

Liberation and Community Policy

Definitions

1. The Union uses 'liberation' to describe the seeking of equal status, and freedom from all forms of oppression.
2. The Union uses 'community' to describe people living in one particular area or people who are considered as a unit because of their common interests, social group, or nationality.
3. The Liberation and Community Networks (LCN) describe groups of students who identify or ally with a particular liberation or community area, that are supported by the Union to campaign on behalf of and represent their members.
4. The Community and Welfare Board (CWB), as described in the Union Council Standing Orders, provides a forum for the discussion of welfare, liberation and community issues. It has delegated authority to approve policy in these areas.

A. Basis

1. The Union is committed, under its Constitution, to:
 - a. seek at all times to 'ensure that the diversity of its membership is recognised and that equal access is available to all Members of whatever origin or orientation'
 - b. fulfil its object of the advancement of education of students at Imperial College London by 'promoting the interests and welfare of Students at Imperial College London during their course of study and representing, supporting and advising Students'.
2. Inclusivity is one of four core values of the Union.
3. The Union shall provide a safe environment, free from harassment and discrimination for all Union activity in accordance with all policies.
4. The Union recognises that students from different backgrounds, who identify in particular and of different abilities can have different experiences at Imperial College, and can face various barriers to engaging in education and Union activity.

B. Liberation and Community Officers

The Liberation Officers are

1. Black and Minority Ethnic (BME) Officer, who shall
 - a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the BME Students Network
 - c. Be the ultimate representative of student BME issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to BME student matters, particularly those in the Culture Sector
 - e. Liaise with the staff BME network, Imperial As One.
2. Disabilities Officer, who shall
 - a. Be responsible to the Deputy President (Welfare)

- b. Act as Chair of the Disabilities Student Network
 - c. Be the ultimate representative of student disabilities related issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to student disability matters
 - e. Liaise with the staff disabilities network, Able@Imperial
 - f. Liaise with the College's Disability Advisory Service
3. Gender Equality Officer, who shall
- a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the Gender Equality Student Network
 - c. Be the ultimate representative of gender equality related issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to gender equality matters
4. LGBT+ Officer, who shall
- a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the LGBTQ+ Students Network
 - c. Be the ultimate representative of student LGBTQ+ issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to LGBTQ+ student matters, particularly IQ
 - e. Liaise with the staff LGBTQ+ network, Imperial 600

The Community Officers are:

1. Ethics and Environment Officer, who shall
- a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the Ethics and Environment Students Network
 - c. Be the ultimate representative of ethical and environmental related issues to CWB, the Services and Sustainability Board and relevant College committees
 - d. Liaise with relevant clubs and societies to ethical and environmental matters, particularly Environmental Society
 - e. Liaise with the College Greening Imperial campaign
2. Interfaith Officer, who shall
- a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the Interfaith Students Network
 - c. Be the ultimate representative of student interfaith related issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to student interfaith matters, particularly those in the Faith Sector
 - e. Liaise with the College's Chaplaincy Service
3. International Officer, who shall
- a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the International Students Network
 - c. Be the ultimate representative of international student issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to student interfaith matters, particularly those in the Cultural Sector
 - e. Liaise with the College's International Student Support Service

4. Mental Health Officer, who shall
 - a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the Mental Health Student Network
 - c. Be the ultimate representative of student mental health issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to student mental health matters, particularly Mentality
 - e. Liaise with the College's Counselling and Mental Health Advice Service

5. Working Class Officer, who shall
 - a. Be responsible to the Deputy President (Welfare)
 - b. Act as Chair of the Working Class Student Network
 - c. Be the ultimate representative of class related issues to CWB and relevant College committees
 - d. Liaise with relevant clubs and societies to class related matters
 - e. Liaise with the College's Student Recruitment and Outreach department

C. Networks

The Liberation Student Networks are:

1. Black and Minority Ethnic (BME) Network
2. Disabilities Network
3. Gender Equality Network
4. LGBTQ+ Network

The Community Student Networks are:

1. Ethics and Environment Network
2. Interfaith Network
3. International Network
4. Mental Health Network
5. Working Class Network

These networks shall:

1. Be open to all students who identify or ally to that Liberation or Community area.
2. Provide a safe space for students identifying to that Liberation or Community area.
3. Advocate on behalf of and represent the student members and other students pertaining to that Liberation or Community area.
4. Organise campaigns that aim to improve the student experience of members and the wider student community.
5. Organise activities to build community amongst members and those identifying to that Liberation or Community area.
6. Provide wellbeing resources and signposting support to members

D. Network roles

The Liberation and Community Networks each have the following committee roles:

1. Chair, who shall
 - a. Be the relevant Liberation or Community Officer

- b. Be ultimately responsible for the network
 - c. Be responsible for financial matters regarding the network
 - d. Be the ultimate representative for the students in the network, and students pertaining to that Liberation/Community area
2. Campaigns Officer, who shall
- a. Be elected in the Leadership Elections out of the members of the network
 - b. Be responsible for organising and coordinating campaigns related to the Liberation/Community area
 - c. Be responsible for organising network activities in relation to liberation and/or awareness days/weeks or months
 - d. Coordinate Faculty Officers (as described in C5-8) to organise campaigns at a local level
 - e. Work with the Community Engagement Officer to engage the community in campaigns and publicise activities
3. Community Engagement Officer, who shall
- a. Be elected in the Leadership Elections out of the members of the network
 - b. Be responsible for community building activity of the network
 - c. Be responsible for communications and publicity
 - d. Maintain social media accounts of the Network
 - e. Be a liaison point between the Network and relevant clubs and societies
 - f. Work with the Campaigns officer to engage the community in campaigns
4. Welfare Officer, who shall
- a. Be elected in the Leadership Elections out of the members of the network
 - b. Be a point of contact for welfare matters (both directly related and not directly related to the Liberation/Community area) for members of the Network and wider community
 - c. Produce relevant wellbeing resources and organise wellbeing activities
 - d. Be a liaison point between the Network and Wellbeing Representatives
5. Faculty of Natural Sciences Officer, who shall
- a. Be elected out of all students within the Faculty of Natural Sciences
 - b. Have delegated representation responsibility (from the Chair) for students in the Faculty
 - c. Be responsible for the organisation of activities at a local level
 - d. Coordinate Network volunteers within the Faculty
 - e. Be a liaison point between the Network and the Royal College of Science Union
6. Faculty of Engineering Officer, who shall
- a. Be elected out of all students within the Faculty of Engineering
 - b. Have delegated representation responsibility (from the Chair) for students in the Faculty
 - c. Be responsible for the organisation of activities at a local level
 - d. Coordinate Network volunteers within the Faculty
 - e. Be a liaison point between the Network and the City and Guilds College Union
7. Faculty of Medicine Officer, who shall
- a. Be elected out of all students within the Faculty of Medicine

- b. Have delegated representation responsibility (from the Chair) for students in the Faculty
 - c. Be responsible for the organisation of activities at a local level
 - d. Coordinate Network volunteers within the Faculty
 - e. Be a liaison point between the Network and the Imperial College School of Medicine Students Union
8. Postgraduate Students Officer, who shall
- a. Be elected out of all postgraduate students
 - b. Have delegated representation responsibility (from the Chair) for postgraduate students
 - c. Be responsible for the organisation of activities specifically targeted for postgraduate students
 - d. Coordinate Network postgraduate network volunteers (particularly from within the Business School)
 - e. Be a liaison point between the Network and the Graduate Students Union
9. Additionally to these elected roles, there shall be non-official roles which shall
- a. Be open to all members of the Network non-elected basis
 - b. Be casual in nature e.g. to participate in a particular campaign or event
 - c. Aim to provide local, departmental representation to students in the particular Liberation/Community area (where appropriate), and translate Network events to these local levels

E. Chain of responsibility

The chain of responsibility for all matters related to L&C Networks is as follows:

1. Union President
2. Deputy President (Welfare)
3. The relevant Liberation/Community Officer
4. The relevant L&C Network committee member

F. Governance

1. The Liberation and Community Networks are overseen by CWB, and report to CWB through the relevant Liberation or Community Officer (or a named nominee).
2. The Liberation and Community Networks are bound by the Union bye-laws and policies.
3. Changes to this policy, e.g. the addition of roles within any network, must be approved by a simple majority, quorate vote of CWB.
4. The creation or dissolution of Liberation and Community Networks must be approved by a 2/3 majority vote of Union Council.