

Minutes of Community & Welfare Board

The first Ordinary Meeting of the Community & Welfare Board for the 2021-22 Session will be held on Tuesday 26th October, 18:00.

Location: MR4

Attendance:

Voting members:

Full Name	Role	Attendance
Nathalie Podder	ICU Deputy President (Welfare)	Present
Rebekah Christie	ICU BME Officer	Present
Malinda Davies	ICU Gender Equality Officer	Present
Grace Fisher	ICU Working Class Students Officer	Present
Awais Seyyad	ICU Disabilities Officer	Present
Camilla Billari	ICU Ethics & Environment Officer	Present
Anvesh Rajeshirke	ICU International Officer	
Calyste Revel	ICU LGBTQ+ Officer	Apologies
Lottie Barot	ICU Mental Health Officer	Apologies
Tianyu Wen	RCSU Vice President (Welfare)	Present
Emily Li	RSMU Vice President (Welfare)	Apologies
Camellia Richards	ICSMSU Welfare Chair	
Philippa Jackson	ICSMSU Welfare Vice Chair	
Aurna Maitra	CGCU Wellbeing Chair	
Aisha Azlin	CGCU Wellbeing Officer	
Karthikeyan Ponniah	PGT Academic & Welfare Officer (Engineering)	
Tin Hang Un	PGR Academic & Welfare Officer (Engineering)	
Manasa Reddy Sanaga	PGT Academic & Welfare Officer (Natural Sciences)	Present
Ceire Wincott	PGR Academic & Welfare Officer (Natural Sciences)	
Anjola Onifade	PGT Academic & Welfare Officer (Medicine)	
Aryan Niknam Maleki	PGR Academic & Welfare Officer (Medicine)	
Jenaifer Farhad Sethna	PGT Academic & Welfare Officer (Business)	
Esha	ICU Interfaith Officer	Present

Non-voting members:

Full Name	Role	Attendance
Uddeshya Saini	Department Representative – Aeronautics	Present
Pansy Pan	Department Representative – Biochemistry	Present
Elisa Soliani	Department Representative – Bioengineering	Apologies

Kauthar Benrissa	Department Representative – Biological Sciences	Apologies
Cameron Aldren	Department Representative – Chemical Engineering	
Chinny Lee	Department Representative – Chemistry	Present
Mohammed-Omar Diab El-Arab	Department Representative – Civil & Environmental Engineering	Present
Arjun Banerjee	Department Representative – Computing	
Frederick Seidler	Department Representative – Design Engineering	
Reha Chandresh	Department Representative – Earth Science & Engineering	Present
Eleftheria Safarika	Department Representative – EEE	
Ishaan Reni	Department Representative – EIE	Present
Shirley Xu	Department Representative – Materials	Present
Desmond Lin	Department Representative – Mathematics	Present
Angela Sun	Department Representative – Mechanical Engineering	
Anthea MacIntosh-La Rocque	Department Representative – Physics	
Theo Charalambous	Department Representative – JMC	
Hayley Wong	CGCU President	
Jasmine Crocker	RSMU President	
Aparna Pillai	RCSU President	
Alex Auyung	Silwood Park Chair	
Samuel Hammond	ICSMSU President	Present
Lloyd James	ICU President	Present
Daniel Lo	ICU DP Education	
India Marsden	ICU DP Clubs & Societies	
Sam Lee	ICU DP Finance & Services	

Additional observers:

Anvika - Girl Up campaign

Cat Turhan – Representation & Advice Manager

Jordan Elliot – Campaigns Officer Mental Health Network (in Lottie’s place)

Minute taker:

Representation Coordinator – Helena Schofield

Apologies:

None

Chairs Business

1. Welcome

- a. NP Welcomes everyone to first meeting and introduces herself

2. Purpose of this meeting

- a. To introduce ourselves
- b. Establish what the purpose of CWB is
- c. To discuss and develop policies and campaigns related to C&W
- d. Subcommittee to Union Council
- e. Representing different students

3. Ground rules

- a. Speak in turn - wait until someone has finished speaking
- b. Be respectful of others' viewpoints and opinions
- c. Keep your points succinct
- d. Explained differences between voting / observers
 - i. Voting members can vote on Mentimeter
 - ii. Dep reps are not voting members
 - iii. LCOs, DPW, Faculty Welfare reps are voting members
- e. Process for voting – mentimeter or show of hands (for AOB)
- f. Quorum – 50% +1 of voting members
- g. No view on social media policies

4. Apologies for Absence

- a. Elisa
- b. Lottie - has sent Jordan from Mental Health Network in place
- c. Calyste
- d. Emily

5. Note observers

- a. Already covered. Observers are encouraged to participate in discussions, but they don't get a vote

6. Introductions

- a. See attendance grid

7. Writing papers

- a. Cat delivered session on writing committee and Council papers

Matters for Report

8. DPW Report

- a. Giving a summary of objectives and what she's been working on recently
- b. 5 main objectives:
 - i. Reintegration of Imperial community after the pandemic. Lloyd is doing the research part and Nathalie is doing the implementation
 - ii. Cultural review of CSPs. May be working with Liberation Networks to ensure CSPs are accessible to everyone
 - iii. A review of disciplinary policies at the College
 - iv. A review of the wellbeing network representation

- v. The EDI Strategy for the Union. A yearlong project, working with the Union's Managing Director
- c. Recent increase in spiking reports across the UK – had some emergency meetings with the venues team and DPFS to implement new safety and security measures in the Union's venues, and to raise awareness across London. Communication around what to do, signs and symptoms, and where to get support. Nathalie written blog post on this.
- d. Malinda: Are you going to involve College in the communications as well?
Nathalie: Have been contacted by student services and will be sending communications to them to distribute amongst wardens
- e. Nathalie sent a paper round to members on the Union's response to disciplinary policies – If members have ideas/concerns on the paper then to let her know

9. CU VPW Reports

- a. Emily Li (RSMU)
 - i. Will be continuing goal of predecessor to integrate the two departments in RSMU and foster a more inclusive environment. There has been amazing engagement with students so far, as have cross departmental interactions. VPAE and I have been organising events and activities for students, and making sure students know drinking is optional. Has compiled a list of wellbeing resources and has shared with departments. Aims to involve more PG students in activities. For ESE – everything going smoothly, general student welfare looking good. Some first years have been required to isolate. ESE wellbeing team have been proactive in hosting drop-in sessions with students on Teams. The aim is for there to be an opportunity for students to be supported. Years 1-3 wellbeing roles are filled, and the Year four academic rep is stepping into the vacant wellbeing role for now. Materials – general student wellbeing is optimistic, and freshers have been sociable, with great integration across year groups. Will be bringing back tea and biscuits socials and having picnic and football. Will be celebrating as many celebrations/holidays as possible starting with Halloween & Diwali. Most new wellbeing reps have introduced themselves to cohorts already.
- b. Tianyu (RCSU)
 - i. October busy month, contacting dep reps. Working on welfare week with welfare officer. Planned for a whole week of events including collaboration with dodgeball society, and dog society to do a dog therapy day. Also potentially collaborating with yoga and dance clubs for mental health and wellbeing events. Providing incentives for engagement.
 - ii. Creating a website for students to access mental health support and updates
 - iii. Contacting student minds charity which set up peer support groups, and waiting for a response for when they're opening in-person events again as they are currently doing everything online
 - iv. In physics they are trying to increase female representation of lecturers in year one and two because currently there is only 1 female lecturer
 - v. In maths – dep rep has tried to push for counselling service in other languages other than English. Tianyu heard that this might be

- challenging as they've already recruited in counselling service, but they will try
- vi. For Life Sciences they have Opened a new common room which is currently only open to year threes as a trial and is opening to all year groups after Christmas
 - vii. Chemistry – having activities and meet ups after second elections. When are the second elections? Helena answered with dates of by-elections
- c. No representatives from CGCU present to give a report
 - d. Report from Sam Hammond (ICSMSU) on behalf of welfare team
 - i. Have a welfare team headed by Cami. Going well in terms of community. Freshers was successful. Planning on doing refresher events as second years feeling isolated. Just launched our drink spiking campaign (mainly an awareness social media campaign). Liaising with UH University Hospitals (London medical schools) to get a coordinated approach on campaign towards venues across London. In terms of future plans, we have a BMA Charter meeting. Recent report done into racism in ICSMSU. SU will be releasing a response to see how we can address this. Contacted head of EDI centre to discuss potential plans. Cami was looking at sexual violence to address conversation with early years early on on what is appropriate and what isn't? Repercussions for CSPs to be consistent across CUs so everyone is subject to equal measures. With mental health there is always a period of waiting lists so seeing what we can do to support those students in the meantime, things like peer support groups and mindfulness.
 - e. Manasa (PGT AWO FoNS)
 - i. Elected on Friday so no update needed

10. LCO Reports

- a. Grace (Working Class Network)
 - i. It was their first-year last year so continuing projects from that. Continuing with campaign on real action which they got EDI funding for. New committee who will have a handover and ready to go by end of the week.
 - ii. Some events coming up – one in Dept of Life Sciences for Working Class and first-generation students and working with other departments to get something similar set up in those
 - iii. Working with zero gravity and some other charities to get some mentoring information for getting disadvantaged students into Imperial
 - iv. Interviewing a film producer who has done documentaries on movements such as BME, LGBTQ+. Has done a series called Britain's Forgotten Men
 - v. Sorting out what we're spending budget on and planning on getting funding from elsewhere
 - vi. Biggest project is a collaborative fresher's package with professional services to help Working Class and First-generation backgrounds when they join university. Will open it up to more widening participation backgrounds
 - vii. Putting on mums and dads scheme and more social events
 - viii. Looking at joining drink spiking awareness campaign

- ix. How to deal with classist abuse they received on social media and in person
- b. Jordan (Mental Health Network)
 - i. Was elected during the by-elections. Lottie can't attend day as she's doing covid vaccines. Main aim this year is to tackle the mental health crisis following covid and help students transition back from online learning to campus
 - ii. Want to try and focus on collaborations between different societies and other LCOs to bring mental health to the forefront and raise more awareness
 - iii. Working with Movember chair to deliver college wide events to raise money for men mental health charities
 - iv. Also working with snow sports on their sports for improving mental health initiative
 - v. New initiative where we are encouraging students to share their own mental health stories on social media, something that worked well with the working class network last year
 - vi. Future projects include working with college staff in student counselling services to improve waiting times and access, and holding events publicising mental health facilities across campus including things like booking therapy and a speaker series on mental health topics
- c. Awais
 - i. Wants to do a campaign about yellow sunflower lanyards to increase awareness of hidden disabilities and making sure everyone, particularly lab assistants and GTAs, knows what they mean
 - ii. Recently saw free sanitary products in the RSM toilets, so now wants to ensure sanitary products are also accessible in disabled toilets and are not put in hard-to-reach places
 - iii. Similarly, to the mental health campaign, would like to create a campaign sharing stories and experiences around disabilities and normalising them, especially in education
- d. Camilla
 - i. Organising in person events with other societies to widen network as this was a challenge last year with covid
 - ii. Want to create a point of contact for students who want to get involved in sustainability projects within both the College and Union
 - iii. Would like to promote daily life actions that can be undertaken by students, such as shopping second-hand and also raising awareness of the impacts this can have
 - iv. Been working with Imperial on implementing a sustainable food policy
 - v. Holding a car boot sale with the fashion society and environmental society
- e. Rebekah (BME)
 - i. Film screening and discussion for BHM with about 20 attendees. Discussed issues like what does it mean to be black? What do you think about the term BME? How do you feel about the term BME? Different experiences. Nathalie was there so gave everyone an overview of Union approaches

- ii. Been able to build the network up. Started with 11 people last year and now have 76 so far
- iii. Looking at ways to get more people from different backgrounds to join the network as we're currently heavily represented with students from African-Caribbean heritage and we want to promote inclusion between all the different cultures and diversity at Imperial
- iv. Following the film screening, Rebekah is working on more events where people can discuss more issues like this, including people from outside these communities so that others can learn too. Wants to get other network members to lead discussions and decide topics.
- v. Wants to work on a campaign called Sounds of Imperial – interested in storytelling using the arts. First thing to look at is music. Looking for more opportunities to educate community and celebrate cultures through the arts
- vi. Would like to turn community update into a newsletter to touch on things going on, events, what the network is doing, methods to help with time management, tackling imposter syndrome
- vii. Starting a campaign premiering in physics department
- viii. Working on getting caterers here to have food from as many cultures possible
- f. Malinda (Gender Equality)
 - i. Want to organise self-defence workshops – first being held in February
 - ii. Campaigns to raise awareness – boycotting Union venues during Friday 5th November for girls night in campaign to support the national anti-spiking initiative
 - iii. Currently no one else in the network – except one person who was just elected. Going to contact societies and ask them to tell us about one gender equality issue they have in their society and how they are going to solve it and will release these once per week
- g. Esha (Interfaith)
 - i. New to the network (as of today)

ACTION: Nathalie/Helena to include AWO Reports on future agendas

Matters for Discussion/Decision

11. LCN Budget

- a. Paper for budget proposal 2021-22 for the Liberation & Community Networks
- b. Nathalie is the proposer and the seconders are Calyste, Beks, and Malinda
- c. The Union notes: has a £5000 Liberation budget. This is yet to be split amongst the 9 different liberation networks.
- d. In addition, the Working-Class Network has obtained an EDI Seed fund last year which they are yet to spend because of covid. This is another way for networks to get funding for campaigns. Application deadline for EDI Seed Funds is Nov 26th. The DPW and liberation & campaigns coordinator can go through applications with LCOs once the liberation & campaigns coordinator starts.
- e. Liberation & Community Networks have plans throughout the year which would benefit from budgets.
- f. Union believes: Any grants that have been previously allocated to networks should remain with that specific network. Each Liberation & Community Network

should obtain an equal portion of the total £5000 Union's liberation budget and they should have training on how to use this from liberation & campaigns coordinator.

- g. LCOs are still in the process of building networks, so would be good to reserve some of these funds for promoting the networks.
- h. The proposed starting budget for 21-22 academic year is £555 per Liberation & Community Network (excluding the Working-Class Network, which has obtained additional budget through the EDI Seed Fund). If Networks have already spent money, this will need to be subtracted from this amount.
- i. Nathalie has also made a pot that will be accessible to all Liberation & Community Networks, but access to this will need to be approved by CWB. Currently, there is £5 left over for the central project fund from the budget being split between Networks.
- j. Members are asked to approve the division of £5000 budget between each Liberation & Community Network, totalling at £555 per Network (except Working-Class network who will start with more due to their EDI Seed Fund).
- k. Not quorate to vote on this right now, so we will send a summary of the paper and minutes and do an email vote.
- l. Is relevant to department rep funds? - No, this will have a separate process.
- m. When is the liberation & campaigns coordinator starting? - 1st November. After this we will arrange a meeting and training for networks

Following the email vote, this paper passed with 11 votes in favour, and 1 abstention

12. AOB

- a. Manasa – students in their cohort are facing mental health issues due to workload. What kind of solutions can I give them as an AWO? Nathalie - You will receive this training in the PG Intro session. Reiterated that it's important for reps to try not to give advice themselves to students, as they are not fully trained to do so. Gave overview on mental health support, and academic support, around the College.

ACTION: Helena to send Manasa signposting information

- b. Grace – Is the Disability Officer planning on doing anything regarding the disabled toilets around some awareness around invisible disabilities/what a disability is?
- c. Awais – Would like to do some work around the term and expanding the definition what a disability is
- d. Jordan – Asked if Awais would be open to doing anything around chronic mental health conditions? Awais would be.
- e. Nathalie chasing sanitary products supply with the Assistant Provost for EDI who has brought it up in a number of College committees. They are keen to have it rolled out across College. If it is implemented college-wide, the cost will most likely be fronted internally by the College, not by departments
- f. Grace – for departments like Life Sciences that don't have a defined space – where will these go?

ACTION: Nathalie to find out and to introduce Grace to Steven Curry

13. Close of meeting

Next meeting

Thursday 18th November, 18:00-20:00, MR4