ex. Asian-based committees this year) & even recruiting for the secretariat, more of a focus on sensitivity training during staff training to improve incident response
 - b. CESIMS → conference is cancelled in the fall (but focusing on the education program), partnering with Youth for Debate, diversity & sensitivity training (a separate, mandatory session dedicated to this like NSOP), at the beginning of the conference have chairs speak to delegates about the importance of awareness and sensitivity, ensuring more representation of POC in MUN panels, inclusive teacher training on things such as microaggressions (ex. Western Business Attire) & how to deal with potential issues, insuring committees are geographically and culturally diverse, partnering with on-campus groups (You Can Too Program), support black-owned businesses when buying food for the spring conference
 - c. CMUNCE → land recognition, recruiting diverse committees, stepping away from Eurocentric crisis debate, recruiting more POC proposers, making histories are accurate and don't overlook POC figures (such as in campaign committees), diversity & inclusion training & discussing this in the opening speech, reporting & discrimination flowcharts, staff standards of behavior, aware scenarios for chairs and CDs, representative sample for the mission visits, a panel to address diversity in MUN & more representative panels with greater time for panelists to prepare & dig deeper into the issues, black or brown keynote speaker (and probably a woman speaker as well!), black-owned businesses and sponsorships, bolster partnership with CESIMS in a non-tokenism way, raising money for a fundraiser to go to BLM or a bailout organization - arts fair/show?, stickers & merchandise coming from black and brown artists, statements of anti-racism and diversity, providing education materials on the website
 - d. Conferences → create a plan for Columbia conferences that will become our standard for anti-racism, such as catering & vendor list, microaggressions to watch out for, staff



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- training, etc. - combining all these ideas into one doc so that the ideas can be past down from year to year and build upon them
- e. Marketing - anon feedback form, less inclusive social media (making FB public), using social media to promote more diverse voices in and out of Columbia community, event partnerships with diverse voices, create an article feed of diverse perspectives in IR, CIRCA library, make branches' & CIRCA's anti-racist intentionality action plans publically available, paying attention to diversity in SM board events, making CIRCA/SM board less intimidating and more welcoming!, making sure our events are inclusive (such a wheelchair accessibility)
 - f. Social → this is a non-exhaustive list, ensuring the events we have are inclusive, land recognition for on-campus events, anti-racist conversations in the spaces that we hold, acknowledging the importance of holding one another accountable and not expecting BIPOC to start every conversation, setting up CIRCA community guidelines to repeat at meetings, service oriented & justice oriented programming in SM events, auction or creative writing competition to lift BIPOC voices & fundraise, extending the matching funds campaign, highlight the importance of the feedback form, prizes for game nights supporting black owned businesses, linktree on our website & social media
 - g. CPR → CPR is about broadcasting perspectives - making sure we broadcast diverse perspectives, recruiting diverse voices to be staff writers, expanding magazine to accommodate as many people as possible, community pitch form (let's anyone in the Columbia community submit; alums, grads school, etc.), making sure outreach is authentic, organic, & not artificial, support black-owned journalism, challenges of being non-partisan/multi-partisan in today's political climate - now there are publishing standards to allow harmful pitches & pieces to be rejected
 - h. CAFA → examining how CAFA meetings are run - avoiding low effort discussions that create a narrow viewpoint, create mandatory readings for discussion at meetings, how members are recruited for eboard - ex. No latin american representative last year - making sure all the slots are filled from now on, face to face interviews for positions, being more intentionally to the speakers being brought in (Zoom provides an opportunity to bring in greater global diversity & non-Columbia affiliates), group activities like volunteer work and protests
 - i. TT → looking to tackle both TT racism & the issues of the broader circuit - make Columbia a leader in this circuit initiative, zero tolerance policy for racism & discrimination, anonymous feedback form, equity officer, head del protocol - mandatory series announcements for delegates before they go to conferences - a "pre-conference" pledge so to speak (won't engage in racist, homophobic, etc. behavior, head del punishments, reporting these incidents to the secretariat, not lying to win awards - anti-racism is more important than gaveling!!!! Yaaas love the dedication rose), stress that TT is open to everyone regardless of experience, no cut, ability to learn and grow,



stress the inclusivity of the community, offset financial costs for food at conferences, etc., acknowledging scheduling difficulties for work study students and emphasizing the multiple ways to participate in TT, seminars on racism & anti-blackness and exclusive in the circuit - teaching ways to avoid this as well as procedures for handling them and reporting them to the head dels, avoiding conformity in how to perform in committee (stepping away from the white, male power del stereotype), make practice topics political neutral and more fun, picking a more accessible room!, “MUN is a super white activity for super wealthy people” - let’s start the conversation with other conferences and head dels about making the circuit less exclusive and more accessible - create guidelines for all the conferences to follow, preventing racism from being politicized on the conference

- j. Let’s make sure these conversations don’t stop here and that they are constantly revisited!!

3. Anti-Racism Actions as a whole

- a. Action items: Writing our commitment policy (and possible encouraging other clubs to join us on it), fixing our outward presence, discussing anti-racism in town halls
- b. Maria suggests we create focus groups so people have something specific to work on and then reconnect about our progress at another meeting; possible breakdown (Rose suggest we take preferences into consideration instead):
 - i. Committee One: Conferences (CMUNCE, CMUNNY, CESIMS, TT(Rose), Social) - creating the CIRCA conference brand - universal staff/delegate training, criteria for choosing committees, microaggressions (WBA), etc.
 - 1. Suggestion to bring on chiefs of staffs/secretariats as well → not just the SGs and DGs, but the secretariats and member bases
 - ii. Committee Two: TT (Gabe), CPR, CAFA, Marketing, Silas, Katy Haden, Anna → CIRCA’s universal policy, officials statements on website and social media, diverse feed, CIRCA member policy/constitutional amendment, vendor list
 - iii. Silas is taking notes on the more formal list of this, just kidding he was spontaneously typing, this is the list y’all
 - iv. We will have a follow up on these two committees in about 3 weeks & will have the budget talks before then

4. Structure for 20-21 → just kidding we are mostly tabling this for the next meeting

- a. CMUNNY → Going to run a speaker series (free or low cost, but with a suggested donation for charity) in collaboration with CAFA instead of a conference this year
- b. CAFA → Zoom only events & bring in more diverse speakers and more students!
- c. CESIMS → structure focused more on education this year since fall conference is cancelled, spring is tbd but hopefully a traditional conference?
- d. CMUNCE → still having conference but a 3 day format & online (friday, sat, sun on Gatherly), capping at 400 delegates, expecting less of a profit



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- e. S&M Board → fun online events, online activity fair/opening event, CIRCA discord, restructuring mentor-mentee into a cohort instead of one on one, restructuring the social - feel free to share ideas :)
 - f. CPR → pretty normal functions online (i missed what y'all said sorta so if you want to elaborate lmk & i'll add it, sorry sorry :()
 - g. TT → Try to keep the same TT function in an online function like practices (but shorter) and in more of a discussion based format, possibility of going to online conferences if there is interest
5. Miscellaneous Announcements y'all i've been typing like 300 mph this whole meeting LOL
- a. Marriott contract - settled, no cancellation fees, just signing a contract extension, given to Columbia contracts office now for them to make official between Columbia & not NYCIRCA