

1) I was very interested in the union when I joined U.O. and became a steward for the first year of my study. I was the only international steward. In my experience, while many momentous events happened in the department including a policy that while affecting domestic students also affected international students in special ways I saw no attempt from the stewards to either talk to international students about how the policy affects them or discuss among themselves or to the Union how the policy specially affects internationals. In a meeting when Marchman asked me specifically whether it has any impact on international students specifically I was interrupted by the most senior steward who just said no it doesn't. I had to correct him.

2) I know most of the internationals in my department - the few who are genuinely interested in the union just told me that while the union is great and all do not expect them to care or respond in good time to any of the international-specific issues you face.

3) In one of the eboard councils where one of the agenda items was something to do with visas and the recent bargaining, while an international student was speaking about her woes she was actually interrupted twice by someone in the audience who shouted, "I'm soooo sorry that you feel that way. I feel your pain..." and second, "I just want to say that we love you internationals no matter what..." In fact in that particular meeting while the internationals were trying to speak about concrete issues they were constantly being interrupted by domestics who felt they also had to express how indignant and in pain they felt. It felt like they were trying to invalidate the specific troubles of the internationals. (*Microaggression*)

4) If I remember this correctly, in one of the Union meetings, an international student who was visibly shy and low in confidence was speaking about a concern of his when he said something like "all men and women" or something of the order. He was instantly corrected by someone who said he should say "all people". While this was justified this made him close his statement in a hurry and nobody encouraged him to complete what he was going to say. Building on this I feel that many in the Union try so hard to be policemen of correct usage of terms that they keep nitpicking actual concrete issues making it hard to have progress.

5) The GTFF Slack workspace has one channel dedicated to internationals. It's called #immigrant_support. The last post in it was made in 2017. That says something.

The fact that international GEs cannot seek employment outside University does not just impact them financially. If an advisor threatens to detract the support from 0.4 to 0.2 FTE or something under any pretext like the student not finishing the thesis in time or having a bad academic record, - and this usually happens towards the end of PhD if the student is taking more than five years - then the domestics can survive it for the time it requires to finish up the dissertation but not the internationals.

6) How about contacting some ex-international members of the union who were a big part of the union and hence respected. I would guess this problem of disconnect is not recent.

7) I arrived at UO in late Summer of 2016 to start my PhD in the Department of Earth Sciences. I spent 2 weeks basically walking around town with my luggage, trying to find a place to live. Since I had no credit record, or long-enough living records, it was very difficult to find, and UO housing had no spaces open for me. The place I was able to get was very expensive, and I had to use all my savings to pay for the first/last rent, insurance, etc. I had to sleep on the bare floor the first night, as i was not able to drive all my things here, like my colleagues, but could only bring what fit in my 2 bags. Because I am an International Student, Social Security took a while to get done, and so my first payment came in later than I hoped. Again my savings were used. As I've learnt, I am not the only one who went through a similar situation.

Our department (and my advisor) provide us with summer funding, hence it was never something I worried about, and not even something I thought about when I applied to this program. In 2019, after an International Caucus GE's meeting, I learnt that this was not the reality for all international students, who can't work outside of the University. After being informed of the rights we had to organize and protest as part of the Union, I decided to participate in the activities organized around our Contract Bargaining, specially with the International Students in mind. The Union proposed the R.A.I.S.E platform that summarized our requests

- Recognition & Development
- Accountability, Transparency, & Participation
- International Student Advocacy
- Safety, Equity, & Inclusivity
- Economically Fair & Dignified Standard of Living

On November 1 st GEs all over UO received an email about a "Tentative Agreement", and by the 12th we had a new contract, which included none of the requests for International Students. On November 26th, our Caucus met and heard about how International Students' requests were turned down, and how no direct input from the International GE caucus was requested for Contract Bargaining. We all agreed that participation of International students in all sorts of places within the Union was required, to remind our GTFF of our needs and expectations.

8) Throughout these last 2 years, there has been a lot more participation of international students in different groups/caucus/meetings. But similar to 2019, when negotiations were in place, International Students were reduced to a \$300 visa payment for a reduced percentage of students. And international students will again have to wait for "Economically Fair and Dignified Standard of Living" another year. Similar to 2019, we, as a caucus which represents 10% of the Graduate Student body, had no direct participation in the decisions of our future.

So here we are, in 2021, requesting our fellow Union members to stop taking decisions for us, to listen to our requests and to be equitable to their fellow international students.