

Responsibilities of GRA Role

- Official ones (from the GRA employment contract)
 - uphold MIT policies and comply with all state and federal law
 - be a role model for students and, as such, are expected to use discretion and good judgment in your personal affairs
 - behave at all times in a professional manner, complying with all Institute policies and MIT's Mind and Hand Book
- Official ones (from position description)
 - Support residents in solving intra/inter-personal conflicts and personal problems
 - Serve as an active member of the FSILG community by regularly attending community-sponsored events and, if possible, house meetings
- Official ones (from GRA training)
 - Be willing to talk with students and mediate
 - Help students navigate MIT resources
 - Respond to health and wellness checks
 - Run ≥ 1 event per month
 - Attend 3 GRA meetings per month (2 with the other ILG GRAs and 1 one-on-one with supervisor)
 - Be willing to deal with emergencies
 - Regularly attend house meetings and House Corp meetings
- Unofficial ones
 - Fill out OMM
 - Be willing to be an intermediary between admin and pika, including keeping an appropriate level of distance between the two

Competencies for GRA

- Relationship Building and Interpersonal Communication
- Group and Community Dynamics
- Inclusion
- Crisis Management
- Residential Life at MIT
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Core Responsibilities and Competencies

- be an enthusiastic member of the house (e.g understands that they will cook/clean/participate in SHITS etc)
 - + rush events, and hopefully spending time with members of the house for fun?
- be willing to adapt to house culture, rather than enforce some external norms
- be able to manage our relationship with MIT and respect our privacy and norms while keeping MIT happy

Interview Questions

- have you lived in a co-operative living situation before? what interests you about it?
 - Could also say : "this is how the house currently does SHITS/cooking/cleaning. How do you feel about this?"
- could you commit to work week(end), cooking shift, SHITS

- Roomination, how would they feel about it?"
- A more delicate version of "what are your politics?"
- A very delicate version of "what are your feelings about substances?"

Some Potential Evaluation Criteria

- Experience with co-ops or similar living environments
- Willing or able to contribute to shared pika tasks (SHITS, kitchen duties, etc.)
- Commitment to community diversity (on multiple axes)
 - Can't be homophobic, transphobic, binarist, racist, sexist, ableist
- Don't be too much of a normie (can't be a narc)
 - are you a communist? if not, why not?
 - more PC: "what are your politics?"
- Isn't too scared of pika the building (bathrooms, kitchen, level of cleanliness, etc.)
- Feelings about roomination
- Feelings about substances
- Preferable but not dealbreaker that they aren't graduating and leaving in 2022 (don't want to have to do this again so quickly)

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Actual first screening criteria (not interview questions) to keep in mind when looking through applications

- will treat housemates as equals rather than younger students
- will be an enthusiastic member of the community
- will be willing/able to handle conflict, crises and other difficult situations
- tolerant of minority groups