

President

Kisa Clark (she/her)

Fifth Year, School of Journalism and Communication



<p>How would you mobilize an equity framework in this position?</p>	<p>We face many challenges working in an institution that does not prioritize equity or students' needs. Inequity within the neoliberal systems we function is rampant and especially impacts our most marginalized members including international, trans, and BIPOC students, and GEs working at the lowest pay level. The GTFF has a responsibility to recognize these inequities and use our collective power to oppose these systems and push for changes that bolster our members. I plan to build on important equity-focused efforts the GTFF has taken in recent years including mutual-aid, addressing structural insufficiencies, and making conversations and processes more accessible. I will engage with members from all parts of campus and work closely with the VP for Equity and Inclusion, equity committee and Caucus Chairs to identify ways in which we can</p>
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	<p>support and strengthen these important spaces. Finally, serving on the Health and Welfare Trust, I will advocate for GTFF members and work to ensure that we have accessible health coverage and benefits.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>Being an active member of GTFF and working with our wonderful, dedicated members from across the university the past four years has been one of the best parts of being a grad student at UO. I have served in several union leadership roles, most recently as co-lead social science steward. Over the years, I have been a part of multiple committees including communication, organization, equity, and the international GE advocacy committee. Notably for this coming year and the beginning of contract negotiation, I was a member of the impact bargaining team during the Fall 2020 term and an active member of the Contract Action Team during the last full bargaining cycle. With this experience I feel prepared to motivated to serve on and lead the executive board in the upcoming year.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>As President, communicating and collaborating with other union members and leaders will be an essential part of my position. As a spokesperson and representative for GTFF members in university meetings like Joint Labor Management, I will do my best to clearly communicate our union’s goals and demands. An equally important part of this position will be listening to rank-and-file membership, caucuses, and union leadership to seek out and understand the views, ideas, and needs of GEs. I also plan to collaborate with our union cousins to push for needed shared governance as well as student and community organizations with whom we share critical community solidarity.</p>

<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>The GTFF is an indispensable organization for graduate students at this institution. I envision the upcoming year as a period of growth and collaboration among GEs as we do necessary work to re-establish relationships and networks that have been strained during the past two years of the pandemic. We have all faced significant challenges and fatigue. My hope is that we use this moment to commit to collaborating and supporting one another as we acknowledge this trauma and fight for advances both at the bargaining table and through collective action. The GTFF has been an important leader in challenging administrative decisions that put students and workers at risk and demanding safer working conditions. We must continue to demand that our voices be heard, fight for an actual living wage, accessible healthcare, and workers' protections. I also envision the GTFF continuing to be an active presence in the community and larger labor efforts, including collaboration with the Lane County Education Workers Caucus, to explore ways in which we can incorporate bargaining for the common good in the upcoming cycle. This is an exciting time for the labor movement. Let's have some fun getting to know one another, collaborating, rabble-rousing once again!</p>
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Treasurer

T. Nicole Nieves, (they/them)
Fourth Year, Chemistry and Biochemistry



<p>How would you mobilize an equity framework in this position?</p>	<p>I will continue to support a substantial Hardship Fund for International Students who lack summer funding to raise the floor for our most exploited members. I will also advocate for transparency in monetary data collection and presentation to provide our members with a clear understanding of our finances.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I have served as Treasurer for GTFF and Secretary for the Health and Welfare Trust, the entity responsible for making sure our health care premiums are paid, since Nov 2020. At that time, almost all monetary transactions occurred via paper checks and documentation, with very few online services utilized. Since then, I have brought all bill pay and reimbursements online, thus reducing paper usage, cost and need for storage. I am in the process of drafting a comprehensive Best Practices Guidebook and Accounting Manual to provide future Treasurers direction for this role.</p>

<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I like using Slack for general information sharing, but I will continue to talk regularly with my peers about the Union, our contract, grievances, etc. One of my goals for this next year is to increase activity of the Budget Committee. I'd like to provide an avenue for folks to get more involved in how the Union functions financially as a non-profit organization.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>My vision for us individually and the GTFF collectively this next year includes radical self love and pleasure activism. I want to see us demand a living wage in unity! I want to see many hundreds of us at our GMMs and more socials talking about how to win a REAL fair contract. Let's party y'all cause we need lots of positive energy to counter burnout!</p>

Teresa Caprioglio (she/they)
 Fifth Year, School of Journalism and Communication



<p>How would you mobilize an equity framework in this position?</p>	<p>My immediate role as treasurer would be to ensure equitable access to our union funds to best serve the membership, and to make sure that financial processes operate smoothly to facilitate the necessary work of community building, bargaining, and day-to-day union business.</p> <p>Part of this position’s work is also maintaining and distributing the International Student Hardship Fund, an important mutual aid tool for members to support members at greater precarity (when the UO won’t). Continuing to review, interrogate, and refine our processes for allocating our funds as an organization is an important aspect of mobilizing and maintaining an equity mindset in the treasurer position, and one that will be needed to put all of us in the best possible position to bring pressure to the table during our bargaining cycle.</p> <p>As a member of the Health and Welfare Trust, I would also seek to be a defender of our right to quality, accessible health care that addresses the needs of everyone, especially in a continuing pandemic.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I spent a year pre-grad-school managing the budget for a community college faculty development center, as well as some time as the financial officer of a student group. I’m a careful budgeter myself and a pretty dab hand with numbers (I may have been an English major, but I was also a math minor!) and spreadsheets. I like to keep things balanced, neat, and orderly. I’ve also been involved in the union at steward, committee, and e-board levels, during bargaining and pandemic times.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I’m a helper by nature, and I think part of the role of treasurer is to pitch in as needed to help other board members and to be a helpful and effective sounding board for other board, e-council, and general members. Keeping open lines of communication helps facilitate collaboration and a sense of</p>

	<p>camaraderie about the work everyone’s doing, and it’s going to be doubly important as we undertake bargaining. I plan to do my part to build an environment of co-working and shared responsibilities by always offering to pitch in where my expertise and time might be most helpful.</p>
<p>What’s your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>We’re going into contract negotiations, and my vision is for us to be strong, united, and strategic in the way we bring our demands to the table—one I know we all share! I can’t make my vision a reality on my own; the resources we’ll need most are our own shared commitments to working together, to showing up and speaking out for our colleagues, and to fighting for the things we need and deserve as workers that make this university run! (Oh, and we’ll also all need to pay our dues, so that together we have the financial resources to make all this happen, of course!)</p>

VP for Organizing

Lillian DeVane (she/her)
Second Year, Folklore

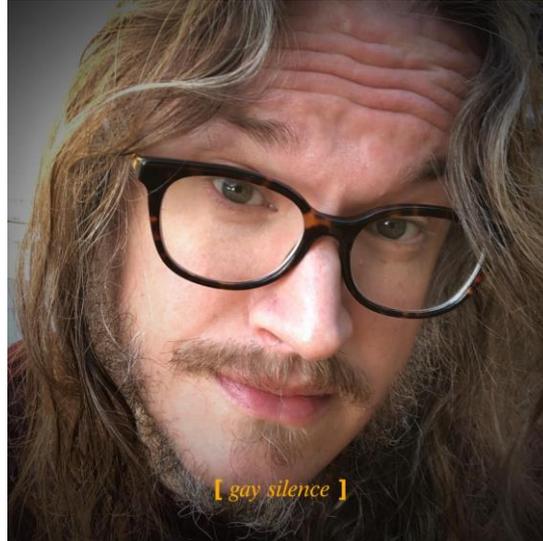


<p>How would you mobilize an equity framework in this position?</p>	<p>Members should feel empowered and supported, and strong organizing will bring in GEs with a wide range of experiences. It's important that we center precarity and working-class solidarity in our work.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>For several years, I've documented and been involved with labor issues in my own industry. Until 2020, my work experience was primarily in the service industry. When COVID-19 hit NYC, restaurant workers were suddenly without income, and those who were undocumented could not access state resources. In March 2020, with no word from our employer, I initiated a fundraiser and delivered over \$11k in checks to our most vulnerable coworkers. We know that employers routinely and willfully exploit workers, and we've seen how they go to great lengths in order to suppress collective power. I'm dedicated to helping the GTFF grow and strengthen our</p>

	<p>membership next year. During my time as a member organizer last winter, I spent time speaking with GEs in different departments and became more familiar with the needs and issues of workers at UO.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>We are witnessing an incredibly exciting time for the labor movement. I look forward to learning more about the needs of our members and working together to address those needs. Accountability and feedback from each other will be crucial in the coming year, and I want to work closely with stewards to strengthen our organizing skills. I want to hear about your experiences here at UO as well as with the GTFF, and help contribute to a healthy and vibrant union.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>I'd like to reinvigorate organizing training and facilitate a deeper relationship with local unions. Support will come in the form of strong working relationships with leadership and an active membership. I'd like to help ensure our union is organized and consistent so we can head into bargaining with energy, focus, and solidarity.</p>

VP for Political Education

Ryan (or Rye) Davies, (they/them/theirs)
Third Year, English



How would you mobilize an equity framework in this position?

As VP of Political Education, I would mobilize an equity framework by ensuring that the COPE Committee features a diverse group of participants including international students. I believe that a true commitment to diversity begins with allowing everyone a seat at the table so that they can make their voice heard. It seems to me that this is particularly important when it comes to our union's decision to endorse candidates and to inform our members about pressing political issues, since what seems trivial to those of a particular positionality may in fact be vitally important to others.

As VP of Equity and Inclusion, I would take a similar approach by making the Equity and Inclusion Committee as diverse as possible. I would also coordinate with caucus leaders to help them succeed at building community within their caucus and across caucuses wherever possible. My ultimate goal would be to ensure that as many different positionalities as possible are represented in all union affairs and to hold the university accountable for claiming to

	<p>want to foster diversity while deeply exploiting its most vulnerable GEs.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I was a manager for several years at a small business. This allowed me to gain experience in directly advocating for the workers in my department and educating them of their rights. When my employees were eligible for a raise, I would argue at length with the president of the company (who pretty clearly didn't know what he was getting into when he hired me) over what was a fair increase in pay, and almost always ended up at least doubling his initial suggestion. I also hired employees from diverse positionalities whenever possible. I believe this experience will be of considerable value for either of the positions for which I've been nominated.</p> <p>While the pandemic and parenthood have limited my ability to engage with union as extensively as I would like, I am currently a union steward and am deeply invested in seeing the union succeed in our upcoming bargaining cycle.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>Communication is something I've become very capable at in the last decade or so between being a manager, an educator, a parent, and a graduate student. I'm able to strike up a conversation with just about anyone these days, and I always enjoy finding common ground even with people who have very different backgrounds from mine. I'm very excited to get to know and work with more of the members of our union, and to encourage them to get more involved in the vital work of advocating for their fellow GEs, particularly those who face marginalization on multiple fronts.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>I want us to be the biggest, baddest, most terrifying graduate student union in the country. I want people to be stunned when they realize the concessions we've forced</p>

	<p>the university to make in supporting us financially and professionally. I believe all of the resources and infrastructure needed to pull this off are already here. We just have to make sure that we empower everyone (and I mean everyone) in the union to fight for what we all know that we deserve as educators and scholars in a world that desperately needs both.</p>
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VP for Operations

Courtney Tabor, (she/they)
Fourth Year, School of Journalism and Communication



How would you mobilize an equity framework in this position?

I have several ideas for this position that are motivated by issues of equity & particularly accessibility. These are:

Specifics:

- Make sure we maintain virtual options for GMMs and make them available for committees, caucuses, e-board, and e-council as we transition more and more to in-person. This also means making sure being virtual isn't a viewing only position, virtual attendees should be fully included.
- Coordinate with Parents Caucus about possible childcare options as we continue with in-person GMMs.
- Make sure snacks in the office fit a wide-range of dietary needs & preferences.
- Coordinate with relevant caucuses about having social events & celebrations in the GTFF office, ensuring they have all the supplies they need for a successful event.
- Working with the Parliamentarian to revamp our note-taking procedures so they are both more readable and accessible.

	<p>-Continuing the previous Ops movement towards full size inclusivity in our apparel and offering alternative options for showing union pride. I personally hate wearing t-shirts and would love a GTFF coffee mug.</p> <p>Broad Stuff:</p> <p>-Revamping elections with the Parliamentarian to make the process more democratic. This includes starting the process in winter rather than spring to give eboard more time to recruit, candidates more time to prepare, and to start allowing caucuses & committees more input in these nominee statements.</p> <p>-Ensuring all our insurance information that is member-facing is both accurate and understandable. Supporting the bargaining team and wages working group with whatever they may need to ensure a successful bargaining cycle, especially as it relates to our insurance.</p> <p>-Supporting the Treasurer as needed in administering the mutual aid hardship fund for Int'l GEs' summer support and working together with the Treasurer and VP Organizing to set up a perennial mutual aid system that is both monetary and material (e.g., grocery deliveries for GEs quarantining or otherwise unable to leave home).</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>My union involvement:</p> <p>I held the Vice President of Grievances position from 2020-2021 and have been a member of the Executive Council since September 2019. I was on the Impact Bargaining team for COVID policies in fall of 2020.</p> <p>I have also held these leadership positions:</p> <ul style="list-style-type: none"> -Parliamentarian -GEs of Minority Religions Caucus Chair -Department Steward

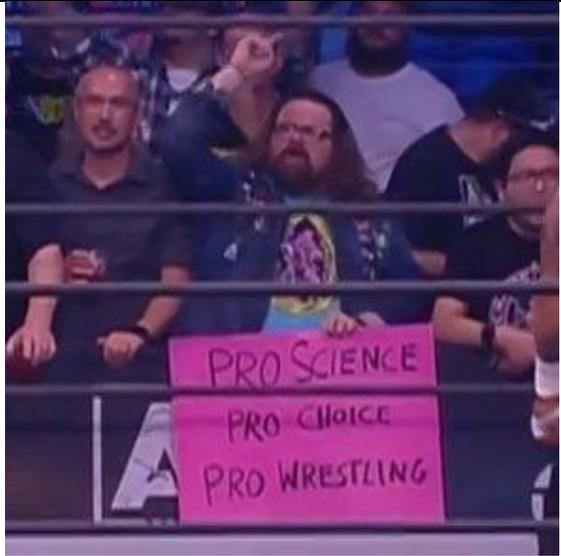
	<p>And participated in these groups:</p> <ul style="list-style-type: none"> -Grievances Committee (chair & member) -Committee on Political Education (COPE) -Organizing Committee -Communications Committee -Equity Committee -Ad Hoc COVID Response Committee -Ad Hoc Committee Researching & Organizing Around UOPD -Ad Hoc Bylaws Revisions Committee -GEs of Minority Religions (chair & member). I also wrote the bylaw that moved this from ad hoc to official caucus. -Womxn’s caucus -Disability access caucus -Worker’s caucus -Queer caucus -Environmental justice caucus <p>Outside the union: I am currently an administrative GE as an editorial assistant for the journal <i>Political Communication</i> and a staff/faculty advisor for the undergraduate organization Alpha Phi Omega.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>On top of the ideas already mentioned in my equity framework answer, I would also like to:</p> <ul style="list-style-type: none"> -Collaborate with VP Political Ed to kickstart a 2x/term book club where members read labor movement books (like <i>No Shortcuts</i>) or other political ed books (like <i>Evicted</i>) and then share a spirited space for discussion about applications to GTFF. -Collaborate with the Parliamentarian to work on educating our union on bylaws, elections, and inner workings of the union. -Collaborate with Marchman and eboard to create a systematized way of ensuring we have a union rep in every space we can. Committees like Safety Advisory and the

	<p>Grad Fund have slots available specifically for us and we are not great at filling those, tracking progress, and/or providing updates to e-council or the membership. These are great and easy ways for people to get more involved without diving in head first with something like eboard or a caucus chair. The MOI position would be included in this system, but we are much more on top of this position as is.</p> <p>-Ops is technically the “other side of the table” when it comes to our staff’s (Glenn & March) contract. I’m not sure most people know this and I would like to be communicating more clearly with GTFF about the staff union (go fighting tigers!) and working on both sides of the table to see how we can better support them, particularly considering how much work they’ve put in for us particularly in the last 2 years and now going into bargaining.</p> <p>-Work with Member Communications to alleviate some administrative tasks from their plate, like updating the GTFF calendar, and work with Parliamentarian & Membership to reorganize our shared Google Drive.</p>
<p>What’s your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>On a small-scale, I would love to see us finally concretized the method of union releases. When I was VP Grievances, we constantly got shit from UO about this and it was a major headache on our side that has caused a lot of internal strife. This doesn’t have to be as complicated as we’ve made it and I think the problem can be solved over summer if eboard dedicates time to it.</p> <p>On a broader scale:</p> <p>Over the last few years, my observation has been that there isn’t really a clear direction for several e-board positions. Ops, for</p>

example, is known as the “snacks” board member but the actual bylaws description concerns staff bargaining and assisting with health insurance administration. I want to start rectifying this disconnect by working with the President and Parliamentarian to engage members in focus groups that try to get at the heart of what our union believes positions like Ops, Political Ed, and/or External Relations (anything that is somewhat less obvious than those like Organizing or Grievances) *should* be doing, so that we can better address the wants and needs of the members (without yet another survey). What do members *think* these positions are for, what do they *believe* these positions actually do or accomplish, and what would they *like to see* from the positions in the future?

Also, perhaps not directly an Ops job, but I would like to make conversation spaces at the GMM, e-council, and steward’s council that grapple with the question “what does it mean to use your voice in the union?” I have been disappointed over the last two years with the number of times important causes did *not* receive support from our union, not because people did not vocalize support but because of the belief that there must be people who silently disapprove of these actions. These conversations would be in close collaboration with the VP of Equity & Inclusion and the Parliamentarian to ensure a diversity of voices and fairness in our processes (like through progressive stack).

My broadest vision for GTFF though is:



VP for Member Communications

Sabrina Sherman, (she/her)
Fifth Year, English



<p>How would you mobilize an equity framework in this position?</p>	<p>As VP for Communications, I value making sure everyone's voice is heard. It is my goal to do the following:</p> <ol style="list-style-type: none">1. By sharing and disseminating pertinent information for GTFF members so that everyone has the tools necessary to make informed decisions.2. When organizing space for GTFF members to talk and interact together, making sure that issues that are most relevant to members of all groups, including underrepresented, marginalized, BIPOC, and international GEs, have the most space both virtually and physically.3. Emphasizing empathy and listening whenever possible. This means keeping a wide engagement with the GTFF across disciplines, so everyone has the opportunity to get more involved or at least be informed about how through the union we are empowered to represent and fight for our interests.4. Making sure members when, where and what important union and union-related events are happening.

<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I've been involved as a union member for the past four years, and I have been part of numerous rallies in the Eugene community. I'm currently working as a content writer and teacher, and I use my socials to engage in solidarity work. In English, I've done journalism-level writing, and I will use all these skills to grow into the role as VP of Communications. Through my time here at the UO, I've pushed my own department for better working conditions and clearer expectations, and I've supported my colleagues through difficulties in working through their own challenges in my community. I've supported my community members at University of Oregon, in ASUO, in the broader Eugene community, and my hometown of Grants Pass, Oregon for the past ten years. In my previous job working at a cabinet factory (where we weren't unionized) I organized my coworkers and pushed managers to give us better pay and better hours. At another job I encouraged my coworkers to question the pay gap between those of us who had the same position titles. I've supported my coworkers in fighting for better wages and better working conditions, and I will continue to do so. I will fight for my union and for those it represents.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I look forward to being part of a team dedicated to prioritizing and fighting for the needs of all union members. We are stronger together; our numbers matter; our voices and claims deserved to be heard; and we need each other now more than ever. I want to collaborate in a way that emphasizes the importance of the needs of our union members while also recognizing we need to balance our fighting chants with a good dose of light-hearted comradery.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>The work we do for our union members is important, not only in preserving some of the benefits we have but pushing the university in giving us the working conditions we deserve. My vision for the</p>

	<p>GTFE is a union that is deeply connected by shared values, a committed community, and a place where we are unafraid to support each other when we push the university to give us the respect we deserve. The pandemic has made forging these connections difficult, but unity is possible. Most of us have a desire to be part of something that's important for the well-being of ourselves and our colleagues but I want us to be confident and empowered in support of our own needs and desires and those of our fellow community members.</p>
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VP for Membership

Pete Suechting (he/him)

Fourth Year, Political Science and Environmental Studies



<p>How would you mobilize an equity framework in this position?</p>	<p>I define equity as creating the conditions of possibility for the inclusion of all people in our union, enabling their full participation in the union’s activities and their full measure of prosperity from those activities. So defined, I believe my role as VP of membership is to create these conditions through effective and efficient management of the database, and perhaps more importantly, facilitation of organizing efforts making use of data from the database. This means supporting other units and organizers in getting the data they need to get their jobs done, and to help them get the results of that job back into the database for future work. In this way, my job as VP of membership is to be ‘grease’ for the wheels of this member-powered organization. Finally, I would note that equity for me is also a personal call to contribute equitably to our collective labors. What this means in concrete terms is making the time and space for myself to make good on commitments made to others. It also includes finding ways to pitch in when I am able so that the burden on others, who may have less to give, can be lifted slightly.</p>
<p>How are you qualified for this position (union)</p>	<ul style="list-style-type: none">● VP Membership for 2021-22 school year● Steward for 2020-21 school year (Political science department)

<p>involvement, life experiences, etc.)?</p>	<ul style="list-style-type: none"> ● Prior professional work (~3.5 years, 2015-2019) was for 4 separate non-profit political advocacy groups: duties included managing membership databases, tracking organizing (fundraising- and action-oriented) campaigns, mailing/emailing/textbanking data management, and so on.
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I regard myself as someone who is respectful of others' time, knowledge, and dignity. I also envision myself as someone who makes it their mission to support the achievement of collective goals. I find joy in helping others get what they need (e.g. access to a member list, uploading the results of an email drive, and so on). I also envision myself as someone who values the group above any one particular individual, including myself. And I see myself, also, as someone who listens to criticism when I do not meet those standards in others' eyes. All of that is to say that I would make it a goal to make the membership department's resources as available as possible to organizing efforts in all departments, as outside of the membership department itself is where these resources are intended to be leveraged. What this would specifically entail is attending other E board meetings (perhaps comms, ops, and any organizing meetings), and devoting consistent and focused time to my duties, such that the database is relevant, useful, and available when it is needed. Furthermore, this also means working with others to identify bottlenecks in their leveraging of membership resources and the development of tools, tactics, or strategies that can erode those bottlenecks and thus support greater impact all around.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>My vision for the GTFF is an expanded membership, with a strong political economic analysis of the union's goals, the terrain upon which we collectively struggle, and our collective strategies to achieve our goals despite all of it. Ultimately, my vision is 'our vision,' as ridiculous as that probably sounds. But I really mean it when I say that my goals are to create the 'conditions of possibility' for every member's full participation in -- and their full prospering from -- our collective undertakings here.</p> <p>On a technical note: my vision is to build on the work I have done in the past year in terms of building out the membership database and tools to use it and access it for organizers. I want to increase both the security and the interactivity of the DB in upcoming term (should I be-relected) so that we have the data we need to organize when we need it. This will be particularly critical to the successful operations of the contract action team</p>

	<p>targeting collective bargaining. Furthermore, I hope to continue to leverage the data we do have to support data-informed research into GE working conditions in preparation for collective bargaining. This is work I have been starting this past year by engaging with an ad hoc working group #Wages Work. I want to expand upon this, incorporating more people into these conversations, and generating more material for our collective bargaining arsenal, both to agitate on the outside and make precise arguments and demands on the inside.</p>
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VP for External Relations

No nominees.

VP for Equity

Raye Hendrix, (she/they) and Emalydia Flenory, (she/her)
Fourth Year, English; Third Year, English



<p>How would you mobilize an equity framework in this position?</p>	<p>If re- elected, our goals include:</p> <ul style="list-style-type: none">● continuing to assess how underrepresented groups in our union are supported● engaging closely with the revision of our union bylaws to ensure that our organization is conducting itself in an inclusive manner● continuing to support caucuses and caucus chairs in whatever ways they need, including working closely with individual caucuses to make sure their group’s needs are heard and brought to the bargaining table
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>Emalydia: I completed my masters at Oregon State University (OSU) where I was an active member of their grad union the Coalition of Graduate Employees (CGE). During my time in CGE, I served as a steering committee member for the Women of Color Caucus. This caucus prioritizes community, professional and academic development for undergrad and graduate women of color across disciplines at OSU.</p>

Additionally, in my last year of my master's I served as a lead negotiator during our bargaining efforts and helped to plan an anti-racism workshop for our members with A.O.R.T.A, an anti-oppression organization that specializes in anti-racism resources and facilitated training workshops.

As Co-VP for Equity, I have spent time revisioning the BIPOC caucus and how it could better serve these member demographics. Additionally, I have been involved with the COVID strategy working group and grievance committee in an effort to make sure that decisions that were made and actions GTFE took were as equitable and inclusive as possible.

Finally, I'm a black woman, who has gone through an educational career at all predominately white institutions (PWI). I have a very close connection and deep investment in creating nurturing spaces for underrepresented populations in general, but especially in predominantly white spaces like a union, affiliated with a PWI institution in a state that historically excluded black people.

Raye:

During my BA and MA at Auburn University, I was a member of SPECTRUM, the university's Queer-Straight Alliance and Advocacy group, and was an organizer for many protests and demonstrations, including putting together a rally to oppose a white nationalist speaking on campus. I also worked for various newspapers over the 7 years I was in school there, and learned to effectively communicate ideas and information quickly and concisely, as well how to engage with public and political figures.

Since then, I have been active in our union, serving as the Disability Access Caucus

	<p>chair since early 2020 and the Co-VP of Equity since the Summer of 2021. I was also one of the GTFF delegates to the 2021 American Federation of Teachers (AFT) Oregon convention, where I served on the Human Rights Committee and helped draft a proposal that would allow Oregon's Indigenous peoples to attend Oregon colleges for free. In that committee, another member and I also began the process of writing a similar proposal for D/deaf and disabled Oregonians.</p> <p>On a personal level, I am also a neurodivergent, chronically ill and invisibly disabled, queer femme-presenting person working on a dissertation that centers folks with invisible and unrecognized disabilities. As a higher-risk individual, I have personally seen and felt the ways in which the ableist governmental, institutional, and societal responses to the Covid-19 pandemic have abandoned chronically ill and disabled communities, and as a Co-VP of Equity going into the bargaining cycle, I want to make sure our health care remains intact, and push for greater protections for all, but especially for those who are more vulnerable.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>As previously stated, we don't see our position working vertically. We want to bring in as many voices from other underrepresented groups to strategize new ways to better support everyone. This includes working with everyone from the executive council all the way to the rank and file members.</p> <p>In our first year in this position, it's become clear that there's a lot of mending that needs to be done to regain the trust and support from many different populations of members, but especially ones of underrepresented groups. We want to do everything we can to connect with general</p>

	<p>members, caucuses, stewards, and the executive council to make sure that the trust that was broken can be repaired.</p> <p>Our goal is to hold space at least 3 times a month for these groups to voice their concerns, collaborate and grow.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>We have also recognized the disparity in methods of caucus communication and engagement. Over the past year, we have been able to re-invigorate caucuses that were dormant due to the impact of last the last two years. We want to continue to meet regularly with caucus chairs to ensure and facilitate more across-the-board, streamlined processes for engagement. To that end, we are hosting a Caucus Day in the Spring with another to be held in the fall to bolster membership and serve as political education as we look toward bargaining next year.</p> <p>In terms of COVID response, we also want to make sure that we are not leaving vulnerable members of our community behind. We will continue to advocate for policies and guidelines that protect ALL of our membership in any relevant spaces.</p> <p>Finally, We have a vision for GTFF that de-centers whiteness, cisgender/heterosexual, patriarchal, and ableist hierarchies, that focuses on being proactive rather than reactive and that doesn't shy away from addressing conflicts or making decisions. We envision GTFF as a place that can hold itself accountable and ensure that it is always a work-in-progress. For this to happen, we believe equity and inclusion needs to be a priority for every member; it needs to be a part of every process, and it's crucial that it is financially funded in a way that makes these efforts feasible.</p>

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Rosa Inocencio Smith (she/her)
Third Year, English



<p>How would you mobilize an equity framework in this position?</p>	<p>As VP of Equity, I would work to elevate the voices of our members and to help address the particular concerns of members' different positionalities.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>My experience prior to UO in a non-unionized and capriciously managed workplace made clear to me the crucial importance of worker solidarity, as well as the gap left by our lack of formal organization. While there, I worked to advocate for fellow young employees, female employees, and employees of color, and to strengthen the social networks that allowed for support and information sharing among employees.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I take pride in my ability to build consensus, lead with compassion, and make space for voices and opinions that diverge from dominating views. I envision myself not only collaborating with members of union leadership, but also deliberately seeking out</p>

	input and engagement from rank-and-file members.
What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?	As we prepare for bargaining and a possible strike, it is more important than ever that rank-and-file members—particularly those from underrepresented groups—feel a personal investment in our union. The GTFF cannot be just another institution that our overwhelmed members have to navigate; it must be an inclusive space and a source of social support. I would seek the support of E-board members and caucus chairs in coordinating member outreach efforts across departments, including through informal social events and the creation of resource pages targeted at incoming GEs from underrepresented groups.

Ryan (or Rye) Davies, (they/them/theirs)
Third Year, English



How would you mobilize an equity framework in this position?	As VP of Equity and Inclusion, I would take a similar approach by making the Equity and Inclusion Committee as diverse as possible. I would also coordinate with caucus leaders to help them succeed at building community within their caucus and
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	<p>across caucuses wherever possible. My ultimate goal would be to ensure that as many different positionalities as possible are represented in all union affairs and to hold the university accountable for claiming to want to foster diversity while deeply exploiting its most vulnerable GEs.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I was a manager for several years at a small business. This allowed me to gain experience in directly advocating for the workers in my department and educating them of their rights. When my employees were eligible for a raise, I would argue at length with the president of the company (who pretty clearly didn't know what he was getting into when he hired me) over what was a fair increase in pay, and almost always ended up at least doubling his initial suggestion. I also hired employees from diverse positionalities whenever possible. I believe this experience will be of considerable value for either of the positions for which I've been nominated.</p> <p>While the pandemic and parenthood have limited my ability to engage with union as extensively as I would like, I am currently a union steward and am deeply invested in seeing the union succeed in our upcoming bargaining cycle.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>Communication is something I've become very capable at in the last decade or so between being a manager, an educator, a parent, and a graduate student. I'm able to strike up a conversation with just about anyone these days, and I always enjoy finding common ground even with people who have very different backgrounds from mine. I'm very excited to get to know and work with more of the members of our union, and to encourage them to get more involved in the vital work of advocating for their fellow GEs, particularly those who face marginalization on multiple fronts.</p>
	<p>I want us to be the biggest, baddest, most terrifying graduate student union in the</p>

<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>country. I want people to be stunned when they realize the concessions we've forced the university to make in supporting us financially and professionally. I believe all of the resources and infrastructure needed to pull this off are already here. We just have to make sure that we empower everyone (and I mean everyone) in the union to fight for what we all know that we deserve as educators and scholars in a world that desperately needs both.</p>
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VP for Grievances

Cy Abbot, (he/him/his)
Third Year, Geography



<p>How would you mobilize an equity framework in this position?</p>	<p>I have been able to remain committed to the equity framework I originally outlined when I first ran for this position, and I hope to draw on the tempering experience of a year in this role to refine and better operationalize the following principles:</p> <ol style="list-style-type: none">1) Every GTFF member is equally guaranteed the protections of our contract, so it is the duty of the VP of Grievances to be equitable in promoting those protections impartially.2) Grievances can be intimidating, emotionally-charged, and deeply personal, so it is the duty of the VP of Grievances to be steadfast, encouraging, and trustworthy.3) Solidarity demands empathy, so it is the duty of the VP of Grievances to act, serve, and listen empathetically, always conscious of systemic injustices, biases, and disparities and always acting in good faith to meet each member of the union where they're at.
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	

	<p>I have faithfully executed the functions of this position as outlined in the GTFF bylaws to the best of my ability over the course of AY 2021-2022. Additionally, I have cultivated connections with other members of the labour movement on campus, in the community, and further afield.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I believe that the strongest aspect of my present experience with this role that can carry forward into next year lies herein. I have had very many opportunities to hone my communication skills in several valences, but primarily in relationship to my fellow union members. I have continued to apply my conciliatory temperament into my dealings in this role, which appears to have been helpful in promoting unity of purpose and harmony in those collaborative spaces I have often found myself in. In running once more for this role, I am running on the premise that this manner of collaborative conduct is critically needed in a bargaining-year Executive Board.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>Frankly, I really just want to see my fellow GEs suffer less and to have our efforts and investment be recognised with the due dignity it deserves. From my experience, it seems that this can only be aspired to, let alone achieved, by us, the union, going out on a limb for each other, trusting each other, and being visible to one another. I will do everything I can to share the resources and infrastructural support I have cultivated over this last year to these ends, as I don't believe we ought ask these things of one another without first being willing to render them.</p>

Lead Steward for Social Sciences

Laura Gattis, (she/her)

Second Year, School of Journalism and Communication



<p>How would you mobilize an equity framework in this position?</p>	<p>I want to work to find ways to be more inclusive of people who pay union dues but feel they don't have a voice or aren't represented (i.e., research assistants during the GE debate about remote work during COVID).</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I believe I am qualified for this position because of my previous involvement in my alma maters student government. With a background in agriculture and sustainability, I have a strong work past that involved regularly bringing in stakeholders who were underrepresented or under involved in decisions that directly affected them.</p> <p>In addition, I am a co-chair of the Survivors Support Caucus within GTFF.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I envision myself collaborating with other union members by first taking the time to listen. As an incoming second year, my</p>

	<p>union experience here is notably limited and the most valuable thing I can do is take time to listen to others talk before jumping in with my opinions. I am also a cis-gender queer white person, so I value making sure that international students, BIPOC, and other minority groups get their voices heard, acknowledged, and incorporated into union decisions.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>My goal by running is to help GE's who feel like they don't belong in the union. Lots of people I've talked to don't understand the union's role and aren't involved as a result. My main goal is better education and transparency so that more graduate students are aware of what GTFF does and why paying their dues matters.</p>

Emily Beatty, (they/them)
 Second Year, Political Science



<p>How would you mobilize an equity framework in this position?</p>	<p>To mobilize an equity framework, graduate students and employees must feel supported among their peers and capable of making a difference where it matters. My responsibility would be not only to ensure this attitude among my peers, but to translate it into active participation in the classroom and workplace.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>Although my own engagement in organizations has been infrequent over the last few years, I have remained a passionate advocate for interpersonal activism, encouraging myself and my peers to speak for our interests when challenged. I am otherwise familiar with organizational logistics through previous work during undergrad.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I envision myself building stronger communication and cooperation between departments, contributing my expertise alongside that of other to work toward our shared goals of making the university a better place to study and to work.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>My vision for GTFF is to continue building connections in our community, and this vision demands union members' active support of one another toward each other's goals.</p>

Elaina Barker, (she/her)
 Third Year, Political Science



<p>How would you mobilize an equity framework in this position?</p>	<p>I want to bring members from various departments and situations together to form a more cohesive bond across the union.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I previously served as MOI for the union, through which I assisted in increasing membership as well as conducting member outreach.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>I want to create more informal space for union members to connect with the union, as well as provide a venue through which they can seek advice or relief of a grievance.</p>

<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>My vision is a more connected GTFF. Our membership will be stronger if we provide space for members to hear and learn from each other. To achieve this I would need support in conducting outreach and planning.</p>
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Lead Steward for Natural Sciences

Lissie Connors, (she/her, they/them)

Fourth Year, Earth Sciences

<p>How would you mobilize an equity framework in this position?</p>	<p>In this position, I will continue to be an advocate for all Natural Science GEs. I will provide open opportunities for input and feedback, especially for members of marginalized groups.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I've had the privilege to serve as Natural Sciences Lead Steward the past year and have learned a lot! While Natural Science departments have many commonalities, each department has its nuances. The knowledge I've gained during my previous term as Lead Steward will be beneficial as we continue to push organizing efforts and prepare for bargaining.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>By continuing my position in the GTFF, I plan to expand on organizing work in the Natural Sciences. I will serve as a liaison between rank-and-file members, stewards, and board members to communicate the specific needs of Natural Science departments.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>This upcoming year is exceptionally important to us all. With bargaining approaching, I will be advocating for a living, equitable pay for all GEs, and guaranteed summer funding for international GEs. As the largest disciplinary area in the GTFF, Natural Science GEs can play a huge role in building collective power as a bargaining</p>

	unit. If we work together, we can all pitch in to elevate one another.
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Lead Steward for Arts and Education

Chris Capron, (he/him/el)
Third Year, Counseling Psychology



<p>How would you mobilize an equity framework in this position?</p>	<p>If chosen as Arts and Education Lead Steward, I would work with Stewards and GTFF Officers to ensure that all plans and decisions are evaluated on how they could differentially affect all GEs, especially students of color, parents, international students, and poor students. With this information, I would make every effort to make sure that decisions are made with the advice and consent of all student groups, particularly those who have historically been denied a say at the University.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I served as a Member Organizer for GTFF in the 2021 Winter term. In that role, I spoke with prospective members about challenges in their work as GEs, increased union membership, and provided resources and support for GEs across the University. One of the main reasons I chose to attend UO was because of its strong grad student union and I plan to use that passion and energy to mobilize all GEs and Stewards if elected. I plan to use my skills as a communicator and social scientist to reduce barriers to engagement and increase a sense of belonging among GEs.</p>
<p>How do you envision yourself communicating and</p>	<p>I would plan to schedule 1-2 monthly meetings with Stewards and host office hours every two weeks for GEs to discuss how I can help make the GTFF work for them. I would likewise work</p>

<p>collaborating with other union members?</p>	<p>with Stewards individually to support work and devise how to best connect with their departments.</p>
<p>What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?</p>	<p>In my work as a Member Organizer, I saw how COVID disconnected many students from their work, from the GTFF, and from one another. My hope is to increase union membership and engagement by offering guides and opportunities for GEs to get services, engage in local civic life, and learn from one another. I hope to establish partnerships with community members to offer more ways for students to get involved, both with teaching and training opportunities at the University, and interesting or fun activities in the greater Eugene area, from canvassing to canvas painting.</p>

Lead Steward for Humanities

Leslie Selcer, (she/they)
Sixth Year, English and WGSS



How would you mobilize an equity framework in this position?

Beyond explicitly working to create an equitable distribution of responsibilities among our own organizers so that the bulk of the work never falls on an individual's or a few individuals' shoulders, I think stewards in particular need to be thinking more about how equity issues fit into their own organizing conversations on a daily basis. As Queer Caucus chair, I have seen and heard many incidents of discriminatory behaviors within departments towards marginalized GEs, especially with regards to transphobia and racism. Rather than waiting until those issues become severe enough for GEs to seek grievances or consider leaving the university, I believe we need to be more proactive in soliciting, documenting, and mapping these incidents to create our own institutional memory of equity issues. Helping train stewards to seek out information about discrimination issues within work and learning settings will help massively with this project and will be

	<p>crucial in identifying specific changes or asks we want to make in our next contract with regards to workplace protections. The Nondiscrimination clause of our Collective Bargaining Agreement (Article 8) lacks specificity and needs revisions in order to serve as a strong legal basis for future discrimination grievance filings. Stewards will be pivotal in identifying what rank and file membership want to see in that clause.</p>
<p>How are you qualified for this position (union involvement, life experiences, etc.)?</p>	<p>I have held positions in GTFF leadership for the last three years, including as a department steward for WGSS (2 years) and as queer caucus chair (1 year). Before that, I was also a highly involved rank and file member who regularly participated in actions and organizing during our last bargaining cycle. Additionally, I have outside experience with helping develop and run local mutual aid organizations throughout the COVID crisis, as well as experience working with local transitional housing organizations and with political education/agitation more generally.</p>
<p>How do you envision yourself communicating and collaborating with other union members?</p>	<p>During our bargaining years, it is especially important that stewards have a visible and consistent presence in every department, reaching every graduate student. As a Lead Steward in Humanities, my communications would focus on helping build the skills and infrastructure needed to help make stewards successful in their roles as our primary on-the-ground organizers. I envision working closely with the VPs for Organizing & Membership, and the other Lead Stewards, to run both Organizing Committee and Stewards Council more effectively by streamlining our messaging, asks, and training material. I also believe it's important for Lead Stewards to create more accountability among individual stewards by meeting with each department's steward team at some point throughout the year; doing this will give us the chance to map each individual department, to brainstorm strategies for outreach, and to make plans</p>

	for dividing stewarding responsibilities equitably.
What's your vision for the GTFF? What resources/infrastructural support do you need to make your vision a reality?	<p>During the last two years of the COVID pandemic, a small handful of members in our core GTFF leadership have become responsible for the vast majority of organizing-related labor within our union to the detriment of both those individuals and the collective writ-large. In addition to missing opportunities for clear dialogue with rank and file about their priorities and needs, we have also seen massive burnout among members who have taken on these leadership roles. Another result is that we are also seeing a lack of engagement and training to get newer GEs incorporated into the GTFF infrastructure. This trend is unsustainable, misaligned with our goals as a collective, and it needs to be a key priority next year. Because bargaining years tend to be particularly activating for rank-and-file membership, we must take advantage of this opportunity to revamp and strengthen our union's capacity to activate GEs en masse. We want to see rank-and-file members at actions, at meetings, and speaking up for their own needs/desires rather than waiting for leadership to speak for them. Bringing more rank-and-file into the fold will create the infrastructure we need to present a credible labor threat to the university during a tumultuous bargaining cycle. My vision for the GTFF is one in which we truly achieve our goal of having a nonhierarchical structure that enables and trains <i>every</i> member to be an effective, empowered organizer within their own workplace.</p>