



HARVARD GRADUATE COUNCIL

12 GRADUATE & PROFESSIONAL SCHOOLS, ONE HARVARD.

THE HARVARD GRADUATE COUNCIL

The Representative Body for All of Harvard's Graduate and Professional Students

December 6, 2021, 6:30 pm - 9:00 pm

Location:

The general council meeting will take place at the Harvard Science and Engineering Complex at 150 Western Ave., Boston, MA. Shuttles run every 20 minutes from Harvard Square (in front of &Pizza). Our meeting will start at 7 pm and be in room 1.321 Auditorium. Our tour and meeting will both be on the first floor, with the tour starting at the main entrance on the NE corner of the building at 6:30 pm, and the meeting in Conference Room 1.321 at 7 pm. Below is an annotated map of the first floor of the building to orient you. The main entrance should be open until 7 pm. There will be a security guard there who can let you in if necessary. We will have a tour of the Science and Engineering Complex departing from the main entrance at 6:30 pm (by the Mark 1 computer display).



Those who are remote will have the opportunity to participate via Zoom (starting at 6:55 pm). **Zoom link is below:**

Topic: HGC General Body Meeting 12/06/2021
Time: Dec 6, 2021 06:30 PM Eastern Time - in-person school tour; 6:55 PM Eastern Time (US and Canada) - Zoom/in-person hybrid meeting begins

Join Zoom meeting

<https://harvard.zoom.us/j/9238953653>

Join by telephone (use any number to dial in)

+1 312 626 6799
+1 929 436 2866
+1 301 715 8592
+1 346 248 7799
+1 669 900 6833
+1 253 215 8782

International numbers available: <https://harvard.zoom.us/u/adAssHvFUM>

One tap mobile: +13126266799,,9238953653# US (Chicago)

Join by SIP conference room system

Meeting ID: 923 895 3653
9238953653@zoomcrc.com

ATTENDANCE POLICY:

We require in-person attendance of a minimum of one representative from each school for schools that are conducting classes in-person (all other additional reps from that school may attend in-person or remotely if they wish). If you are from a school that conducts classes in-person and you cannot attend the meeting in person, PLEASE forward the meeting calendar invite & meeting agenda to your **PROXY** and email operations@hgc.harvard.edu and governance@hgc.harvard.edu by **SUNDAY, 12/05, at NOON**. Otherwise, we will expect that you will be in attendance in person. If your school's enrollment policies are in-person and a rep or proxy is not in attendance at general council in-person, votes cast via Zoom will not be counted and your school will be considered absent. The only schools who may attend

fully remotely are HES and HGSE (consistent with some of their current program's remote enrollment policies).

Meal Reimbursements:

Meals eaten on the evening of Monday, December 6th (either before or after our HGC meeting) will be reimbursed up to \$20.00. If you would like to reimburse your meal, please fill out this form: <https://hgc.harvard.edu/reimbursement>

I. SEAS School Tour (6:30 pm - 6:55 pm) - Mark York (SEAS) (6:30 pm - 7:00 pm)

-Meet in front of the main entrance to the Science and Engineering Complex (by the Mark 1 computer display)

II. Roll Call and Welcome – Peter & Himaja (7:00 pm - 7:10 pm)

Schools	First Name	Last Name	Individual Present?	School Present?
SEAS	Mark	York	Yes	Yes
GSAS	Anna	Walker	No	Yes
	Michael	Cheng	No	
	Nikita	Kupko	Yes	
	Tammy	Lan	Yes	
HLS	Joan	Josiah	No	No
	Gabrielle (Gabe)	Crofford	No	
	Ivanka	Canzius	No	
HBS (HBSSA)	Brian	Ratajczak	No	No
	Kyle	Blank	No	
	Vivek	Agarwal	No	
HSDM	Subin	Jeong	Min Son (proxy)	Yes
HES (HESA)	Brett	Monson	Yes	Yes
	Jim	Smith	Yes	
HKS (KSSG)	Camille	Choe	No	No
	Jordan	Biggers	No	
HSPH (HCSA)	Natasha	Matthews	Dina Tadros (proxy)	Yes
HMS	Marta	Williams	No	No
	Michael	Liu	No	
	Divya	Singh	No	
HGSE	Parisa	Loftis Hamm	Yes	Yes
GSD	Aeshna	Prasad	No	No

HDS	Mayank	Kumar	No	No
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Executive Board Members in attendance:

- Landon, Nima, Peter, Carlos, Kathleen, Xavier, Himaja (remote approved)
- 2. Quorum in attendance: No
- 3. Approval of the Agenda
 - 3.1. Approval of the Agenda - **MOVED** by , **SECONDED** by , **DISSENT**. Agenda **APPROVED**

III. Public Comments (7:10 pm - 7:25 pm)

1. HGSU Update - *Ash Tomaszewski* (HGSU)
 - a. Ash is a 2L at HLS; on the bargaining committee at HGSUW
 - b. Two weeks ago; 2000 votes ratified contract with 70% of votes cast

What's not in the TA

Protections from harassment and discrimination

- Ability to take cases of sexual harassment and gender discrimination to independent arbitration
- Arbitration for identity-based discrimination that is not covered by Title IX that is separate from university processes
- Majority third-party legal experts for Title IX hearing and appeals panels

Union access and security

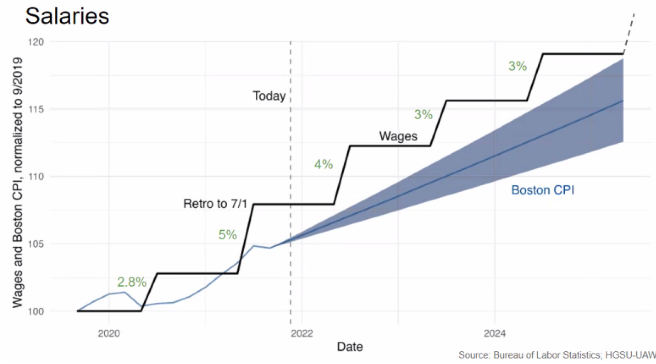
- Agency shop: Requiring student workers who do not choose to join the union to pay a fee in lieu of dues to support bargaining efforts or a student health support fund

What's in the TA

Compensation

- For **salaried** workers: 5% raises effective 7/1/21 (including retroactive payments), 4% raise 7/1/22, 3% raise 7/1/23, 3% raise 7/1/24
- For **hourly** workers: \$20 minimum effective 7/1/21 (including retroactive payments), \$20.50 7/1/22, \$21 7/1/23
- Pay **parity for HSPH** effective 7/1/21 (including retroactive payments)





- c. TA gained legal support fund for student workers going through the Title IX process; university will pay the attorney fees, not a reimbursement

What's in the TA

Protections from harassment and discrimination

- A **legal support fund** for student workers, including those going through the Title IX process (\$100,000 a year, meaning \$400,000 for the length of the agreement)
- **Appellate arbitration** for discrimination and harassment, except for cases falling under Title IX, in cases of bias and/or new evidence
- Ability to bring Title IX-related cases to an independent mediator after internal processes are completed (a mediator cannot force either party to do something)
- **100% pay** for research assistants leaving a laboratory or workplace due to harassment or discrimination
- **"Caste"** recognized as a protected identity in our contract
- Procedural guarantees for internal processes around **academic retaliation**

What's in the TA

Benefits and protections

- An **increase in additional benefit funds** for copays, out-of-pocket and dental costs, dependent premiums, child care, and emergencies to a total of \$950,000 for the first year, \$1,550,000 for second year, \$2,150,000 for the third and \$2,750,000 for the fourth year
- Access to these funds for hourly workers after 280 hours of work per semester
- **75% premiums for a preventative dental plan** for salaried PhDs (beginning next year)
- \$30,000 yearly **legal fund** for international students facing visa issues
- **70% pay for cancelled classes**
- Recognition of home as a workplace and guarantees for reimbursement of materials purchased for the home office
- Clarification regarding bike benefit eligibility

Union access and security

- **\$65,000 in funding** to support the administration of our benefits funds
- Every student worker **has to choose whether or not to be in the union** within 30 days of the start of their appointment.
- Ability to **send every incoming student a packet of information** about union membership

Feel free to reach out to Ash with any questions or comments

atomaszewski@jd23.law.harvard.edu

General membership meeting taking place at 7 pm tomorrow. Don't have to be a union member to attend. - <http://tiny.cc/hgsuGMM>

-Will be discussing solidarity actions regarding other universities going through similar conversations

Question from Carlos: For the next 3 years, there won't be any future negotiations?

- Part of the clause is no-strike, so they're won't be another strike for at least the next 3.5 years unless Harvard breaks the contract.

Slides from Ash to share:

https://docs.google.com/presentation/d/1H3sbLDkCvnDBjktX-4Hx8TabsWgre91jQ43dfeDqE_c/edit#slide=id.g1063440dc92_0_22

IV. Open Discussion (7:25 pm - 7:40 pm)

- Josh from HGSE working on a rock climbing university-wide student group. The goal is to build community across the graduate school through rock climbing. 11 schools represented at meetings. Meetings are every Thursday nights next semester
- First event was last week; thank you to those that attended, thank you to Shankar for connection with Marshall
- Open invitation to join!
- Email: joshlevin@gse.harvard.edu
 - Question for Josh from Dina - how can people get in touch?
 - Whatsapp Group:
<https://chat.whatsapp.com/Ga5XIIN5fQ82MUO9zWQKE6>

V. Updates and Reports (7:40 pm - 8:10 pm)

1. **Finance & Student Groups** – *Kathleen & Shankar*
 - HGC Swag Update
2. **Information & Communication** – *Nima & Troy*
 - Recap of HUIT Meeting
 - <https://wifimap.huit.harvard.edu/>
 - Marta raised issue regarding bad wifi at Longwood
 - Individual schools have individual IT services; can make streamlined communication difficult
 - Digital IDs; not part of HUIT's purview, this is under Harvard police (MIT switching from hard IDs to digital) but they can facilitate if interest is there
 - No undergrad reps showed up, Nima, Alexis (GSAS Council president), and one other were in attendance
 - They are looking into alumni emails; Nima inquired about G Suite alumni emails but that service as of recently is no longer free.
 - The forwarding address was handled by HAA and was shut down due to cost and liability concerns.

- This discussion (of alumni emails) happened last year with a different CIO; new CIO is starting to form a committee to discuss possibilities for alumni emails (striving for uniform solution for all graduate schools)
- If anyone is interested in this issues, reach out to Nima to become part of an informal committee
- CIO wanted to see if HGC is formal enough to have a seat on the HUIC
 - Working to formalize this relationship and have Chair of Information have that position to have continuous communication between cohorts.

Question from Carlos - what is resistance to alumni emails, ability of alumni to use Harvard brand to boost job search?

- This hadn't been an issue on the table for HUIT as it had been filled by HAA separately before but are now starting to hear that alumni are frustrated with this; not resistant to the idea, just weren't aware of the issue until recently. Still some hesitation due to liability and security.

Question from Dina - How can school reps push this initiative forward at individual schools?

- Casual conversations in respective student governments for now within each school to make sure people are aware of this issue; Nima will be putting out more formal materials in the spring.

3. **Advocacy & Policy** – *Xavier & Max*

- Update on the Advocacy Committee
 - 2 orientation meetings will be hosted next week; focusing on folks that have already signed up to be on the committee
 - Goal and purpose of this committee will be to work on various issues raised by the HGC
- Other Advocacy Updates
 - Working on a system for cataloging any issues that are brought up in meetings
 - Looking for items in which we can make realistic progress on
 - Feel free to reach out with ideas or any issues
 - Reps are a crucial part of advocacy work; as reps you can take the lead on any issue that is important to you

4. **Student Life & Comm. Engagement** – *Estefania & Landon*

- Friendsgiving
 - 100 students participated; great reaction
 - 75 students will be reimbursed \$20 for their meal
 - Also posting messages of gratitude on Instagram
- Starting to plan conference for next year; let Estefania and Landon know if you are interested in helping to plan

5. Operations & Governance – Janet & Carlos

- Attestation Forms
 - Please read HGC Constitution [here](#) before signing the form
- HGC Attendance Policy
 - Has been reviewing this in 1:1 meetings
 - Overview of attendance policy: every rep gets 1 approved absence per semester (approval from Peter or Himaja)
 - Unless your school is virtual, you must be present
 - If you have excessive absences, that may subject you to review from the board
 - Peter: If you have multiple reps, it is minimum of one that needs to be in attendance (cannot cast a vote without a rep present); Proxy also counts as being in attendance
 - Parisa: Attendance is for the school rather than for the individual?
 - Peter: yes that is correct; intent is to make sure that all schools have a vote
 - Nima: past year before the proportionality clause attendance was more regular as there were more reps per school. Undue burden on smaller school reps to find proxy's last minute rather than have 2 reps.
 - Peter: Update for tonight's meeting, rep votes have been passed to Peter, Nima and Carlos in order to meet quorum
 - Carlos: Clarification - Reps are allowed to propose amendments and can work with Nima and others on constitutional amendment regarding maximum rep counts next semester
- Governance Committee: Welcome Brett Monson (HES) & Mayank Kumar (HDS)
Looking for one more person

6. Executive – Peter & Himaja

- **Mid-Year Feedback Form:** Please fill out this survey by Sunday, December 19th: <https://forms.gle/SXBKb8wg9yMnwnMJ7>
 - **This should be filled out by ALL HGC School Representatives, School Presidents, and HGC Executive Board members**
 - Responses are anonymous; Peter and Himaja want to know what you think is working well/what could be made better
- University-wide survey - keep an eye out for more information on this and requests for feedback to inform questions on the survey!
 - Effort is being undertaken by Peter and Himaja

- Got permission last year for Pres/VP of HGC to send out a survey to all graduate students
If you have any thoughts about what input would be valuable to have, contact Peter or Himaja
 - Meeting with mental health administrator this week to discuss this further
- Parisa: Question that asks about awareness of various HGC resources to gauge whether or not work about HGC events, etc. is getting out across all grad schools
- Parisa: Post-survey - will there be an opportunity to discuss what is done with the results (collaborative discussion)
 - Peter will talk to Himaja about this
- Landon: How familiar are students with the presence of HGC
 - Have you attended any HGC events?
 - Are you aware of HGC?
 - Nima: What do you think HGC's primary purpose is?

VIII. Action Items (8:10 pm - 8:55 pm)

There is a section in the constitution that says that HGC members cannot ask as proxy for a rep vote; Carlos puts forward that we should not move forward as we do not have quorum
Parisa: Was curious to know more about delineation between executive council members and reps; could be a conflict of interest if Exec members are voting as school reps

- Constitutional and Bylaws Amendments - *Brett Monson (HES) & Carlos Gonzalez Sierra (Chair of Governance)*:
 - Notice and comment period open for the two proposed constitutional amendments and one amendment to the bylaws. Feel free to comment or propose changes to the existing language [here](#).
 - Brett was main sponsor regarding budget being passed at the end of the academic year rather than
- [One Harvard Catalyst Fund Applications](#) - *Kathleen Dillon (Chair of Finance)*
 - HGC receives \$29K for One Harvard Catalyst. Right now, we have approved \$2600 worth of applications
 - Last meeting, we discussed requiring partnerships between schools. Exec. opted against making partnership a requirement, but clarified in the application that that partnerships will receive preference.
 - Different clubs across campus are funded differently and we don't want to exclude them from funding and applying.

- Dave Evans Design Thinking Workshop
 - **Club:** HBS Christian Fellowship
 - **Event:** Dave Evans Design Thinking Workshop (11/5/2021)
 - **Description:** HBS Christian Fellowship hosted 150 graduate students for a workshop with Stanford professor and design thinking expert Dave Evans. The workshop covered exercises such as unlearning dysfunctional beliefs, creating personal odyssey maps, and prototyping your future.
 - **Overall Event Budget:** \$3650
 - **Catalyst Fund Amount Requested:** \$2500 (\$200 to cover speaker fee and \$500 to cover hotel costs for the speaker)
 - **How was this event marketed to ensure graduate students across all Harvard schools were able to attend?**
 - The marketing channel for this event was the Harvard Graduate Student Christian Fellowship email list serve. This includes the emails of 2105 graduate students across all 12 grad schools.
 - **What was the mix of graduate schools represented at the event?**
 - HGSE, HKS, HMS, MS, HLS, HBS (20-25 students from each school)
 - **Event Feedback from students in attendance:**
 - *"SO GOOD!!!! Thank you for making it happen"* - Alex Cocleaze (HMS)
 - *"Thanks so much for organizing both events yesterday!"* - Nicole Garcia (HGSE)
 - *"Thank you so much for organizing the chat last night!! It was absolutely amazing"* - Paulina Llano (HBS)

- 30th Anniversary of Central Asian Independence Event
 - **Club:** Central Asian Student Association
 - **Event:** 30th Anniversary Independence of Central Asia Celebration (2/12/2022)
 - **Description:** The event brings Central Asia to the fore and stimulates further dialogue. We will bring to life the culture of Central Asia at Harvard. The 30th Anniversary of Central Asia will be a joint cultural event, and it will be open to the public. The

organizers are CASA Harvard members, and they will be the primary participants. Since the events are open to the public, we expect a big crowd, and consequently, we will need plenty of space. In that regard, we have reserved several lecture rooms at NorthWest Building and are in the process of reserving additional places for performance at Lowell Lecture Hall. It is in our plan to have performances from each Central Asian country. Our goal is to invite embassies of Central Asian countries, and there will be prominent public figures such as opera singer Mrs. Tolkyin Zabirowa from Central Asia.

- **Overall Event Budget:** \$3500
- **Catalyst Funding Requested:** \$2500
 - Building Rental and Expenses (\$900)
 - Sound equipment Rental (\$300)
 - Food and catering (\$1300)

○ Africa Business Conference:

- **Club:** HBS African Business Club
- **Event:** Africa Business Conference (3/26/22)
- **Description:** The HBS Africa Business Conference will be held on Saturday, March 26th, 2022 with the theme "Reimagining the Road Ahead". We currently have student organizers from different Harvard graduate schools taking on roles including panel moderation, panel curation, and logistics planning. Our conference is the world's largest student-run event focused on business in Africa. It brings together over 1,300 participants from around the globe and provides exceptional networking opportunities for all Harvard students interested in Africa, business and community leaders, corporate sponsors, Harvard alumni, prospective Harvard graduate students, and students from other graduate programs.
- **Overall Event Budget:** \$120,000
- **Catalyst Funding Request:** \$2500
 - Food for brunch on the final day of the conference (\$2000)
 - Gift for conference volunteers (\$500)
- **Marketing Strategy to Attract non-HBS grad students:** We will be advertising the conference and this brunch in the Center for African Studies newsletter (which goes out to all African orgs across Harvard grad schools), in elevator screens at One Western

Avenue and Soldiers Field Park (a lot of grad students live here), and on social media (we'll buy a few ads).

Parisa (HGSE): Time sensitivity - will these applications be waiting until next semester?

- Possible that there could be an emergency vote
- Are applicants given a timeline? They are told they will receive a response sometime within the same semester they applied.

Dina (HSPH): Africa Business Conference - what if your school doesn't have a similar club?

- Peter (HGC) - not a requirement but all graduate students are still invited
- Mark (SEAS) - can attest that although the conference is housed at HBS, it is a multi-school event.

- Harvard Legal Aid Service Program - *Brett Monson (HES) & Natasha Matthews (HSPH)*
 - <https://docs.google.com/document/d/1J9bNqvk5cCWXF5IO5hvCpp-yEDNo773-/edit>

Question from Dina (HSPH) - where is \$24K coming from? If a student sues Harvard, how would that play out?

- Mark (SEAS): Brown pays \$13.5K/year for this service and was for one afternoon per week - open hours in which students could stop by
- \$24K is based on market rate for a lawyer to provide a similar service to Brown

Question from Carlos (HGC) - What services are being provided? Is it just law advice or is the lawyer taking the case?

- Familiarization with local/state/national law and get guidance on those issues

Question from Carlos (HGC) - Why this and why not partner with HLS who is already doing this work?

- From conversation with Gabe (HLS), clinics are more broad, this would be more focused 1:1 council

Question from Dina (HSPH) - You would still need to actually hire a lawyer after receiving advice from this service?

- At this point, when students have a legal matter, they don't know what the first steps are or what local laws are. The role of this service would be to recommend a path forward and provide advice rather than actually taking the case on
- From conversations with Brown, students often get the advice they need from a 30 or 60 minute conversation

IX. Announcements (8:55 pm - 9:00 pm)

Have a wonderful Winter Break!!!!

- Preliminary discussions regarding a spring retreat off-campus

X. Adjournment

Next Meeting: January 31st, 2022 at Harvard Kennedy School (HKS)

- Motion to **adjourn** by , **seconded** , **dissent** by , General Council meeting **adjourned** at **PM**