

Community & Welfare Board Agenda

The second Ordinary Meeting of the Community & Welfare Board for the 2017-18 Session will be held on Thursday 16 November 2017.

Location: Blakett Room 1004

Deputy President (Welfare)	Fintan O'Connor
CGCU Welfare Officer	Damian Coveney
GSU Vice-President	Alexandre Adler
RCSU Welfare Officer	Shervin Sabeghi
RSMU Welfare Officer	Helen Money-Kyrle
BME Officer	Chimdi Igwe
Disabilities Officer	Hisham Abdel Aty
Interfaith Officer	Adil Ali
International Officer	Rana Khan
LGBT+ Officer	Alessio Incitti
Mental Health Officer	Ariana Sadr-Hashemi
Bioengineering Dep. Wellbeing Rep	Adrian Beersing-Vasquez
Biology Dep. Wellbeing Rep	Natasha Boyd
Chemical Engineering Dep. Wellbeing Rep	Omar Abdulla
Computing Dep. Wellbeing Rep	Martin Zlocha
Design Engineering Dep. Wellbeing Rep	Laerke Rasmussen
ESE Dep. Wellbeing Rep	Clothilde Venerau
JMC Dep. Wellbeing Rep	Rakhilya Mekhtieva Lee
Materials Dep. Wellbeing Rep	Jessie Harrison
Mathematics Dep. Wellbeing Rep	Chenyu Lin
Medicine Vice-Chair (Representation)	Hector Sinzinkayo Iradukunda
Observers	
Wellbeing & Campaigns Coordinator	Laura Regan

Formal Business

1. Chairs business
 - a. Deputy President (Welfare) (DPW) begins introductions of the board due to a newly expanded membership with the addition of Wellbeing Representatives
2. Minutes of last meeting – 19 October 2017
 - a. The board accept the minutes of the last meeting as accurate

3. Matters Arising

- a. It is noted that actions from the last meeting are complete or in progress

Matters for Report

4. Updates from Deputy President (Welfare) (**verbal**)

- a. DPW directs the board to their monthly updated written for Union Council which focus on strategic and larger projects
- b. DPW informs the board they are working on composing a Wellbeing Strategy to get more defined commitment to wellbeing across the College
- c. DPW reports they are working with the Wellbeing Representation Network to ensure it is embedded into College structures
- d. DPW reports they are working with the Liberation Officers and Union staff to turn the Liberation Review into an action plan

5. Updates from Constituent Union Welfare Officers (**verbal**)

- a. RCSU Welfare Officer
 - i. Committee have provisionally added a Wellbeing Board to RCSU to incorporate Wellbeing Dep Reps into the committee
 - ii. Held a Rep welcome talk and social for all Reps which went well
 - iii. Successfully set up a Faculty Wellbeing SSC for the Faculty of Natural Sciences (FoNS), to be chaired by RCSU Welfare Officer
 - iv. Have written an article in Felix for self-care awareness week
 - v. It is noted the Faculty Wellbeing SSC structure already exists in the Faculty of Engineering (FoE)
- b. RSMU Welfare Officer
 - i. ESE have sent round a survey which had a high number of respondents. Materials currently surveying with the same questions. Took results to FoE Wellbeing SSC and successfully got a welfare budget for every department in FoE Maths – can we have the survey results and questions.

ACTION – Laura Regan (LR) to circulate survey questions and results

- c. CGCU Welfare Officer
 - i. Looking at doing mindfulness sessions in conjunction with the Chaplaincy and a taster sessions to raise awareness of existing sessions held on Tuesday lunchtimes
 - ii. Promoting welfare events in our newsletters and Facebook groups
 - iii. Puppy petting workshop a work in progress
 - iv. CGCU might make a naked calendar to raise money for charity
 - v. FoE Wellbeing SSC raised important discussions about Personal Tutors and common room spaces
 - vi. Writing a general wellbeing survey but carefully considering questions

- d. GSU Vice President
 - i. Have discussed poor relationships with Postgraduate (PG) supervisors at College committees and discussed criteria for recruitment
 - ii. Equality Assurance Committee is looking at attendance at College and considering standardising guidelines which might have an adverse effect on students who take sick leave

6. Updates from Liberation Officers (**verbal**)

- a. Mental Health Officer
 - i. Working with the Union Shop to get products stocked that relate to kinaesthetic and tactile learners. Welcomes ideas for products that could be stocked
- b. BME
 - i. October was Black History Month, which had lots of successfully run events in conjunction with Afro-Caribbean Society and the Equality, Diversity & Inclusion Centre
 - ii. Currently talking to other cultural societies so the focus of BME Officer isn't solely African-Caribbean
 - iii. Met with the Vice Provost for Equality & Diversity to see what Imperial College Union's (ICU) role would be in facilitating his work
 - iv. Working with communication department at College who are hosting a Diversity Week next term, would like to work together and with ICU
- c. International Officer
 - i. Working on trying to get an International Lounge throughout the College closure period for international students who don't go home over the Christmas holiday
 - ii. Pursuing spaces in SAF and would like to talk to the ICSMSU about using their Office space in SAF
 - iii. Will be meeting with the International Student hub team on Tuesday were interested. Trying to run a survey to see who would be interested
 - iv. GSU Vice-President suggests ice skating at the museum as an activity
- d. Disabilities Officer
 - i. Busy planning Disabilities History Month which has been difficult at times
 - ii. Ethos have been surprisingly accessible and am currently working with Ethos to run accessible sessions
 - iii. There are no spare wheelchairs on campus which is concerning
 - iv. Call to ask everyone to get involved with all the activities going on
- e. LGBT+ Officer
 - i. Working with DPW to negotiate gender neutral toilets in all buildings at College next week
 - ii. Currently designing a specific survey related to inclusivity with the Union President looking into inclusivity of Dep Socs
 - iii. Attending Equality, Diversity and Inclusivity forum to represent LGBT+ students, if anyone has specific concerns please get in touch

- iv. Materials Dep Wellbeing Rep notes there is a single stall toilet in the ground floor of the Bessemer Building

Matters for Discussion

7. Drink Awareness and Personal Safety Campaign

- a. RSMU informs the board they met with ICU staff and ICSMSU volunteers about a drink awareness campaign. Looking at changing how we communicate keys messages to members about safe drinking and personal safety.
- b. RSMU more specifically is looking to tackle the lad culture within the RSM
- c. The board discussed behaviours at ACC nights and agreed messaging should be about prevention of these behaviours
- d. The board discuss the idea of ICU partnering with local minicab firms
- e. It is noted that the CGCU and RCSU would like to be involved in this campaign

ACTION – DPW to keep all Constituent Unions up to date with progress of this campaign as developments happen

- f. The board discuss ICU advertising of drink offers online through Yoyo and the potential contradictory message being sent to members. The board would like to see the wording 'Please drink responsibly' found on adverts
- g. The board discuss the two different focuses of the campaign: responsible drinking and its impact on health, budget, & personal safety; anti-social behaviour as a consequence of drinking
- h. The board discuss the possibility of banning people from future events based on their unacceptable behaviour
- i. It is noted that all ICU bars operate a zero-tolerance policy outside of any ICU policies and reserve the right to remove and ban people from their venues
- j. Mental Health Officer informs the board the charity CALM can send free products with messaging about safe drinking
- k. Materials Dep Wellbeing Rep would like to see clearer advertising on how to report anti-social behaviour

ACTION – DPW to speak to bars and marketing team about making amendments to the advert and clearer advertising of complaints procedure

8. Safe Space Policy

- a. DPW introduces the last Safe Space policy from ICU which is going to be updated. DPW asks the board for opinions on the updated version
- b. LGBT+ Officer notes the definitions of sexual harassment do not talk about same-gendered or non-binary sexual harassment. They also note the policy does not help non-binary students who might face scrutiny in gendered toilets

ACTION – DPW to get rid of the point ‘Entering a toilet ascribed to a gender you do not identify as’

- c. The board discuss the definitions of sexual harassment and ask they are more detailed (i.e. include offensive comments). The board would like to see the introduction ‘including but not limited to)
- d. The board discuss including a clause about banning students based on unacceptable behaviour and breach of the policy
- e. DPW clarifies that ICU reserves the right to ban people from the premises and that right is exercised when necessary
- f. The board discuss exclusion from specific Constituent Union, Club and Society events and committees based on breach of the policy
- g. DPW clarifies the points are more for the disciplinary process and asks for feedback on the safe space policy. The board give the following feedback:
 - i. Phrasing around accessibility needs to be less utopic and more clear on ICU’s lack of tolerance
 - ii. Needs to be more tailored towards liberation groups and inclusivity
 - iii. The board discuss how the phrase ‘Safe Space’ can be misunderstood as restricting the right to free speech
 - iv. The board discuss changing the name ‘Safe Space’ and agree they would like to see the word ‘Inclusion’ in the title
 - v. Needs to make a distinction between discrimination and free speech, particularly considering inclusivity at events
 - vi. Would like to see the use of pronouns more widely instituted
 - vii. Active Bystander training could compliment the policy as sometimes people are not aware their behaviours are not inclusive
 - viii. ‘Exclusionary speech’ is a term used at other Student Union’s which might be good to use in this policy
 - ix. There isn’t anything about discrimination against religious beliefs
- h. DPW clarifies the policy will be implemented to ensure ICU can live Our Values and be used in disciplinary procedures. DPW thanks the board for their feedback

9. Sexual Violence Survey

- a. DPW informs the board they are working with a student who wanted to investigate support available for sexual violence victims. This work coincides with work ICU and the College are doing around sexual violence
- b. DPW informs the board there will a survey and asks it is pushed out by the board

10. Gender Neutral Toilets

- a. LGBT+ Officer discusses the issue that single stall toilets across campus have gendered or no gender neutral signage which forces non-binary students to choose between facilities
- b. LGBT+ Officer is lobbying College to have at least one gender neutral toilet per building

- c. GSU Vice-President questions where there is at least one gender neutral toilet on each campus. LGBT+ Officer states there is but one per campus is not good enough
- d. Chemistry Dep. Wellbeing Rep questions whether this campaign will extend to non-single stall toilets. LGBT+ Officer states the first stage is to get all single stall toilets correctly labelled, there is no plans to expand further than this yet
- e. BME Officer questions whether Halls of Residence are considered in this survey. LGBT+ Officer to confirm at a later stage
- f. DPW notes there is a generational gap with some of the College staff which can cause more difficulty when negotiating

11. Proposal to Improve Accessibility for Neurodivergent Students

- a. Mental Health Officer introduces the paper to the board and welcomes opinions before it is taken to the next Union Council meeting
- b. Mental Health Officer clarifies the resolve to use colour paper for printing is to be an option provided and not a default, although to be used as a default would be the ideal scenario
- c. RCSU Welfare Officer questions whether the College will be pushed to incorporate this in teaching if the paper is passed at Union Council
- d. The board discuss future possibilities for teaching accessibility by taking the paper to the College
- e. It is noted members of the board support the paper
- f. BME Officer questions whether the paper has been taken to the Education and Representation Board. Mental Health Officer clarifies the paper is about making ICU more accessible and not about teaching at the moment

12. Interfaith Week, Term 2

- a. Interfaith Officer states the religious societies and Chaplaincy have decided to host Interfaith Week at Imperial in term two. Would like to collaborate with ICSMSU on their Diversity Week which the Dean of Medicine has asked them to organise
- b. Interfaith Officer asks the other Liberation Officers and Wellbeing Representatives whether they would also like to host events under the theme of Diversity Week and collaborate to put on a calendar of events for term 2
- c. Interfaith Officers asks that the board publicise Interfaith Week to all members, looking to get people involved with discussion panels
- d. It is noted that RCSU are happy to promote any campaigns Liberation Officers are running throughout the year
- e. BME Officer states this might tie in with the College's Diverse @ Imperial week

13. AOB

14. CGCU Welfare Officer – SleepImperial Campaign

- a. CGCU Welfare Officer states the SleepImperial campaign was poorly advertised to Constituent Unions who could have helped shape and promote the campaign
- b. It is noted all Constituent Unions agree with the CGCU Welfare Officer

- c. It was noted there were not events on the Charing Cross campus and it was inaccessible to students who aren't located near South Kensington
- d. It is noted that this is the first year Liberation Officers have been really active in campaigning and there are certain barriers they are working to break down

15. Medicine Vice-Chair (Representation)

- a. Medicine Vice-Chair (Representation) informs the board of some campaigns ICSMSU will be running:
 - i. Launching a campaign on healthy eating and financial issues. Would like to see implementation on Imperial mobile app on how to find microwaves on campus so students can bring their own food
 - ii. Looking at creating a safe-travel buddy scheme

16. BME Officer – Identifying Ethnic Minorities

- a. BME Officer will be contacting students to identify whether they feel they are an ethnic minority at Imperial and might ask to tag on an existing survey

17. GSU Vice-President – ICU investigation procedure

- a. It is noted the GSU Vice-President is dissatisfied with how ICU dealt with a sexual harassment case

18. Mental Health Officer – Mentality Survey

- a. Mental Health Officer asks if anyone would like to view the results of the 2016-17 survey to just get in touch

Meeting Concludes: 20:12

Next Meeting

Thursday 7 December, 18:00. Location: Blackett, Room 1004.