

Deputy President (Welfare) report to Union Council

Nathalie Podder

Updates:

- Attended three events during Welcome Week to offer welfare support to attendees, before falling ill and getting stuck at home for two weeks.
- Gave [written feedback](#) to College's Sexual Consent Training Working Group on three different consent training providers: Epigeum, Brooks (both the facilitator and student versions), and Marshall E-Learning. Met with Epigeum together with other members of the working group to discuss how it could be implemented in College.
- Asked for updates regarding the College's Disciplinary Working Group. Was promised that I would have involvement in it, but that it would take place on a time-frame that exceeds my current term.
- Submitted a paper to Union Council on the Union's response to College's disciplinary procedures.
- Asked for updates on the provision of free period products in female and gender neutral toilets around campus. Was told that there was overwhelming support from the AthenaSWAN and Women@Imperial groups to have it rolled out in a number of toilets across all departments (including the Union), rather than piloted in a single department.
- Had interviews with two journalists who published [articles](#) on the recent rise of spiking incidents across London.
- Met with the venues team to implement heightened safety and support measures in response to the recent rise in spiking incidents across London. Wrote a blog post about these measures, as well as what to do if you or someone you know suspects that they may have been spiked.
- Met with a task and finish group to draft a [tender document](#) for the recruitment of an EDI consultant that will lead the development of the Union's EDI strategy.
- Met with Malinda (Gender Equality Officer) and the Student Opportunities and Development team to agree on an action plan to roll out consent training to leaders of CSPs.
- Attended the BME network's screening of *Mangrove* for Black History Month. Participated in a lively intellectual discussion on it with students afterwards.

Upcoming:

- Supporting ICUsToo in their upcoming campaigns.
- Will begin drafting an Operational Procedures Policy for the Union's disciplinary procedures.
- Supporting the Disabilities Officer in his work on Disability Awareness Month.
- Supporting the Movember 2021 Campaign.
- A detailed analysis of the sexual misconduct survey.
- Will have a conversation with College on removing the lottery allocation system for bursary recipients entering halls of residence.
- Will work with the incoming Liberation and Campaigns coordinator to provide training on finance, budgeting, and project planning to the Liberation and Community Officers.
- Will provide training to the newly elected year welfare reps.
- Will begin drafting some survey and interview questions for Objectives 1 and 3 in collaboration with the incoming Policy and Research Officer.

Objectives:

Objective 1: Post-Pandemic Reintegration of the Imperial Community - [In progress]

I had a conversation with Lloyd about what our plan is for this joint objective. We agreed that Lloyd would take over the research piece, and that I would take over the implementation piece. The research will inform the implementation, which will take place after the report is published in Term 2. Following the recruitment of the Policy and Research Officer, we can start to draft some survey and interview questions.

Additionally, I reached out to one of my previous professors from the physics department to gather some reading material on complexity and networks; it certainly would be an interesting take on the research. We'll try not to make it too nerdy, but with two physicists working together on the project I'm afraid I won't be able to promise anything of the sort!

Objective 2: CSP Culture Review - [Not yet started]

I had originally intended to have begun drafting some survey and interview questions this month, but ended up falling sick for half of said month. Given that, I decided to prioritise my work on ensuring safety in the venues given the recent rise in spiking incidents across London.

Objective 3: Improving Safeguarding and Disciplinary Procedures - [In progress]

As mentioned in the updates, I spent a lot of time prioritising this objective this month. I met with the venues team to make a plan to improve our security and support measures in

response to the recent rise in spiking incidents across London. I also worked to raise awareness of this issue by writing a blog post and interviewing with two London journalists.

I consulted with the liberation and community officers, ICUsToo, GirlUp Imperial, and a few members of Union Council to write a paper detailing the Union's response to College's current student disciplinary policies. Many thanks to everyone who was involved and contributed; it's a very powerful piece of work, one that unifies our voices when presented to the College. Lloyd and I are planning to meet with legal expert who had also worked previously on Imperial College's disciplinary policies. If this paper gets approved, I plan to present it in our consultation with him. I am also planning to present it to the Student Experience Committee (co-chaired by Emma McCoy and me) along with a number of other College stakeholders.

Objective 4: Welfare Representation Network Review - [Not yet started]

Given everything else that I am doing which involves security, welfare, and inclusion in the Union, this happens to be one of my lower-priority objectives at the moment. I am looking to start work on this no earlier than term 2.

Objective 5: Developing the Union's EDI Strategy - [In progress]

Last month, I researched three different EDI consultancy groups and listed aspects of them that were positive and negative.

This month, I met with a task and finish group to deliberate on what EDI means to the Union, what our strengths and weaknesses are as an organisation, and identify our current roadblocks to inclusivity. Tom Flynn (staff co-lead) and I then amalgamated the group's responses to these questions and used them to draft a tender document which will be sent out to a number of EDI consultancy groups. Tom and I will then sit on an interview panel along with an external trustee and student trustee to evaluate which candidate will be the best fit to work on an EDI Strategy for the Union.