

## Minutes of Community & Welfare Board Agenda

*The third Ordinary Meeting of the Community & Welfare Board for the 2019-20 Session will be held on  
Monday 13<sup>th</sup> January*

*Location: 301D, Royal School of Mines, South Kensington campus*

### Attending

Deputy President (Welfare) - Chair	Shervin Sabeghi
RSMU President	Christopher Carter
CGCU Wellbeing Chair	Miles Gulliford
RCSU Vice President (Welfare & Wellbeing)	Peter Hull
RSMU Vice President Welfare	Arman Sarjou
ICSMSU Welfare Chair	Jack Hall
GSU Research Academic & Welfare Officer (Engineering)	Raya El Latham
GSU Taught Academic & Welfare Officer (Natural Science)	Tilivaldi Ilahunov
LGBT+ Officer	Freya Hepworth Lloyd
Ethics & Environment Officer	Francesca Siracusa
Black & Minority Ethnicity Officer	Deborah Adegoke
International Students Officer	Amr Alwishah
Interfaith Officer	Amna Ahmed
Disabilities Officer	Hilliam Tung

### Observers:

Nil

### Apologies:

Deputy President (Finance & Services)	Fifii Henry
CGCU President	Fatima Khan
RCSU President	Alex Auyang
GSU President	Mohit Devgan
GSU Vice President (Representation)	Milia Hasbani
Medicine Vice-Chair Representative	Natania Varshey
RCSU Wellbeing Activities Officer	Mareya Saba
ICSMSU Welfare Vice Chair (Campaigns)	Adrija Bhattacharyya
Civil & Environmental Engineering Department Wellbeing Rep	Louise Benard
Electrical & Electronic Engineering Department Wellbeing Rep	Sanjith Nambiar
Materials Department Wellbeing Rep	Emmeline Poole

### Clerk:

Representation Coordinator (Wellbeing)	Gabi Fulton
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### Chairs Business

#### 1. Welcome

- a. Deputy President (Welfare) (DPW) welcomes everyone and outlines agenda. Establishes that there are 10 out of 16 voting members present.

#### 2. Apologies for Absence

- a. DPW acknowledges that this list is not at hand. ACTION: Will be including in the minutes.
- 3. **Minutes of previous meeting**
  - a. No comments. Taken as approved.
- 4. **Action Tracker**
  - a. CWB Teams
  - b. All up to date with actions.

### Matters for Report

- 5. **DPW Report**
  - a. LCO Comms plan:
    - i. The LCO is near completion. We are focusing around increasing the visibility of the officers and widening their reach around the Imperial community.
  - b. Liberation Reform:
    - i. Planning the Liberation Reform is ongoing. It is a matter for discussion later in today's meeting.
  - c. The Athena Swan:
    - i. The Athena Swan is the College's gender equality award. A meeting of the Self-Assessment Team for the Athena Swan recently took place in December. There is not much to report from this.
  - d. Race equality charter:
    - i. There has also been a Self-Assessment Team meeting for the Race Equality Charter. Focus groups come together to prepare an application that needs to be submitted in the first half of the year. Relevant College staff seemed to accept that there needs to be more student involvement in these focus groups in future.
  - e. EDI seed fund:
    - i. We received £8300 for student ideas.
  - f. Wellbeing Representation Review:
    - i. The review is in the stage of collating data from various places such as the Student Experience Survey, the Union's end of term Rep Survey and 1-2-1s with the Rep Team.
    - ii. We will have an update of how the review will move forward after we have collated these.
  - g. Improving Student Support Services:
    - i. Will be working with Hilliam Tung (Disabilities Officer) to improve the Disability Advisory Service.
    - ii. There has been progress in partnering with UCL to improve pathways to access NHS mental health services. There will actions that students can be involved in, such as consulting students on their experience with accessing NHS services. There are also paid opportunities. ACTION: DPW will outline these in the CWB Team.
    - iii. The College's new Student Support Strategy will also be looking in suicide prevention services.
  - h. Hall Rent:
    - i. Since the last Union Council (03/12/2019) a lot more information has been given but the progress on this is still in an impasse stage. A council paper will be releases tomorrow (14/01/2020) in preparation for the upcoming Union Council

(21/01/2020). Discussion with College around different options is ongoing. This will be discussed in more detail at Union Council next Tuesday.

- ii. No questions around the room.

## 6. CU Welfare Officer Reports

- a. CGCU Welfare Chair (MG):
  - i. Had a successful yoga event in November. Planning another one for March which will be advertised on posters. Currently planning the marketing for this. Also looking into an event for LGBT History Month. This will potentially be on the 19<sup>th</sup> of March and careers focused.
- b. RCSU Vice President (Welfare & Wellbeing) (PH):
  - i. Currently working on a project in collaboration with the Biochemistry Society which is a common room for Life Sciences. Another project involves going through the NSS results from the last few years that the faculty has complied.
- c. GSU Taught Academic & Welfare Officers (Natural Sciences) (TI):
  - i. Planning and preparation for a postgraduate ball at the end of Feb.
- d. RSMU Vice President Welfare (AS):
  - i. Has been a bust time with exams. January Blues Week campaign coming up from 24<sup>th</sup> Feb. Have had a recent issue with students on IOS not being able to access materials.  
Noted seeing a lot of rats around campus – particularly near library. Concern from students that this is close to library café. ACTION: DPW can contact someone at College regarding this.
  - ii. Update on De La Beche name: RSMU President (CC) has discussed merging the two dep socs – that discussion has ended until next academic term. Planning to still push this next academic term.
  - iii. AS raised query whether Welfare Events Officer role is necessary and wants to review this at the end of the year possibly – or establish more direction in the role description.
- e. ICSMSU Welfare Chair (JH):
  - i. Recent free sexual health testing event in mid Nov was very successful. Unfortunately, there were not enough resources for all the people that attended. Had a welfare reps xmas dinner. Medics of Imperial social media pages have been launched – touching on mental health and wellbeing stories of their community as well as celebrate good qualities and perseverance in their community. Planning an ICSM January Blues Campaign.
  - ii. United Hospitals meeting – involved 5 medical schools in London to discuss issues. Raised the concern around lack of policy about initiations in the Union. Wanting to change a particular initiation event that effects ‘freshers’ and potentially introduce a policy around this. DPW says in the CSPB policy there is a section on initiation ceremonies – can be found [here](#). However, it is unclear whether this covers CUs. JH: Is there room for a policy that applies to all students? DPW says there is room for this in the Safe Space Policy or potential to write a separate one. ACTION: DPW will have a look at current policies and discuss this at the next meeting when we discuss the Safe Space Policy.
- f. GSU Research Academic & Welfare Officer:  
Also involved in planning a postgraduate ball. Have had some ideas for mental health &

wellbeing events for March. Will be trying to get PhD reps involved to increase PhD engagement.

## 7. L&C Officer Reports

- a. Disabilities Officer (HT):
  - i. Disability History month was a success. Will be meeting with Able Imperial over the next few months – DPW can assist if needed.
- b. LGBT+ Officer (FHL):
  - i. World Aids Day was a success. Planning LGBT History Month for Feb. Lots of provisional events have been organised. Some include: a stall with IQ, medic talks on Prep and trans medicine, Queer Cabaret, Sex Ed talk with Ruby Rare, V & A tour, Trans swimming event. There will also be a focus on sports - ACC and Hockey Varsity will be Pride themed. Move Imperial will be providing rainbow laces. There is also be a Varsity pledge.
- c. BME Officer:
  - i. Collaboration with Interfaith and International officers to apply for EDI seed funding - received approx. £6000. One project in mind for the future is a mental health support strategy. Have contacted some external organisations to collaborate with on this. e.g. Muslim Youth Helpline for walk in sessions. Have been contacted by 2 postgraduate former Uxbridge Students to have an event for students applying to Imperial (beginning of Feb).
- d. International Officer:
  - i. Thinking about events we can do to use the EDI seed funding. Have met with students who previously ran for International Officer to start an International Students Executive. Discussed social media, accounts, refreshers fair. Planning a social event. Recently attended a college meeting where we discussed the international students experience and getting involved in huge national campaign – will send on Teams. Update on post-study work visa – met someone from the House of Lords and have sent open letter to parliament regarding this.
- e. Ethics & Environment Officer (FS):
  - i. Greening Imperial Week is coming up in Feb. Planning different events based on themes for the day, e.g. waste, travel, etc. There will be public engagement events and education-based events such as talks and activities. Have been in a working group with senior college leadership who are writing a policy around the endowment fund – which pushes for a more ethical and sustainable approach. Has been increasing following on social media and because of this has been contacted by more students about representation.

## 8. CWB Policy Reform Update (DPW)

- a. DPW had sent out an update on this today. Council has given CWB 3 policies to update - Safe Space, Religious Observance and Accessibility Policies. ACTION: DPW will send these out for comments.
- b. Other policies include Social Fund policy, Halls Fund policy, External Speakers Policy – DPW will find out what the scope for CWB is to have input in these.
- c. Another theoretical policy is a Liberation and Community Policy. Depending on the result of Liberation reform, there could be new policies to write around this.
- d. Questions: CC and FHL raise that it wasn't clear who was responsible of checking and enforcing the External Speakers Policy.

- e. FHL looking into an equal opportunities policy which would focus on compulsory field trips to certain countries – not sure where that sits. DPW says is it likely a potential CSPB policy.

## BREAK

### Matters for Discussion/Decision

#### 9. SACAs/Union Awards

- a. DPW explains the SACAs and Union Awards – they are currently two separate events.
- b. Aim is to try and combine these. Potential to call it the Union Awards and have SACAs as a section of this. Details are not fully worked out yet – it will be across a few Union teams to refocus and redistribute the resources.
- c. Questions/comments: AS: Union awards are not well attended in the past because of exams, field work, suggests moving the event forward when planning this.
- d. MG has concern if SACAs is a subset of the Union Awards there might be less engagement from staff. Also suggests bringing the event forward.
- e. FS does not see that these two events ‘mesh’ together very well. Does not believe it will be well received by staff. DPW says it will be more of an ‘Imperial Community’ kind of thing.
- f. AS: remembers a ‘Garden Party’ before the Union awards and thought it seemed like a successful event.
- g. TI suggests splitting funding across two separate events. DPW says is does not fix the issue of resourcing meaning staff time.
- h. Vote to combine the two events: Yes: 8, no: 2, maybe: 1.

#### 10. Liberation Reform

- a. The paper needs to be submitted to council to change the role descriptions of Liberation and Community Officer ahead of leadership elections. DPW wants this to be owned by CWB.
- b. Questions/comments:
  - i. CC: Who will be involved in the networks? DPW advised there would be set committee roles in these networks, e.g. campaigns officer, community officer. Their purpose would be anything that helps the Liberation Officers in their role. CC: Could that not infringe on the things that the CSPBs already do? DPW: These networks are more geared towards representation and community rather than activities.
  - ii. FHL thinks it would be very useful towards their roles. The capacity of running campaigns is very limited for one person - the reach isn't as far as it could be. If there was a team/committee of people, that would really help and take pressure off the Union. Does understand that there is overlap with societies, e.g. LGBT+ Network and IQ. CC: has same concern about overlap with IQ. DPW recognises that there is not a one size fits all for all for these networks. DPW will obtain input from IQ. Acknowledges that these are things that need to be carefully worked out.
  - iii. JH says if it is done sensitively and with tact, it can work well.

- iv. CC suggests bringing this to a later council and voting in Autumn elections. DPW advises this cannot be done.
- v. MG suggests that DPW amends the proposal to make it explicit that consultation needs to happen (with relevant societies).
- vi. PH what if just 1 or 2 societies to completely refuse? DPW advises that this is something that we will decide as it happens. It will then shape how the societies engage with the process.
- vii. HT: Could Disabled Student Network please change to Student Disability Network. ACTION: DPW will amend this.
- c. Introduction of new LCO: This role will provisionally be called the 'Working Class Officer'. DPW opens discussion of this name. Suggestions include 'socio-economic officer', 'Access and participation officer' and 'access officer'. Another suggestion of 'widening participation officer' – CWB agrees that this is not very clear. 'Social mobility officer' is suggested – discussion around this name having negative connotations. Members around the room find 'Working Class officer' potentially offensive and believe it will not pass at Council. DPW acknowledges this new officer would feed into a lot of meeting at College and that the first year of this role would be finding out the experience of the students they represent (almost in a research capacity) to figure out what they might do.
- d. Vote on the introduction a new LCO: all in favour of yes.
- e. Discussion on the name: FS suggests potential survey – DPW says there is unfortunately not enough time before we need to bring this to Union Council. There is no consensus of which name is most suitable, therefore the vote will be on the 'Working Class Officer'
- f. Vote on the name of the role: Yes: 5, no: 1, abstain: 5.
- g. CC: will the Women's Students Network coincide with the change of the Gender Equality name? Suggests it should be called the Students Gender Equality Network. Thoughts around the room show CWB agree.
- h. Any queries other comment on network names: LGBT+ to become LGBTQ+. Around the room CWB is in favour of adding a Q.
- i. DPW requester seconds for Council paper. All present agree to this.
- j. DPW will be sending this to Union Council Chair by 5 pm tomorrow.
- k. ACTION: DPW will send the paper that got rejected and the minutes from that meeting.

#### Any other business (AOB)

11. Nil

**Meeting Concludes at [20:30]**

#### Next meeting

Tuesday 11 February 2020, 18:00 – 20:00, Room TBC