RARE AmeriCorps

Orientation 2015-2016

Year 22
AmeriCorps (page 1, Handbook)

- Started in 1994, with more than 80,000 members per year
- Three programs now:
  - Senior Corps
  - Social Innovation Fund
  - AmeriCorps
    - AmeriCorps State and National
    - Vista
    - NCCC
Community Service Center, University of Oregon (page 4, Handbook)

- Initial program in 1974; assessment of impacts of Senate Bill 100
- Four programs
  - Community Planning Workshop (CPW)
  - Oregon Partnership for Disaster Resilience (OPDR)
  - Economic Development Administration University Center (EDAUC)
  - Resource Assistance for Rural Environments (RARE AmeriCorps)
- Seven staff; 25 RARE AmeriCorps members; 40 on-campus students
- Breadth, Depth, Reach
A Strategy for Linking Service Learning and Oregon Communities

Establishing New Relationships to Solve Community Problems

- Students & Faculty
- Communities
- Government
- Professional Practice
- CSC
Started in 1994
Over 450 placements in past 21 years
Categories
  - Community Planning
  - Economic and Community Development
  - Natural Resource Planning
  - Main Street/Downtown Development
  - Food Systems Planning
RARE AmeriCorps: A Service-Learning Program

- Professional Development
- Formal Training
  - RARE Sponsored
  - Other Outside Training (E.g., OEDA, Main Street, AOC, LOC, Oregon APA)
  - Others You Provide
- Mentorship
- Networking
- Your Role
Member Roles, Responsibilities and Benefits
General Conditions of Participation (page 9)

- Eligibility
  - Background Checks
- Term of Service
  - Types of Hours
- Professionalism
- Performance
- Workplan
Member Roles, Responsibilities and Benefits
Proscribed Conduct (Page 12)

- General Performance
- Illegal Activities
- Activities Prohibited While Serving
  - H.1, Providing Direct Benefit to Business
- 2.4 Fundraising
RARE AmeriCorps has a no tolerance policy regarding sexual harassment.

Two types:

- Quid Pro Quo
  - Term or condition of employment, academic advancement, etc.
  - Basis for decision regarding employment, academic advancement, etc.
  - Creates intimidating, hostile or offensive environment

- UO resources
Member Roles, Responsibilities and Benefits
Drug and Alcohol Policy (Page 17)

- Drug Free Workplace
- Illegal substances
  - Use, possession or sale of an illegal drug while a member
  - Cause for dismissal
- Alcoholic beverages or controlled substances
  - Cannot be consumed while serving
  - Perception vs. reality
For Cause
- Convicted of a felony
- Leaves without compelling circumstance
- Engaged in proscribed conduct

Compelling Circumstance
- Prorated benefits
- Suspension
Member Roles, Responsibilities and Benefits Grievance Procedures (Page 19)

- Alternative Dispute Resolution
- Formal Complaint Process
- Binding Arbitration
Member Roles, Responsibilities and Benefits (page 22)

- Stipend (can waive)
- Health Care
- Child Care
- Workers’ Compensation
- Unemployment Insurance
- Educational Award
- Loan Forbearance
- Interest Payment
- College Cost Reduction and Access
- Holiday, Sick and Vacation Leave

- Family Medical Leave
- Jury Duty
- Armed Forces Reserves
- Impact of Benefits
- Voting
- Non Discrimination
- Civil Rights and Non Harassment
- Support Services
- Reasonable Accommodation
Member Roles, Responsibilities and Benefits
Reasonable Accommodation (Page 28)

- Logical adjustment to let a person with a disability serve
- Case by case and in consultation with member
- Can disclose at any time during service
- Confidentiality
- Different Types of Disabilities
  - Seen and Unseen
What does RARE pay for?

What do communities pay for?
Supervision and Management (Page 33)

- Non-displacement
- Performance Evaluation
  - Daily
  - Weekly
  - Quarterly
- Workplan
- Safety Procedures
- Contracts and Billing
- Training
- Equipment and Supplies
- Travel Expenses
- CSC Assistance
Performance Evaluation
Safety Procedures (Page 41)
Timekeeping (page 43)
Workplan
Training
Technical Assistance
Accounting and Expenses
Communication
Resources (page 51)
Communication

- Communication Styles
  - Myers Briggs
  - Generational Differences/Divides

- Keeping Communication Active
  - Treasure Hunt Assignment
  - Quarterly Assessments
  - Regular Phone and Email Communication
  - What Are YOU Doing to Ensure Active Communication?
    - Weekly Meetings
    - Keeping The Door Open