



Dear Miners,

It's come up to the end of the second term and the new committees are all decided through elections. We in the RSMU thought that now would be a good time to provide a brief update on the changes that have been brought in to the RSMU throughout the year. This year we decided upon a change in direction of the union. Previously it has been the CU's job to "preserve tradition" – this interpretation has been changed and instead altered to preserving the history and identity whilst allowing traditions to evolve with the times. It is often these traditions that become outdated and are non inclusive.

In summary:

	Dinner Reform	<ul style="list-style-type: none"> •Non-alcoholic options •Alcoholic raffle prizes awarded after dinners •Security at dinners to prevent bringing in drink 	Drinking Reform
	Bar Night Reform	<ul style="list-style-type: none"> •Non drinking games introduced •Removal of Presidential Yard 	
	Bottle Match Reform	<ul style="list-style-type: none"> •Non-drinking shuttle service •Ringfenced volunteer subsidy •Restructure of "Bottle Match Auction" 	
	General	<ul style="list-style-type: none"> •Active Bystander training •Trip advice 	
	Gender Inclusivity	<ul style="list-style-type: none"> •Chant Reform •Women in STEM Events •RSMU women in science and engineering dinner 	General Reform
	Approachability and Feedback	<ul style="list-style-type: none"> •Post freshers anonymous survey •Online Incident form 	
	General	<ul style="list-style-type: none"> •Look after your mate campaign •Wellbeing budget •Arts and Crafts 	

Drinking Culture

Drinking events are some of the most popular events at University however without doubt there is the concern of a) alienating people who do not drink and b) going too far causing harm to the member and representation of the RSMU. Several changes have been made to counter these at the following events.

Dinners:

- Non-alcoholic dinner options have been made available at all dinners so that two soft drinks are offered in the place of wine. Whilst we saw very little take up of this option at Christmas Dinner it is very much something we intend to keep present.
- Raffle prizes are awarded at dinners however presented at a later date. This is to prevent alcoholic prizes simply being consumed on the night to excess.
- Complaints of people bringing in excessive amounts of their own alcohol into events were observed. This has since expressly been condemned by the Union and a security guard employed at the door to check none is brought in damaging the reputation of the RSM as well as themselves.

Bar Nights:

- Non drinking competitions such as apple bobbing races have been brought in to encourage friendly competition.
- Concerns arose about presidential yards off putting non-drinkers from running for events. These have been removed from bar nights.

Bottle Match:

- Removed all endorsement, encouragement and enabling of drinking during BM.
- Enabled non-drinkers to attend all Bottle Match events and avoid those that would not suit. This included creating a shuttle service to the accommodation post sport for those not wishing to continue to the dinner and evening's entertainment.
- Ring-fenced money to subsidise volunteers and drivers at BM. This ensures those with the role take it seriously and allow the event to run safely.
- The 'freshers auction' at pre-bottle match bar night has been completely restructures to ensure only those wanting to participate can do so and without fear of inappropriate bids

General:

- The RSMU has repeatedly pushed for its key volunteers to receive active bystander training. This training aims to help people actively react to inappropriate behaviour when they see it. We have secured funding for this training to go ahead for all our key volunteers (RSMU committee, RSM Depsoc's Presidents and VP's and RSMU Sports Captains) in the future.
- All key volunteers leading trips have been consulted on trips they are running and the safe guards needed to be put in place. The use of the ICU as an aid in planning trips has also been pushed as best practice.

Gender Inclusivity

The decision was made that certain existing traditions had become outdated from society as a whole. The RSMU has made it a priority to scrutinize these and rather than simply removing issues, look at how it could reform old traditions or create proactive ways to tackle. One such issues was gender inclusivity. This has been addressed currently in the following ways:

- Several chants have been officially retired due to lyrical content. To update these a chant competition has been run where members can submit any chants and then a group selected as the official Bottle Match RSMU chant. This had early momentum and in the run up to BM we will push again to gain more entries. These chants will then be adopted going forward into other RSMU events.
- Women in STEM events have been publicized and supported throughout the RSMU to increase awareness of the opportunities present. We have seen regular good turnout at these events.
- We are currently in the process of running an RSMU women in science and engineering dinner – we've formed a subcommittee of people to organise and after researching the number of people interested in attending, are currently in the process of finalising venue for around 40-50 people where we hope to have several prominent speakers from different stages of their career.

Approachability and Feedback

In the RSMU we esteem to make events as inclusive as possible and also make sure people are able to talk to our wellbeing reps and welfare officer if they've had issues or unacceptable incidents. However we understand these still happen so we aim to make coming forward and discussing these topics as easy as possible so that when we know we can act or support. To address this we have:

- For the first time this year the RSMU has run a post freshers' anonymous survey for older year groups to see how views on the freshers' events vary as people progress through their degree. This resulted in feedback not seen in previous surveys and resulted in many actions detailed in this document.
- The RSMU continues to run it's anonymous fresher's week survey for sift years and act upon feedback.
- We've created an incident form online on our website so that if they don't feel comfortable coming and speaking directly to us they can submit a report online and we can look at acting from there.
- To handle the above and further the Union and College disciplinary systems, we have implemented a means of unbiasedly reserving the right to sell tickets to individuals for RSMU events based on behaviour.

General

The RSMU has brought in several campaigns and events to foster a sense of inclusivity and peer to peer support. We recently ran a "Look after your mate" campaign which involved the first "Look after your mate" training course which will be made available to the wider Imperial body in the near future by the Union. On top of this the RSMU has actively lobbied the departments and secured a budget of £200-£300 per department to run inclusive welfare events. This included themed tea and chats where issues such as misogyny are raised and also regular arts and craft events to allow people to de-stress and chat.