

| Role | Name | Initials | Attendance |
|---|---------------------------|-----------------|-------------------|
| Officer Trustee - Union President | Hayley Wong | HW | Present |
| Officer Trustee - Deputy President (Education) | Jason Zheng | JZ | Present |
| Officer Trustee - Deputy President (Welfare) | Nathalie Podder | NP | Present |
| Officer Trustee - Deputy President (Clubs & Societies) | Dylan Hughes | DH | Present |
| Officer Trustee - Deputy President (Finance & Services) | Niamh McAuley | NM | Present |
| Council Chair | Yuki Yuan | YY | Present |
| Constituent Union President - ICSMSU | Christian Oldfield | CO | Present* |
| Constituent Union President - CGCU | Kia Popat | KP | Present |
| Constituent Union President - RSM | Josephine Onerhime | JO | Apologies |
| Constituent Union President - RCSU | Trinity Stenhouse | TS | Present |
| Constituent Union President - Silwood | Danica Duan | DDu | Absent |
| Management Group Chair - Arts | Celine Driessen | CD | Present |
| Management Group Chair - Community | Vacancy | N/A | N/A |
| Management Group Chair - Culture | Vacancy | N/A | N/A |
| Management Group Chair - Knowledge | Vacancy | N/A | N/A |
| Management Group Chair - Recreation | Stephanie Yeung | SY | Present |
| Management Group Chair - Sport | Christian Cooper | CC | Present |
| LCO - Black & Minority Ethnic Officer | Rebekah Christie | RC | Apologies |
| LCO - LGBT+ Officer | Devni Peramunugamage | DP | Present |
| LCO - Disabilities | Jasmine Chan | JC | Present |
| LCO - Mental Health | Aglaia Freccero | AF | Absent |
| LCO - Gender Equality Officer | Nancy Yang | NY | Present |
| LCO - Ethics & Environmental Officer | Riqi Zhang | RZ | Absent |
| LCO - Interfaith Officer | Pratik Ramkumar | PR | Present |
| LCO - International Officer | Lintong Li | LL | Absent |
| LCO - Working Class Officer | Jordan Elliott | JE | Present |
| Welfare Officer of CU - CGCU | David Zhou | DZ | Absent |
| Welfare Officer of CU - RCSU | Anthea MacIntosh-LaRocque | AM | Present |
| Welfare Officer of CU - ICSMSU | Hamza Ikhlaq | HI | Absent |
| Welfare Officer of CU - RSM | Shirley Xu | SX | Present |
| Academic Officer of CU - CGCU | Hugo Stanbury | HB | Present |
| Academic Officer of CU - RCSU | Runtian Wu | RW | Present |
| Academic Officer of CU - ICSMSU | Rayyan (Safeer) Islam | RI | Present |
| Academic Officer of CU - RSM | Shoupan Li | ShLi | Absent |
| Postgraduate Research Academic & Welfare Officer (Engineering) | Kuan-Cheng Chen | KCC | Absent |
| Postgraduate Research Academic & Welfare Officer (Medicine) | Aryan Niknam Maleki | ANM | Present |
| Postgraduate Research Academic & Welfare Officer (Science) | Guo Xinyi | GX | Apologies |
| Postgraduate Taught Academic & Welfare Officer (Business) | Théophile Lesecq | TL | Present |
| Postgraduate Taught Academic & Welfare Officer (Engineering) | Swapnil Kumar | SK | Present |
| The PGR Representation Chair | Chengning Yao | CY | Absent |
| The PGT Representation Chair | Shangyi Liu | SLiu | Absent |
| Council Representative (UG Science) | Ding Ding | DDi | Present |
| Council Representative (UG Science) | Stefano Fiocca | SF | Present |
| Council Representative (UG Engineering) | Ben Ford | BF | Present |

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| Council Representative (UG Engineering) | Rea Tresa | RT | Present |
| Council Representative (UG Engineering) | Shaheer Chaudry | SC | Present |
| Council Representative (UG Medicine) | Sasha Lisitsyna | SaL | Present |
| Council Representative (UG Medicine) | Hao Ze Yang | HY | Present |
| Council Representative (PG Science) | Mahmood Mubarak | MM | Present |
| Council Representative (PG Science) | Tianyu Wen | TW | Present |
| Council Representative (UG Engineering) | Yueyang Yu | YueY | Absent |
| Council Representative (PG Business) | Yilu Shi | YS | Present |
| Council Representative (PG Business) | Akshaya Anil | AAAn | Absent |

*Had to leave before voting

In attendance

Ameena Hassan (AH) - Felix Editor

Cat Turhan (CT) – ICU Representation & Advice Manager

Clem Jones (CJ) – ICU Governance & Democracy Coordinator

Max Matthews (MMa) – IQ President

Joel Murphy (JM)

Toby Andrew (TA)– UCU Rep

1. Welcome and Apologies for Absence

YY welcomed everyone to the meeting, noting that the minutes of the 8 November 2022 meeting would come to the next ordinary meeting on 6 December 2022 for approval. YY advised that the paper deadline for the 6 December 2022 meeting would be 5pm on 28 November 2022. YY noted that the Union President had called this extraordinary meeting for Council to consider a time-sensitive matter, and that two items had been raised for AOB.

2. Union Stance on UCU Industrial Action

YY noted JZ would be invited to present the motion as its co-proposer before inviting TA as guest to speak and answer any questions, after which TA would leave to enable Council to have a discussion before voting on the proposals.

JZ presented the motion and noted Council was being presented with 3 Union Resolves to vote on. As a point of information, JZ indicated that a representative of College management had also been invited to attend the meeting should they wish to speak to anything, but they had politely declined and expressed that they felt the motion covers the factual information necessary relating to the matter.

In presenting the motion, JZ noted that it is difficult to know what the exact implications/impact of strike action will be for students ahead of time, as staff do not have to give far advance warning on whether they will be striking or for which specific lectures etc.

JZ noted that he had considered adding a Union Resolves to the motion regarding whether the Union wished to support Action Short of a Strike (ASOS) or not. JZ noted that this had been decided against because ASOS is essentially not working beyond one's contract, and it was felt that as a general point of principle employees of an organisation should not have to work for hours for which they are not contracted.

- i. JE asked for more information about what the consequence of UNITE staff striking would be. JZ indicated that it is not possible to know exactly but it is likely to have some impact on student support services, which JZ highlighted he believes is something that should be a top priority to keep running.
- ii. AM asked TA how he expected this industrial action to have 'financial teeth' i.e. whether the course of action is this the best way to get a financial impact from the university. TA agreed with AM's assessment and stated he believed Imperial to be a intransigent organisation that was being run like a corporation rather than a university. TA noted UCU's aim for the strikes is "to close down the College and hit it that way". TA further noted that every time every time UCU has taken industrial action they have pressed college to put the retained salaries from strikes days into the student hardship fund.
- iii. AM asked a follow up question as to whether there might be different or alternative tactics to get the College to change its position, rather than strike action. TA stated he was all for thinking outside the box and "hitting the college where it hurts". TA appreciated the point for effective action and noted part of the way to do this is to get the student body on side.
- iv. JM asked whether the paper should acknowledge that the dispute is more than just about pay and that it's about conditions too. JZ clarified that the pay dispute from the JTUs and by extension UCU is for pay rather than the national dispute on pay and working conditions.
- v. JZ noted he understood pay deducted from striking staff's salaries were retained by dept staff so that Staff-Student Committees could have some input on how the money should be used. TA argued that the deducted pay going into the student hardship fund was down to unions pushing the whole time pushing for this. TA further argued that there appears to be an "escape clause" in the way the College has agreed to use/distribute withheld pay which TA stated he understood to mean that the HoDs have been able to use money as they choose.
- vi. MM stated that broadly students seem to understand the objectives of strikes, but asked for the perspective of UCU on why there should be a marking boycott. TA stated that they are hoping that this 3-day strike would knock sense into the College SMT's minds. TA gave an example from another university where academics stated they would be withholding student marks until the University SMT met some of their demands, and TA reported that said SMT 'gave in' to the demands, suggesting that they did so out of fear of the risk to the Institution's reputation and the threat to their 'pot of money'.
- vii. HW asked TA what he thinks the UCU strike impact will be this year specifically. TA noted that if successful UCU hopes to be as disruptive (but not destructive) to the College as possible. TA noted that, for example, over the 3 days strike students such as his will not receive lectures.
- viii. HW also asked what specific asks UCU has of the SU at this time. TA noted UCU are requesting access to Beit offices for storing picket paraphernalia.
- ix. HW further asked if TA knew any more detail about the impact for students the UNITE industrial action would have. TA noted he was not a UNITE representative so could not speak on their behalf but noted in general that if College support services are staffed by employees who are members of Unite then those services may not be available on the three strike days.
- x. BF asked what the impact would be if some responsibilities were left unmonitored during the strike period e.g., YA coordinators. TA suggested that as this responsibility most likely is part of a staff member's JD, there may be some

disruption on the days for which, which would most likely look like a delay in responding to contact.

- xi. SF asked TA if UCU had considered the impact on student mental health. SF gave an example from when he was a rep in the physics dept last year when students had an assessed presentation that was meant to be given in February/March but in the morning of the presentation it got cancelled due to strikes, and so students ended up having to do the presentation in May, the day before one of their big exams. SF noted that this had a great toll on the students' mental health and asked if there is provision for academics to try to not impact students in this way, i.e., not to demand more academically from students that would usually be expected. TA noted that he could only speak for himself and noted that he has clearly explained to the impact of the strikes to students in his classes and has made clear that material missed due to strike days will not be included in his exams.

YY thanked TA for taking the time to attend the meeting and TA left the call.

- xii. CD asked why the decision had been made for Council to take a policy position on the matter when last year a referendum was held on industrial action. JZ noted that last year the referendum only hit quoracy by c200 students and he was not sure that the Union would reach it this time around. HW added that there are administrative requirements associated with referenda that take time to implement and there would not be time to operationalise ahead of the planned industrial action which is why she had taken the decision to call an Extraordinary Council meeting. MM asked if it would be possible to call a referendum on the marking boycott instead. JZ noted the Union's Membership Services Directorate is understaffed at the moment as there are vacant roles in recruitment and so undertaking this would take away resources from other work being delivered.

YY started to move to vote separately on each of the 'Union Resolves' of the motion.

- xiii. HS asked for clarity on whether the motion proposers were for or against the industrial action before voting. HW suggested that 3 of industrial action days is fine to support but stated being happy to be challenged if others disagree. ANM agreed that there shouldn't really be an issue regarding supporting UR1. ANM further noted that the College services covered by UR2 are understaffed.
- xiv. SF proposed an amendment of adding a UR4 to encourage striking faculty to put considerations in place for students' workload and to encourage them not to move student presentations, and further for the Union's support of striking staff as being subject to these conditions. JZ noted that he didn't believe the amendment would be feasible to implement and would probably require the President having to call another vote of Council to withdraw our support. AM voiced agreement with the proposed UR4 didn't think it was worded in a way that meant the Union could hold people accountable for it. NP voiced agreement with AM that it would need to be measurable. HW proposed an amendment to the amendment – "to mandate the Officer Trustees to research what the impact of industrial action has been and, where there have been unintended consequences of industrial action that have impacted students negatively, to bring a further paper to Council detailing these consequences and the Union's response".

Vote

YY that the votes would be verified and confirmed via email following the meeting.

[Postscript:

On Resolves 1, 93% voted to support the UCU's strike action, with 7% voting against the action. There were no abstentions. ICU will therefore support UCU's strike action happening on 24, 25 and 30 November.

On Resolve 2, 72% voted in favour of supporting Unite's strike action, with 17% voting against, and 10% abstaining. ICU will therefore support Unite's strike action happening on 30 November.

On Resolve 3, 41% voted to not support a marking boycott, should this take place in January. 28% voted against the resolve, with 31% abstaining. ICU will therefore not support a marking boycott should it take place.]

3. AOB

College's Writing About Ethnicity Style Guide Update

NP noted that, regarding a Council member asking at the last meeting why the College is recommended capitalising 'Mixed' e.g. 'Mixed heritage' in its Writing about Ethnicity Style Guide, the College's Communications Division have looked into this, and can confirm the decision to capitalise 'Mixed' was based on the discussions within the working group, stakeholder feedback, plus in line with recommendations in the following official sources:

- Office for National Statistics
- 2021 Census
- Higher Education Statistics Agency (which capitalises Mixed for the top category)

NP further noted that the working group had discussed the fact that the UK government doesn't use capitals for any ethnicities, and that the College has therefore decided not to follow this with our own guide.

FIFA World Cup

HW began by noting that everyone is most likely aware of the issues surrounding the FIFA World Cup and invited NM to read a statement regarding the Union's current position on the matter.

- i. JE asked a question about fundraising, asking how the suggestion of fundraising to support some of the causes highlighted by the World Cup controversy would work in practice. NM noted that this was an initial idea upon which Council opinion is being sought, noting for example that Loughborough have been charging people to watch matches in order to raise funds.
- ii. BF asked if there is any way to quantify the profit the Union is making from the World Cup. NM noted that in the Union's funding model the Venues are funded by self-generated income.
- iii. SF noted that he could see how as a students' union ICU would want to create an inclusive space. SF further noted that this raises two questions for him: (1) assuming that the point about inclusiveness related to how sometimes football culture isn't that inclusive of queer people, SF wondered what ICU will be doing at the union to make sure the union viewing is inclusive; and (2) when everyone in the area is watching the match, SF asked what about when students want to go somewhere where it isn't being screened, and suggested whether a space could be reserved for such a purpose. NM welcomed the suggestion but there is

a challenge in that both 568 and Metric have been at capacity recently, full of members who wish to watch the match.

- iv. DP asked for clarification in terms of what the Union can do in terms of fundraising. NM noted there are challenges relating to the Union being a registered charity in its own right but suggested that QR codes could be put up to give members the option to donate to other charities if they so wished.
- v. AM posited that the fact that the Union is still showing the FIFA World Cup in its venues might be a non-starter and asked whether this amounted to taking the side of the oppressor. SF asked whether it would be possible to hear from MMA as he had opted to attend the meeting specifically for this discussion. HW, noting that the original end time had been extended multiple times already, suggested arranging a further meeting between the OTs, LCOs and interested parties to this matter, to discuss in more detail.

YY thanked everyone for their attendance and ended the meeting at 7:55pm.