ASSOCIATED STUDENTS INC
CAL STATE EAST BAY

External Affairs Committee Meeting Minutes, November 2nd, 2026

I. CALL TO ORDER at 1:05 PM

II. LAND ACKNOWLEDGEMENT

We would like to recognize that while we gather at California State University East Bay located in Hayward, CA, we are gathered on the ethno-historic tribal territory of the intermarried Jalquin (hal-keen) / Yrgin (eer-gen) Chochenyo-Ohlone-speaking tribal group, who were the direct ancestors of some of the lineages enrolled in the Muwekma Ohlone Tribe of the San Francisco Bay Area, and who were missionized into Missions San Francisco, Santa Clara and San Jose.

It is important that we not only recognize the history of the land of the Jalquin/Yrgin on which we gather to learn and participate, but also recognize that the First People of this region – the Muwekma Ohlone People, are alive and thriving members of the Hayward and broader Bay Area communities today.

It is of great importance to acknowledge the significance of this Holše Warep (hol-sheh wah-rehp) ~ Beautiful Land to the indigenous Muwekma Ohlone People of this region. We ask everyone who attends or visits Cal State University East Bay in Hayward, to be respectful of the aboriginal lands of the Muwekma Ohlone People, and consistent with their principles of community and diversity strive to be good stewards.

III. ROLL CALL

Present – Yashica Avhad, Daidrian Deguzman, Jackson Hu, Julio Reza, Sabria Hinton, Silvano Mora

IV. ACTION ITEM - Approval of the Agenda

Motion to approve the External Affairs Committee Meeting November 2nd, 2026 Agenda by **D. Deguzman**. There was no opposition, **Motion CARRIED.**

V. PUBLIC COMMENT

Public Comment is intended as a time for any member of the public to address the committee on any issues affecting ASI and/or the California State University, East Bay.
No members of the public wished to speak.

VI. UNFINISHED ITEMS:

No unfinished items.

VII. NEW BUSINESS ITEMS:

A. ACTION ITEM - Appointment of External Affairs Committee Vice Chair

The committee will discuss and consider the appointment of a Vice Chair to support the Chair in coordinating committee activities and fulfilling committee responsibilities.

Y. Avhad explained that the Vice Chair takes attendance for the External Affairs Committee and chairs the committee in the Chair's absence, and that any committee member may be appointed, including the person making the motion. She noted that as Chair she does not vote. **C. Pangilinan** advised the committee on procedure: a motion is made, seconded, discussed and then voted on, seconding a motion only opens it for discussion, and a motion may be rescinded by the member who made it. A motion made earlier in the item was rescinded and a new motion was made.

Motion to appoint S. Hinton as External Affairs Committee Vice Chair by **D. Deguzman**, seconded by **S. Hinton**. The committee moved into discussion and then proceeded to a roll call vote, with 5 in favor. **Motion CARRIED**, and S. Hinton was appointed External Affairs Committee Vice Chair.

B. INFORMATIONAL ITEM - Introduction to CSSA

The Chair will provide an overview of the California State Student Association (CSSA), including its purpose, role in statewide student advocacy, and relevance to the External Affairs Committee.

Y. Avhad explained that CSSA is the single recognized voice representing students in the California State University (CSU) system. Its purpose is to foster and coordinate communication among campus student organizations to build unity in addressing campus and statewide issues, and to advocate for student needs and engage students in system-wide, state and federal higher education policymaking. She noted that the CSU serves about 482,000 students across 22 campuses (reduced from 23 when Cal Maritime merged with Cal Poly San Luis Obispo), with CSSA as the one united voice for all of them.

Y. Avhad reported that CSSA is funded by a $2 Student Involvement and Representation Fee (SIRF) assessed twice a year to all CSU students, which students may opt out of. The fee was initiated by CSSA to make it a more independent and effective statewide association and holds CSSA accountable to the students it serves. CSSA meeting costs and the pay of its executive director and officers come from this fee, while each campus funds its own representatives' travel to the monthly plenaries, which alternate between online and in-person.

Y. Avhad described CSSA's advocacy: the 22 campuses meet, discuss and vote on positions and initiatives, which are brought to the CSU Board of Trustees through its two student trustees. CSSA is recognized by the Trustees and California legislators as the official voice of CSU students. As an example, she cited CSSA's collective advocacy that reduced a proposed 6% annual tuition increase to 3%.

Y. Avhad outlined the CSSA committees. Legislative Affairs, System-wide Affairs and the Board of Directors each have one seat per campus. Legislative Affairs advocates through state and federal legislation, reviews bills and recommends legislative positions; System-wide Affairs addresses issues such as tuition, academic policy, student services and Board of Trustees decisions (including the student employee paid sick leave resolution on this agenda); and the Board of Directors, which campus presidents usually sit on, votes on consensus positions of the CSUs. The Finance, Audit, Internal Affairs and Student Trustee subcommittees each have five to six students elected at the July

Board of Directors meeting, so not every campus has a seat. CSSA has no External Affairs committee; its equivalent is Legislative Affairs, on which she sits on behalf of East Bay this year.
J. Reza asked how the committees are structured, and **Y. Avhad** clarified which committees hold a seat for every campus and which have a limited number of seats.
D. Deguzman thanked the Chair for the presentation and asked about students attending CSSA events. **Y. Avhad** replied that taking External Affairs Committee members to CSSA plenaries and advocacy events is a Cal State East Bay initiative beginning this semester and has not yet been discussed with CSSA.

C. DISCUSSION ITEM - CSSA Student Employee Wages and Sick Leave Resolution

The committee will review and discuss the CSSA Student Employee Wages and Sick Leave Resolution, identify potential areas for improvement, and provide recommendations to strengthen the resolution.
Y. Avhad presented the draft Resolution in Support of Equitable Wages and Paid Sick Leave for California State University Student Employees, authored by Y. Avhad of Cal State East Bay with Ashley Smith, Vice President of System-wide Affairs, Cesar Rosales of CSU Northridge, Lucy Dean of Sonoma State University and Jasmine Torres of CSU Monterey Bay. The resolution asks that hourly student employees in the CSU receive paid sick leave, which they do not currently receive, and that student employees be paid the minimum wage of the city in which they work rather than only the California minimum wage ($16.90). She noted that Hayward's minimum wage is $17.83 and that some cities and counties, such as those in the Bay Area and Los Angeles County, have a higher cost of living.
Y. Avhad explained that the resolution would be voted on in CSSA System-wide Affairs, then by the CSSA Board of Directors, and then go to the CSU Board of Trustees, which makes the final decision. She asked for members' experiences and for any additions that would make the resolution more effective.
A committee member said that when a student is already scheduled to work and falls ill, accruing and using sick leave would still fall within the department's budgeted hours. **Y. Avhad** replied that some extra budget would be needed and that the resolution also asks the Board of Trustees to allocate more funding for student employees, noting that campuses could not operate without them and pointing to the Trustees' executive compensation as evidence there is scope to allocate funds.
A committee member shared that sick leave is not available to student employees, giving the example of a student who had to miss a week of work to attend a family funeral and then struggled to pay rent. The member said paid leave would help students dealing with emergencies, hospital visits and caregiving, and that the personal impact on students outweighs the financial concern. **Y. Avhad** thanked the member and said the input would be included in the resolution before it goes to System-wide Affairs.
In response to a question, **Y. Avhad** explained that city minimum wage rates differ by location (for example, San Jose and San Francisco are higher than Hayward, while Monterey Bay and Sonoma remain at the California minimum wage), so the adjustment would apply only to certain campuses, and she would research the amount for each city.

In response to a question about why members vote against such resolutions, **Y. Avhad** said that when an earlier draft was presented in System-wide Affairs, members suggested adding public holiday pay and other types of pay. Her view is that each topic should have its own resolution so that asking for too much does not cause the whole resolution to fail. At the Board of Trustees level, she said the main concern is budget, and that the resolution opens a conversation about allocating more funding. She added that research shows student employment on campus raises retention by about 50%, which the CSU values, and that if the request requires state funding it may go through Legislative Affairs again. She said she considers the request the bare minimum.

A committee member asked about the California State University Employees Union (CSUEU). **Y. Avhad** responded that resolution co-author Lucy Dean is part of CSUEU and that CSUEU was able to fight for sick paid leave, but because CSSA is the officially recognized student voice, it is important that the resolution also goes through CSSA. She noted that CSUEU represents all CSU employees, not only student employees.

D. DISCUSSION ITEM - Improving Student Awareness and Access to Campus Resources

The committee will discuss strategies to improve student awareness of and access to campus resources, including academic support, financial aid, mental health services, career development opportunities, and international student services. The discussion will focus on identifying barriers to accessing these resources and exploring potential outreach and advocacy initiatives.

Y. Avhad noted that the item was put forward by Committee Member **J. Hu**, and invited members to share strategies and observations on increasing student awareness of and access to campus resources.

Y. Avhad said the CSU serves many non-traditional students, including students with dependents or children, students who did not enroll right after high school, and students over the traditional 18 to 22 age range. Many have full-time jobs and cannot reach campus resources such as tutoring and the STEM lab, which are mainly open from 9 AM to 5 PM with limited online hours afterward.

A committee member said that the loss of the STEM lab's grant has been a major setback for students: it now operates only for math and statistics, with limited services, and many of its student staff were let go. The member noted that students were not notified of the reduction, that the SCA offers fewer classes and resources and often requires scheduling with a particular tutor, and that the STEM lab space is now underused. The member said it would be good to show support for the STEM lab, its former student staff and its students.

Y. Avhad added that, with standardized testing no longer required for CSU admission to reduce barriers to college, resources such as the STEM lab are what help students succeed once admitted, and that other CSU campuses likely face similar problems. She said there should have been more transparency, at least a mass email telling students that services had been discontinued, and suggested the committee could look into a resolution or meet with campus leadership to ask why so many STEM lab courses were discontinued.

There was no further discussion. **Y. Avhad** said that at upcoming committee meetings the members would work on turning this topic into an action item.

VIII. SPECIAL REPORTS

No special reports.

IX. ROUND TABLE REMARKS:

Y. Avhad thanked all members for attending and being vocal at their first committee meeting, and shared that it was also her first time chairing a committee meeting, that she was a little nervous, and that the committee will be more organized going forward. She added that members contributed simply by being present.

A committee member suggested the committee compile a list of objections it may face on the issues it takes up, so it can prepare responses, and noted that the work would be challenging but doable. Other members offered examples of the kinds of pushback the committee might encounter. **Y. Avhad** noted the suggestion and said the committee could discuss it further at future meetings.

X. ADJOURNMENT at 1:47 PM

Minutes reviewed and approved by:
Chair/VP of External Affairs Name:
Yashica Avhad

Yashica Avhad
Yashica Avhad (Nov 16, 2026 14:28:27 PST)

Minutes approved on:
11-16-2026
Date: