

Minutes of Community & Welfare Board Agenda

*The first Ordinary Meeting of the Community & Welfare Board for the 2019-20 Session will be held on
Tuesday 15th October*

Location: Meeting Rooms 1 & 2, Union Building, Beit Quadrangle

Attending

Deputy President (Welfare)	Shervin Sabeghi
CGCU President	Thomas Cross
Mental Health Officer	Ambika Bharadwaj
JMC Department Wellbeing Rep	Hannah Schlueter
Physics Department Wellbeing Rep	Anna Mossop
RCSU Welfare Officer	Peter Hull
LGBT+ Officer	Freya Hepworth Lloyd
Biochemistry Department Wellbeing Rep	Ruben Colindres Zuehlke
Ethics & Environment Officer	Francesca Siracusa
Civil & Environmental Engineering Department Wellbeing Rep	Louise Benard
CGCU Welfare Officer	Miles Gulliford
Interfaith Officer	Amna Ahmed
Design Engineering Department Wellbeing Rep	Ruksana Shaukat Jali
Electronic & Information Engineering Department Wellbeing Rep	Agrim Manchanda
Black & Minority Ethnicity Officer	Deborah Adegoke
RSMU Welfare Officer	Arman Sarjou
Materials Department Wellbeing Rep	Emmeline Poole
GSU Research Academic & Welfare Officer (Engineering)	Raya El Laham

Observers:

Union Council Chair	Lloyd James
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Apologies:

Deputy President (Clubs & Societies)	Thomas Fernandez Debets
RCSU President	Alex Auyang
RSMU President	Christopher Carter
ICSMSU President	Benjamin Russell
GSU Research Academic & Welfare Officer (Medicine)	Emily Brown
Aeronautics Department Wellbeing Rep	Chi Cheng
Mechanical Engineering Department Wellbeing Rep	Mina Oba

Formal Business

1. Chairs business

- a. Deputy President (Welfare) (DPW) introduces members of the board; outlines CWB purpose and remit and reads apologies.
- b. DPW establishes ground rules for meeting: listening, not interrupting, no separate conversations, showing respect to others and other opinions, disagree in friendly and constructive way, personal items not to leave the room (confidential), hands up to identify if you wish to speak.

2. Minutes of last meeting

- a. Miles Gulliford (MG) noted that 18/19 Mental Health Officer was due to report back on mental health survey.
- b. **Action:** DPW to look into this and see if work was done and to report back at next CWB meeting (12/11/19) on any potential data collected.
- c. Previous CWB minutes approved.

3. Matters arising

- d. No matters arising from previous meeting.

Matters for Report

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

- a. Handover: DPW finished formal handover and has now started projects and building relationships within College;
- b. DPW noted the expansion of College counselling service: proposed 42% increase in counselling provision with more counsellors and new space (Level 4 Sheffield building and Evelyn Gardens); revising model of counselling service due to currently gap between assessment and appointment; DPW visited the space.
- c. Improving student support services: getting data to remove £95 diagnostic costs for assessment at Disability Advisory Service; DPW noted the service are on board but need to consider feasibility of this.
- d. Felix Welfare Section: DPW to re-establish to increase awareness of welfare issues; need to encourage Reps to contribute within area of their remit or anything 'welfare-related'.
- e. DPW Advertised Rep Academy on 23 October, main induction training for Departmental & Faculty Reps; and Liberation & Community Officer training on 06 November.
- f. Peter Hull (PH) requested any update from the DPW on sanitary product objective; DPW explained that this is a complex issue and has not happened.
- g. Raya El Laham (REL) queried departmental rep positions for postgraduate (PG) students; DPW explained that PG department-level reps are purely academic [part of the Academic Representation Network – ARN] since this was an established network, with the Wellbeing Representation Networking (WRN) launching more recently; DPW wants to work out how wellbeing representation translates into the 'postgraduate realm'.
- h. Lloyd James (LJ) noted PG departmental reps do a significant amount of work on wellbeing; solution to engaging in this committee [CWB] isn't about involving them, but to foster better connections within the GSU with AWOs and departmental reps; JL noted no invitations from the Graduate Students' Union (GSU) to meetings in their experience; REL noted that PG departmental reps not as engaged and don't attend meetings.
- i. Anna Mossop (AM) asked if wait times for College counselling service were due to reduce; DPW clarified this is the hope, not a confirmed outcome and that College have data on how long you can expect to wait, however not necessarily data on the actual experience of students.
- j. Freya Hepworth Lloyd (FHL) asked for clarity on type of service offered at the College counselling service; DPW noted that it's not for more complex needs/sustained support but short-term cases as College do not want students to be overly reliant on College provision.
- k. MG suggested remedy to introduce specialists e.g. one member of staff within service that can deal with longer term needs; DPW clarified mental health advisors role is to help students

liaise with other services via the NHS for longer term provision – a referral needs to come from a pastoral/academic staff members; MG stated issue of transparency with students referring to the counselling service rather than the second route; DPW not clear on rationale behind referral only.

- l. DPW clarified College rationale is to see students quicker so that they can re-direct to clinical professional earlier; idea is to have more assessments, so people are directed to the right place quicker so 'don't get stuck in the system'; DPW noted a big part of their role is to track how these changes go.
- m. FHL asked DPW if space was still limiting factor in wait times; DPW noted this increase in space has eased this however the impact will take time to see.
- n. DPW was unclear on possibility of expanding service to non-SK campuses.

5. Updates from Constituent Union Welfare Officers (verbal)

- a. RCSU Welfare Officer
 - I. Met departmental reps and identified what want to work on; aim to be more coordinated across faculty and run events to build community e.g. Welfare week; recruiting for remaining roles; parity between academic and welfare issues and to tackle structural issues e.g. Biochemistry and Biology societies and Reps are separate but deliver similar activity within the department.
- b. Biochemistry Department Wellbeing Rep
 - I. Life sciences are getting a common room; meeting with architects and staff within departments (furniture shopping) to create a space for community building; space is limited to UGs but still up for discussion.
- c. CGCU Welfare Officer
 - I. Yet to arrange meeting with Reps; groundwork to events like dog therapy, yoga; drive to advertise free sanitary supplies and condoms provided by CGCU Exec; queried Union Stay Safe campaign as couldn't find anything on Union website about it.
 - II. DPW noted Stay Safe is a Welcome Week campaign about helping people get home safety and is run at the 'Show your Colours' event on the Saturday, the first CSP night and the Welcome Carnival [formerly Fresher's Ball] and includes a stall to give taxi cards etc; noted the most beneficial thing was talking to people who are alone, to match people to go home in groups.
 - III. Thomas Cross (TC) noted the campaign name caused confusion as 'Stay Safe' has sexual health connotations; advised for Union to reconsider marketing on this and suggested signposting for Sexual Health London (SHL) at-home STI self-test kits.
 - IV. DPW noted Union do provide free contraceptives which can be collected from the Union Reception (Beit Quadrangle);
 - V. Arman Sarjou (AS) suggested Union look at other forms of contraception, not just condoms and ask organisations for STI check leaflets.
 - VI. DPW clarified message around getting expensive contraceptives for free; in contact with charity around safe sex and STIs who have offered to have a monthly presence on campus.
- d. RSMU Welfare Officer
 - I. Met with relevant senior tutors and department reps however waiting to fill vacant role; noted Materials & Earth Sciences (x2 departments) – Earth sciences 50% increase in international students (usually around 25%) shift in demographic – aim to run diversity campaign;

- II. Materials: transparency and communication a problem; EDI committee for Materials but not in Earth Sciences; intention to increase staff-student interaction, work with Academic Rep network on similar aims e.g. mitigating circumstances; new position of Wellbeing Events coordinator; intended to work with academic reps to look at NSS results and how applies to department.
- e. GSU Research Academic & Welfare Officer (Engineering)
 - I. Noted Engineering students don't know about rep network; plan to work on network interacting with students, organise more events to interact with each other; GSU as whole – make events for postgrads – organising a ball in February.

6. Updates from Liberation & Community Officers (verbal)

- a. LGBT+ Officer
 - I. Due to contact imperial 600 about getting rainbow lanyards rolled out to students; Campaign meeting organised with predecessor (20 October); goal to introduce trans healthcare into medical curriculum.
- b. Ethics & Environment Officer
 - I. Currently creating guide to sustainable shopping in south west London e.g. household goods (part self-published); campaigning for removing 30p charge on all non-dairy milks at all Imperial campuses and has started survey to get opinions (not a petition) would like to spread within Rep network (260 responses thus far).
- c. Interfaith Officer
 - I. Organising Interfaith Week; trying to understand where remit ends and that of the chaplaincy begins; LCOs organise and chaplaincy promote; trying to engage with different societies about taking time off for observing religious holidays.
- d. Black & Minority Ethnicity Officer
 - I. Supporting running of Imperial Black History Month (BHM) and Black People at Imperial campaign in conjunction with the Union; people attending events mainly black people so trying to promote to others not in societies e.g. Afro-Caribbean Society (ACS); seems to be a stigma around 'am I allowed to go to them [events]?'; planning to work out ways to make cultural societies more inclusive as typically 'stick to their groups'.
- e. Mental Health Officer
 - I. Planning for mental health week, currently 18 societies to give out free taster sessions during the week – focusing on mental health and mental illness; dog therapy for every department - currently contacting shelters that offer this but have not received a response; event in conjunction with Art Society for 'leave the stigma behind' campaign to offer Art Therapy; ideas to campaign for a room in the library with colouring books, pillows etc. to ease student stress.

Matters for Discussion

7. Liberation Reform update (DPW)

- a. DPW presented plans to change structures behind liberation; around 50% of DPW work is around Equality Diversity & Inclusion [EDI], the main way do this is through Liberation & Community Officers (LCO); noted that LCOs are isolated, wanting to introduce a structure behind these roles;

- b. Francesca Siracusa (FS) generally agreed, particularly liked that students can join networks on Union website like Clubs, Societies & Projects (CSPs); increasing awareness that students can volunteer within LCO networks without having to take on the role, focus about campaigning and representation rather than LCO an extension of a relevant society which can only be done through effective networks.
- c. LJ queries the things a CSP can do e.g. room bookings, purchasing (via eActivities) vs LCOs; difficult for LCOs to access funding for events, book rooms etc.; suggestion of 'plugging this into eActivities' as can empower LCOs to do things rather than running through Union structures; DPW agreed that it is better to make volunteers, including LCOs less reliant on individuals [staff members].
- d. PH liked the idea of the addition of extra committee roles to support LCOs but unclear on what would happen to current [related] CSPs; overlap is large so only small elements would distinguish LCOs from CSPs.
- e. How do LCOs interact with CSPs? DPW noted there is no formal setup for this; FHL agreed and has worked with IQ society and Imperial 600 [staff network], with IQ introducing new position (campaigns officer); suggested if you're explicit within your society there is someone for campaigns, this role can link to relevant LCO.
- f. DPW noted this is an issue that needs to be considered and CSPs and campaigns should be consulted.
- g. Ruben Colindres Zuehlke (RCZ) raised question of existing campaigns and whether new Liberation structure would be an umbrella or replace these campaign groups; queried where the separation would lie; DPW noted CSPs focus on community building and LCOs focus on campaigning and representation.
- h. AS queried how LCOs interact with Constitution Unions (CUs); DPW noted there is no framework for this other than the Community & Welfare Board (CWB); CWB is the bridge between the two groups; FS and Deborah Adegoke (DA) agreed this would be a good setup.
- i. LJ noted there 3 kinds of Rep position within the Representation networks: academic, wellbeing & LCO, whereas CUs have groups of volunteers mirroring academic and wellbeing, however not LCO; potentially CUs could have a 'champion' (similar to RAG champion) for Liberation areas to embed this; DPW suggested this would mean x8 officers per CU (as x8 LCOs); FS suggested x1 as part of communication within a CU but concerns with feasibility of recruiting for role; DPW suggested LCOs using CU Welfare Officer as key contacts.
- j. AS noted, CU Executive Committees are not representative of the student body and would therefore be great to get perspective of LCOs and formalise this communication.
- k. DPW noted x1 officer would be relying on huge intersectionality (across all x8 LCO roles).
- l. PH suggested for now, this responsibility should be absorbed into role of CU welfare officers, to be the key contact for LCOs and include this in handover.
- m. DPW proposed forum for CWB involvement in Liberation Reform update: a working group in which decisions and work done here and reported back to CWB before being taken to Union Council for final approval.
- n. **Action:** DPW to send out request for working group before next CWB meeting (12/11/19).

8. Community & Welfare Board Policies (DPW)

- a. LJ gave background to paper:
 - l. Idea is to go through all [Union] policies and temporarily renew relevant ones at the next Union Council [05/11/19].

- II. Council to delegate responsibility to sub-committees; 2019 to review, update and re-approve for longer term basis.
- III. Representation policy; not included currently as still being redrafted by LJ.
- IV. RAG & Community Action policy and Campaigns policy have been removed as no longer relevant .
- b. FHL raised amendments to the Representation policy:
 - I. LGBT Officer role doesn't have a '+'; to be added.
 - II. Point 8.9.2 amend from '*Facilitate the engagement of students of all sexual orientation in Union activity*' to '*...engagement of LGBT+ students*'.
- c. FS questioned inclusion of Equal Opportunities policy; LJ noted Council allowed to lapse as was broadly 'restating the law'; LJ suggested CWB to look at Equal Opportunities policy to see if this should be merged into the Safe Space policy.
- d. PH queried point 9.2.3 of the Representation policy, specifically around the role of a 'Union welfare Officer'; DPW noted this role no longer exists.
- e. FS queried if policies could be reviewed at another point in time as have other policies that fall within their remit [Ethics & Environment] e.g. Transport Policy; Lloyd stated these are going into other sub-committees e.g. Services & Sustainability in which relevant LCOs are members and will therefore have opportunity to review.
- f. For CWB to review policies, was suggested going through policies one at a time; FS suggested a working group for each policy; DPW stated the intention is for minor amendments to be send to DPW before specific [CWB] meeting that will deal with the review of a policy, with overarching issues discussed during CWB.
- g. **Action:** CWB members to send any amendments to DPW before next Union Council [05/11/19].
- h. **Resolved: policies to be brought under ownership of CWB** [Accepted: 18 Abstained: 1]
- i. **Resolved: policies to be round to Union Council for renewal** [Accepted: 18 Abstained: 1]

AOB

- a. CWB member communication
 - I. FS queried how to share contact details for everyone at CWB; AS Suggested use of Microsoft Teams.
- b. Paperless meetings
 - I. DPW noted that all future CWB meetings will be paperless, therefore members are expected to have read agenda/papers in advance and bring copies (digital preferred) with them to limit printing.

Meeting Concludes at 20:00.

Next meeting

Tuesday 12 November 2019, 18:00 – Room G.01, Royal School of Mines, South Kensington campus.