

HLSU 2021-2022 Director Candidates Deliberation and Decision Meeting

8/26/2021

Start Time: 9:00am End Time: 10:10am

Attendance: Adela Larramendi (2020-2021 Executive Director), Laura Medina (2020-2021 Assistant Director), Derrick Pacheco (2020-2021 Graduate Advisor), Grace Wilson (Staff Advisor)

Daymee Sanchez (Director)

Strengths	Growth Opportunities
<ul style="list-style-type: none"> • Lots of vision, everything organized on how to achieve them • Tangible goals • Timeline of what she hoped to do • Answered all questions appropriately • Previous president of an affiliate org, so knows the details of how affiliate orgs/relationships are run • “Collaboration/Advocacy/Innovation” • Realistic transition from online to in-person, good ideas for HHM in a hybrid world • Her “WHY” matched why HLSU was created—congruency in character • Was Professional Development Chair and was able to take someone else’s ideas for HLLI and put them into action. Great intention for the upcoming year to continue on HLSU’s work • Willing to GIVE UP other involvements, etc. to serve in the role in order to prioritize HLSU 	<ul style="list-style-type: none"> • Hadn’t been on the board for very long, so needs some more SGA knowledge to make sense of agency work • Acknowledges the need for growth in time management, which has been a goal in progress for her

Notes: Came very prepared with presentation that was gorgeous, presentation and virtual about me info. We knew what we were looking at for her presentation step by step.

Ashley Gonzalez (Director)

Strengths	Growth Opportunities
<ul style="list-style-type: none"> • Lots of SGA knowledge, very involved in the politics of SGA • Knowledgeable about HLSU and history of organization—was programming coordinator and had a good background of HLSU tradition • Ideas for diversity and inclusion 	<ul style="list-style-type: none"> • Not many tangible ideas for HLSU, we couldn’t see where she was going to go with the organization • Presentation seemed to be more geared toward her own achievements and experience, rather than offering plans and ideas to move the organization forward. We couldn’t tell where she

<ul style="list-style-type: none"> • Had ideas for ways to incorporate HLSU service into the larger Tallahassee community 	<p>wanted to take the organization with confidence</p> <ul style="list-style-type: none"> • Didn't directly answer many of our questions or our presentation prompt • More of an assertive leadership style, not offered an AND... here, which didn't seem to fit with the "familia" feel of our organization • Was not willing to hold another position than Executive Director
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Notes: Very involved in CARE as Executive Assistant to the Director. Presentation was very organized but lacked depth in the areas we hoped to see from candidates. VERY involved in a variety of other things on campus

Bryan Gonzalez (Director)

Strengths	Growth Opportunities
<ul style="list-style-type: none"> • Passionate about HLSU in general, applied for several positions on the executive board • Participated in Pageant and learned a lot from the experience about the organization • Willing to learn and grow with the organization • "Dream Big" person • Democratic leadership style to hear all opinions 	<ul style="list-style-type: none"> • Has some room to polish his leadership and his drive and intention • Still lacked knowledge of what the positions entailed, and little knowledge of SGA • Ideas and goals were very simple and no tangible steps to achieve them • Has not had much previous leadership experience to step up into this position • Documents and presentations were not very professional as if he felt very seriously about the Director position • When we asked for an area of growth, his response was that he was "always striving for growth, always moving toward better," but no tangible steps or goals for specifics

Notes: President of the HipHop club.

Caroline Martins (Assistant Director)

Strengths	Growth Opportunities
<ul style="list-style-type: none"> • Platform: <i>Different But United</i> • Very involved with affiliate organizations and knows the process and importance • Pulled off an AMAZING Hybrid Pageant for 2020-2021 • Very communicative during her time on HLSU Programming Board • Stressed the importance of her team-oriented personality and leadership style 	<ul style="list-style-type: none"> • Feels there is potential she has not met yet within HLSU and strives to continue so that she can improve the organization • Less exposure to SGA • States she can be somewhat indecisive • Should grow in celebrating her WINS, she didn't acknowledge the large impact she made as Programming Board member,

<ul style="list-style-type: none"> • Wanted to make sure she was providing the most support possible for board members, as a specific sentiment and goal for her time in the position • Good materials with clear goals for the position • Works with CHAW and has a great background of educational events that will strengthen our community in sexual health, mental health, etc. Had a great event idea with CHAW. • Understands very clearly the position of Assistant Director but is willing to take another position on the board • Wants to carry on the “familia” dynamic of HLSU 	<p>and we would love to see her know she has put forth good work worthy of praise</p>
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Notes: Presents herself in a very casual manner, neither pro or con, just a time and place decision.

Candidates	Votes
Daymee Sanchez (Executive Director)	Adela Larramendi; Laura Medina
Ashley Gonzalez (Executive Director)	
Bryan Gonzalez (Executive Director)	
Caroline Martins (Assistant Director)	Adela Larramendi; Laura Medina

Active Voting Members as of Monday, April 26, 2021 (original deliberation meeting): Adela Larramendi (Executive Director), Laura Medina (Assistant Director), Erick Tapia (Treasurer—eligible to vote but was not available to vote)

Inactive Members of Voting Process: Daymee Sanchez (Professional Development—applying for position on board), Deanna Suarez (Secretary—applying for position on board), Andre Guifarro (Outreach Coordinator—graduated), PR Coordinator position not filled

- Vote qualifies as 50+1% vote as unanimous 2/3 vote of the present members

Additional Deliberation Notes:

- Daymee and Caro were aligned in their goals for affiliates, would be a great team
- Both Daymee and Caro had a team player mentality, wanted to bring the group together to make the most impact possible