

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	Apologies
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	Apologies
Constituent Union President - RSM	Josephine Onerhime	JO	Present
Constituent Union President - RCSU	Trinity Stenhouse	TS	N/A
Constituent Union President - Silwood	Danica Duan	DDu	Proxy *
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	Apologies
Management Group Chair - Sport	Christian Cooper	CC	Present
LCO - Black & Minority Ethnic Officer	Seat Lost under Byelaw A.3	N/A	N/A
LCO - LGBT+ Officer	Devni Peramunugamage	DP	Present
LCO - Disabilities	Jasmine Chan (Seat Lost under Byelaw A.3)	JC	N/A
LCO - Mental Health	Aglaiia Freccero	AF	Present
LCO - Gender Equality Officer	Nancy Yang	NY	Present
LCO - Ethics & Environmental Officer	Riqi Zhang	RZ	Apologies*
LCO - Interfaith Officer	Pratik Ramkumar	PR	N/A

LCO - International Officer	Lintong Li	LL	N/A
LCO - Working Class Officer	Jordan Elliott	JE	Present
Welfare Officer of CU - CGCU	David Zhou	DZ	N/A
Welfare Officer of CU - RCSU	Anthea MacIntosh-LaRocque	AML	Present
Welfare Officer of CU - ICSMSU	Seat Lost under Byelaw A.3	N/A	N/A
Welfare Officer of CU - RSM	Shirley Xu	SX	N/A
Academic Officer of CU - CGCU	Hugo Stanbury	HS	Proxy*
Academic Officer of CU - RCSU	Seat Lost under Byelaw A.3	RW	N/A
Academic Officer of CU - ICSMSU	Seat Lost under Byelaw A.3	RI	Apologies
Academic Officer of CU - RSM	Shoupan Li	ShLi	N/A
Postgraduate Research Academic & Welfare Officer (Engineering)	Kuan-Cheng Chen	KCC	N/A
Postgraduate Research Academic & Welfare Officer (Medicine)	Aryan Niknam Maleki	ANM	Present
Postgraduate Research Academic & Welfare Officer (Science)	Seat Lost under Byelaw A.3	GX	N/A
Postgraduate Taught Academic & Welfare Officer (Business)	Théophile Leseq	TL	Present
Postgraduate Taught Academic & Welfare Officer (Engineering)	Swapnil Kumar	SK	Present
The PGR Representation Chair	Seat Lost under Byelaw A.3	CY	N/A
The PGT Representation Chair	Shangyi Liu	SLiu	N/A
Council Representative (UG Science)	Ding Ding	DDi	Absent
Council Representative (UG Science)	Seat Lost under Byelaw A.3	SF	N/A
Council Representative (UG Engineering)	Vacancy	N/A	N/A
Council Representative (UG Engineering)	Rea Tresa	RT	Absent

Council Representative (UG Engineering)	Seat Lost under Byelaw A.3	SCh	N/A
Council Representative (UG Medicine)	Sasha Lisitsyna	SaL	Absent
Council Representative (UG Medicine)	Seat Lost under Byelaw A.3	HY	N/A
Council Representative (PG Science)	Mahmood Mubarak	MM	N/A
Council Representative (PG Science)	Seat Lost under Byelaw A.3	TW	N/A
Council Representative (UG Engineering)	Seat Lost under Byelaw A.3	N/A	N/A
Council Representative (PG Business)	Seat Lost under Byelaw A.3	N/A	N/A
Council Representative (PG Business)	Seat Lost under Byelaw A.3	N/A	N/A
Council Representative (PG Medicine)	Eric Auyang	EA	Apologies
Council Representative (PG Medicine)	Seat Lost under Byelaw A.3	SL	N/A
Council Representative (PG Engineering)	Yanda Tao	YT	Present
Council Representative (PG Engineering)	Seat Lost under Byelaw A.3	XH	N/A

In attendance [Students/Staff]

Alex Auyang (AA) – Silwood Union Treasurer; proxy for DD [Student]

Vaibhav Chetty (VC) – Incoming sports chair [Student]

Clem Jones (CJ) – ICU Governance & Democracy Coordinator [Union Staff]

Annette Ma (AM) – ICU Governance & Representation Assistant [Union Staff]

1. Welcome

YY welcomed everyone to the meeting.

2. Apologies & Chair's Business

Apologies

Noted as above.

*Reinstatement of Seats Lost Due to Two Missed Consecutive Meetings

DD sent 2 apologies in previous UC meeting and proxied the vote to AA.

Seat reinstated by Union Council majority vote in favour.

TS stated she has a job from 9am-6pm, and she had exams either the day after or the day of, and noted considering the amount of pressure given by the Physics department, she hoped it is acceptable to not come in on the day before exams. YY also noted apologies have been received from her for both times.

Seat reinstated by Union Council majority vote in favour.

Proxy requests

Request for AA to proxy for DD was approved by Union Council.

AA explained he was Silwood President last year, and the Treasurer this year, and DD knows him personally.

Proxy request approved by majority vote.

Quorum Check

Confirmed.

3. Minutes & Action Tracker

Minutes of the Ordinary Union Council Meeting held on 30 May 2022

Approved by consensus as an accurate record of proceedings.

4. Report on the Culture of Student-Led Groups at Imperial College

NP led the item discussion.

NP thanked those who took the time to look at the paper, and expressed the two main sections of interest are the abstract and the recommendations.

NP noted the abstract reports the findings – they categorized student groups into 20 diff groups based on the existing democratic structure of CSPs and additional groups identified through previous research that are underrepresented or marginalised. The main purpose was to identify barriers that prevent students from different groups engaging in student led activities.

NP noted there is a self-perpetuating cycle; students that are engaged have characteristics that reward them socially and are easier for them engage, around heteronormative masculinity (referring to an idealised version specific to the Imperial context). NP stated the clear points are that this masculinity is characterised by drinking, participation, sports, having financial privilege, confidence and extroversion. It can be portrayed by any gender identity,

but those that portrays it gets rewarded more frequently and becomes part of the ingroup and potentially gains a position of leadership. NP noted that students without these characteristics do not engage as much and stand on the periphery of student led activities.

NP noted the masculine characteristics are perpetuated by those on top of the hierarchy either consciously or subconsciously, organising activities that are based around these characteristics, and younger students look up to them. Two mechanisms that interrupt this process are welfare and hiatus. NP defined 'welfare' as a concept of advocating for one's needs, challenging status quo, challenging social norms, such as talking about issues of liberation and health, or any term of advocacy. Hiatus interrupts the way things are traditionally done, prolonged break form activity, such as the COVID-19 pandemic. Finally, NP noted the recommendations use these mechanisms of change to aim to make Imperial College Union more inclusive and will form a core part of the Imperial strategy.

NP also reminded members to keep in mind where they are in the structure, as she recognises a lot of her own privilege being a Board member and deputy president. NP noted she tried to separate herself when making conclusions and statements. NP also noted every person in the Council is in a position of privilege as they are part of the student decision making body. NP reiterated the paper describes the mechanisms of student experiences and will be different from the members experiences.

NP stated the recommendations are separated into short- and long-term actions, and categories of training, facilitating, pairing up, encouraging innovation (including incentives for people who make progress in this space), representation and democracy, and governance oversight. NP added she feels a lot of work is led by operation networks, and there should be a connection in the work of operation networks and those by student led activities.

NP asked what reactions members had to the results of the report, whether there is anything that could be worded or phrased differently, also noting a previous request for redaction of the quote in page 57. NP noted that final thoughts or recommendations tend to be in next year's operating plans and will importantly help form plans of DPW and DPFS.

- i. NM noted the training support was specifically something about mental health training and potential training of CSPs, wasn't in the initial draft.
- ii. AA noted the report was a good read and very comprehensive. AA asked regarding the 'Representation and Democracy' section, what is the objective of removing personal photos from elections and whether there is another concern that would surface if you left the photos. AA noted his experience running in an election is finding time to put posters, and this change may exclude people that are committing time to do so. AA also asked for more thoughts on extroversion and introversion. NP noted this was also discussed in the recent Community Welfare Forum, and the reasoning was applied to the Cultural Review paper as well, where a lot of research and evidence showed that blind application processes help a lot to applicants that are shortlisted and with diversity and inclusion. The redaction of names of individuals (which could imply ethnicity) could also remove bias. CO also added unless there are active steps to change the status quo, there is unseen bias that maintains it. This was concluded from a handful of people reading the text. CO noted any further suggestions would be appreciated. JE also noted he raised the concerns that the idea of what's presented from manifesto can differ from the actual character of the individual, and people may need to know things about the individual to verify whether the manifesto is true. People may not know who to vote for, but JE noted trials and the idea of challenging the status quo is a good way forward. JE also stated he doesn't think it is intended in the future to have absolutely no photos for elections, but

- to collect data of how people feel, and try to listen to concerns. AA asked whether it will apply to just the online voting booth and not campaign materials. JZ said yes, and NP further added that this wasn't fully considered, so it is up to further discussion.
- iii. AA noted Bright, 2023 was not listed in the reference list. NP noted she was working closely with them.
 - iv. JE noted the paper was very comprehensive, and captured a lot of impressions from Imperial students, providing a lot of helpful recommendations to help change the Imperial environment. JE noted he was curious about how this will affect alumni and those who graduated and don't have involvement with CSPs as formal members, but are still somewhat involved with CSP culture. JE asked if people in CSPs are introduced to being more inclusive and making changes to CSP, how that would be translated into and introduced in alumnis. CO said the role of alumni in creating CSP culture came up a lot in focus groups, and the takeaway is it is one for ICU to work on, and for CSPs to work on. CO noted it is a great suggestion to ensure the student legislation to cover the alumni culture too.
 - v. YY expressed a quick comment regarding the Methods section, there are good quotes for original wording of interviewees, but suggested to elaborate on how open coding can affect the results. YY said adding a short elaboration of open coding, around 3-6 words, to the description, would be useful.

5. Motion to Disestablish Scrutiny Committee

JZ led the motion discussion.

JZ noted he would like to dissolve SC in the opinion of OTs, as the scrutiny of the SC does not affect the OTs' work, and are not fulfilling the intended purpose of the committee. It also takes up staff time, and JZ noted he is tired of taking two people's jobs at once due to this. JZ noted the ICSMSU president is also not held at the same scrutiny despite being paid the same amount.

JZ would like to amend appendix A and to include the ICSMSU president on the bullet points, having talked to CO, the current ICSMSU president, beforehand. JZ also noted one of the seconders is part of the SC.

- i. YY asked CC for his comments as he is part of the SC. CC said the SC do not disseminate OTs' work and progress properly, and do not properly show the OTs' work to people.
- ii. AA asked whether these problems arose very early. JZ responded yes. AA followed asking whether there are simple fixes that could be implemented, including adding reports to the appendix to be presented to Council, and also stated it could have included the ICSMSU president. AA asked why they didn't have a full group of 4 ppl? JZ said no one wanted to participate in that structure. AA asked who was on Council last year. NM noted there was more scrutiny last year, and it was more time consuming, but now they are taking up staff time and resource but with significantly less scrutiny. NM said they would like to have more scrutiny on them and noted the majority of people has to approve the paper from SC which says good progress or no progress.
- iii. CO also noted the role of OTs become a lot of different work, but SC only looks at the OT objectives and none of the operational jobs, which doesn't give a fair view.

- iv. CC followed that some OTs didn't work on the objectives and made the OTs look bad when they were doing a lot more work on the side, which is an inaccurate depiction of the work.
- v. AA noted that they raised the suggestion of having OTs provide termly reports again, which means 3 reports in a year. AA asked whether this would lead to more scrutiny or just imposes situations where no progress can be seen. AA expressed that by diagnosing the problem 3-4 months after they started, people may not know the whole picture of their work. AA said if they would like to do reports again, they might as well go back to the old system.
- vi. NP replied, as an OT that has been scrutinized by both the old and new system, that last year's system was better overall but still definitely had drawbacks, which was why they switched to the new structure. NP noted reasons why the new system does not work is that they may have overcorrected the weaknesses of the old system, and it still took up a lot of staff time. NP noted they do not have time to discuss strengths of papers, and spreading the report times out more can give more time to talk about other issues that can prevent overrunning, and also gives OTs more time to provide meaningful updates with reports. NP noted that she personally completes one objective at a time, which can show more progress in different areas.
- vii. YY asked whether someone from last year could say the reason why the old system did not work. NM said it was largely the time consumption which tends to leave a lot of undiscussed points, and people wouldn't have as much time to discuss papers to approve. NM added if the item is moved to the end of the meeting, they don't actually have time to scrutinize the OTs. NM noted it happened every single time. NM noted was good idea but it didn't get utilised to its full potential, and people still had questions they wanted to ask, so overall OTs just found it didn't work out. NM expressed the idea is to have a balance of having scrutiny while not taking up too much time. NM also thought a report should be presented in the beginning, outlining each sabbatical officer's goals, then presenting final end-of-year updates. NM noted SC hasn't done much scrutiny this year, and mostly useful input has been from each other OTs and the staff team. NM noted that was the main thing to implement within the team so they could report it to UC.
- viii. AA thought having a report makes sense, and is happy to see how it goes. AA also commented regarding including the ICSMSU president to scrutiny, then whether the Felix editor should also be included. JZ replied the Felix editor is line managed by the Director of Membership and Service, and is therefore not liable by SC. JZ also added there is no accountability of the editor's work to the student body, so he doesn't see a need to include them here. **JZ also clarified that the amendment – initial first Council meeting of the year and last meeting of the year for each term end of term report, sabbatical officers including ICSMSU, will provide reports to update the Council of their progress.**
- ix. AA noted they will have reports from all sabbatical officers and CUs, and it may make more sense to move the CU papers to the next Council. ANM noted might as well be in first council meeting since he recalled the first meetings are mostly standing orders, since they don't vote. HW said it's usually not like that, and it was only this year due to schedules on elections and UC.

YY asked members to vote on the motion as amended.

16 votes in favour; 4 votes for abstention.

Motion passed by Council with majority vote in favour.

JZ noted it also requires a slight amendment to the Bye-Laws, for awareness by the Council.

6. Union Constitution Quinquennial Review

HW led the item discussion.

HW noted in the 1994 Education Act, it is required that they review the Union Constitution every 5 years, and noted it is a good opportunity to make amendments. HW added that the amendment for the definition of 'student' is to remove the first sentence, only keeping the second sentence "Imperial College London shall determine whether or not the individual has student status", avoids needing to update the Constitution again in case Imperial changes their mind.

- i. CC asked whether the Constitution also includes associate members of ICU, and expressed uncertainty whether it's relevant or not. JZ said no, it is not defined, and HW replied it's in the Bye-Laws. CJ noted it's mentioned in article E7 "the trustee board may determine ..."

YY asked members to vote on the review. CJ noted it requires 2/3 majority to be approved.

Amendments approved by Council with all votes in favour.

CJ noted it will now go to the College Council, who are ultimately responsible as they are the governing body of institution (listed by the Education Act), then submitted to the Charity Commission for logging purposes.

7. Bye-Laws Amendments

HW led the item discussion.

HW noted only a few changes were made including changes to the Felix editor, the parents network, moving contents removed in the constitution into the Constituent Union Bye-Laws, qualifications to be a student trustee, and some updates to outdated references.

HW also noted AML's comment on Bye-Law B clause 9, stating that students going from undergrad to postgrad in Imperial would not be eligible, and will make an amendment to switch "at the commencement of the term" to "for the majority of the term".

- i. VC asked whether year in industry students qualify as a student trustee.
- ii. TS also asked whether students are in second year, but are currently taking year of interruption, can remain as a student trustee.
- iii. CC asked whether it is fair that if someone takes an interruption of studies, and upon re-entering, they couldn't run as student trustee because they weren't in imperial beforehand. JZ answered it is complicated by the fact that once their studies are interrupted, they cease to become a member of the Union. One of change may be that they can stay in the OT role. HW said by the time you leave, you will be already a majority of student at the time.
- iv. AML asked if a 2nd year takes interruption of studies, whether they would be able to run in the same term. HW reiterated they are not a member of union.
- v. CC noted that this raises questions on how they treat people taking interruption of studies. JZ said the College tells the Union who the students are, and College tells Union they are in the process of looking at how students with interruption of

studies are treated. JO said she thought it has already been changed, but NM replied no. She added that conversations with the College turned out to be more difficult than expected, and their current priority would be to allow access to the advice centre instead of taking on an additional role. NM also noted students usually take an interruption due to mental health reasons.

- vi. TS asked whether students taking interruption of studies can attend CSPs. NM replied they can potentially buy an associate membership or lifetime membership, to become a CSP member but not a committee member of CSP. NP noted that the College currently provides service to student on interruption of studies.
- vii. YY suggested to highlight this as item on action tracker, on how they should treat students on interruption of studies, with reference to this byelaw amendment.

YY asked Council members to vote on the final amendment.

All voted in favour.

Final amendments to Bye-Laws approved by Council, to be ratified by the board of trustees.

8. Ratification of Trustee Appointments

HW led the item. YY requested CO to leave the room as he is one of the student trustee candidates.

YY noted the student trustees need to be approved by a 2/3 majority ratification by UC.

HW stated there are 4 student trustees, two which are elected, and two which are appointed. HW noted the appointing process was run in May and 16 applications were received. HW expressed after a very competitive interview process, DH and CO were appointed, with reasoning provided in appendices A and B.

YY asked members to vote on the ratification.

Trustee appointments were ratified by Council with all votes in favour.

9. Awards of Honorary Lifetime Membership

YY led the item discussion.

YY noted she will take the paper as read, and stated the Council will vote individually whether each sabbatical officer will be awarded the Honorary Lifetime Membership.

YY noted the appendix will gather feedback to help her formulate the paper.

[All comments are anonymised.]

HW

YY requested HW to leave the room.

- i. Member 1 fully supported the nomination, noting that in addition to HW's concrete work in reviews, tidying up Byelaws, she has done a lot of soft work that is impacting people nonetheless. Member 1 noted she led the Union in the right direction, and made women feel included within the Union especially with staff members and is glad to have her as the Union President.

- ii. Member 2 noted that HW was helpful on giving advice on helping with the member to take on their role, where HW made time to meet with them to make sure that they were holding their position responsibilities, and made the respective Constituent Union better.
- iii. Member 3 wanted to echo members 1 and 2, noting that HW has done an immense amount of work, and her role is difficult as seen every day around the union and college. Member 3 noted she is most deserving of an honorary lifetime membership.

YY proceed to ask members to vote on her award, and noted it will only require a simple majority of votes.

All members voted in favour.

JZ

YY asked JZ to leave the room.

- i. Member 1 said he has been incredible to work with, and highlighted that the College lawyer asked him to proofread the Student Disciplinary Procedure. Member 1 noted he is a treasure to the Union and is irreplaceable, helping make long lasting changes. Member 1 noted they were also happy to have him as an ally to speak about issues on marginalised groups, which helps magnify their voices tenfold.
- ii. Member 2 echoed Member 1, noting that even as someone who isn't a postgraduate representative, JZ has reviewed peer reviews and different frameworks, and has been really good this year.
- iii. Member 3 noted as someone in the Physics department, JZ made a point of talking to the Physics department and was instrumental on speaking to the Deputy Head of Education. Member 3 noted his reputation proceeds him.
- iv. Member 4 noted that JZ has done a lot for engagement with academic and welfare representatives and committees, and although he claimed he hasn't done a lot of work, he *has* done a lot of work.
- v. Member 5 said JZ was amazingly engaged with representatives, and was constantly in meetings with College staff to push for change in all levels. Member 5 noted JZ supported all of the OTs, and every single member of staff.

All members voted in favour.

NP

YY asked NP to leave the room.

- i. Member 1 suggested to go straight to the vote, since all members know the work that NP has done.
- ii. Member 2 said that NP is one of, if not the most, competent person to work with. Member 2 highlighted NP was invited to speak at the Parliament to speak about the Cost of Living crisis on behalf of students, and made 15 recommendations, of which 3 were accepted by the government. Member 2 noted this impacted students across the country, and that NP has done this for two consecutive years.

- iii. Member 3 noted that NP has been great even down to the level of students' mental health concerns. Member 3 noted that NP still makes time for the people around her to make sure they're okay, and ask what's going on.
- iv. Member 4 said NP is just amazing.
- v. Member 5 echoed member 2's words, noting NP demonstrated a lot of competence, and the way she has used her own experiences in her role and work, not just impacted students and the College, but she has also encouraged them personally to be invested in their Council role as well.
- vi. Member 6 noted they had so much to learn from NP, and that while drafting reports together, she just had everyone's interests at heart, and is one of the best sabbatical officers at Imperial.

All members voted in favour.

DH

- i. Member 1 noted DH joined as an OT with the least experience, having been Chair of a CSP, but he has been amazing throughout this year. They noted that his role is really difficult, tiring and exhausting to do with a lot of long term projects, but he has done amazingly to get funding and make CSPs more accessible. They also highlighted DH managed to make Bottle Match work the College did not want to make happen. Lastly, member 1 also said he is so full of energy that it's annoying.
- ii. Member 2 noted he has golden retriever energy, is a ray of sunshine, and is very sweet having him around. Member 2 highlights the pending approval from IC trust, which would provide funding of £80,000 for students, which is incredible, and will impact students with bursary, hardship fund, disabled students, noting his incredible work and that they were super impressed. Member 2 stated his work is game-changing for Imperial College, and they couldn't have done any of the cultural work if not for him, where he could've just let them do it, but he worked on reports, interviewed students, and went in depth on analysing funding and records. Member 2 expressed they are so impressed that he took an operational role and did something incredible with it.
- iii. Member 3 said that thanks to DH, students will be seeing a lot of positive and impactful changes next year.
- iv. Member 4 realised DH's role is on the operational side, but noted the fact that he has done work on the CSP cultural review and work on fundings, shows dedication to his role with the fact that he's come up with his own ideas.
- v. Member 5 commented DH has made CSPB more interesting. Member 1 said he has made it significantly longer.
- vi. Member 6 said DH was really supportive with issues around the Bottle Match as well.

All members voted in favour.

NM

- i. Member 1 noted NM has done a lot of work, including summer ball, sustainability work, CSP finances and policies, venues, events, and more. They noted that her position is the one that gets the least thanks from the student body, and the least direct staff support from the staff team, but NM is still incredibly passionate, hardworking, and stays late on most days (and sometimes during weekends).
- ii. Member 2 noted last year that they would never want to run for DPFS themselves, the role gets the most negative energy from all of ICU, but somehow NM still pushed through that and managed to do a lot of work, and ran the largest summer ball of imperial.
- iii. Member 3 noted how inclusive NM was on events, as well as for distribution of funds, where she made sure summer ball had spaces that had less sensory overload, and her attention to details always showed her heart was in the right place. Member 3 expressed NM really values her work and are all reflected in the outputs.
- iv. Member 4 noted NM is the most successful DPFS they have seen, and gives really detailed breakdown of things they have asked before, and although this is the least rewarding role, she was very successful.
- v. Member 5 noted NM was ready to step in to help other OTs and provided a lot of insights.

Members voted 17 in favour and 2 abstentions.

CO

- i. Member 1 noted they couldn't have done the CSP review without him, he went way beyond and made long lasting changes not just for medics, stepping outside of the role description. Member 1 also noted he is forward thinking, and could look at things from a bigger picture. They also highlighted that the Faculty of Medicine managed to get rid of SUT, which the test essentially determines where medics are assigned. This was found through Imperial's own work, that it is really disadvantageous to minority and ethnic people, doesn't show how successful they would be as medics, and convinced Health Department of England to remove this. They also noted CO has been heavily involved with EDI and made it his main focus as his job.
- ii. Member 2 is very impressed by his forward thinking, noting it is hard to focus on everything but immediate work, but he managed to get funding for welfare training for a number of future years, and additionally reconnected the Phoenix Trust for the benefit of students.
- iii. Member 3 noted having worked with him on the Reynolds project, and that he has been amazing throughout the redevelopment of Reynolds and regarding historical aspect.

All members voted in favour.

10. Verbal Update on President Awards

YY asked CJ to leave the room as the President Awards are also open to Union staff.

HW gave a verbal update on the nomination of President Awards.

YY noted this is an item for the Council to note.

11. AOB

Update on the College Council Chair

HW led the item discussion.

[Confidential item]

HW noted this is the finale of the College Council Chair trilogy. HW noted the timing of AGM of his other board roles with Tesco, and ?? development happened to be recent, didn't rerun for a second term there. HW noted investigations from other companies found no substantial evidence to incriminate him anything, yet he stepped down. HW stated as no accusations have been thrown up at Imperial, he will remain as the College Council Chair, but Imperial has already begun to search for the next Chair, to be concluded latest by the next calendar year. But if a new Chair can be found before his role terminates, he will be likely be asked to step down.

- i. AML asked whether there will be a police investigation. HW said no, to her knowledge.
- ii. JZ asked whether he will continue stepping back but stay in the role or resume his duties? HW said he won't chair the next meeting in July.
- iii. YY asked if there is any reason why he won't rerun. HW said it's because it's the end of the calendar year.
- iv. AML asked to what extent they investigated it in the companies. HW said she is not sure as they were internal investigations.
- v. JE asked to clarify, whether it is because there were no complaints through Imperial, that Imperial hasn't done their own investigation. HW confirmed that is the case.

[End of confidential item]

Housing research project

YY made the announcement in place of DB:

The Union is running a research project where its gathering student perspectives on housing as one of the long-term strategic student concerns. The project explores 4 key areas of affordability, availability, halls vs private housing market experience and how diverse groups have widely different experiences and needs that impact their overall learning experience at Imperial. We would be grateful if any of the reps attending council could sign up to do an online interview and we will provide a food/drink voucher for 568 or H bar as a thank you for their time. We could also send across written questions and you could provide answers in writing. Those interested could you please sign up with AM after the meeting today – she will be taking down your name and contact details and we'll get in touch soon. Thank you!

College website design project board

JZ presented the business.

JZ said that in addition to the last request around the consultation app, the College is also designing their own website, and is looking for students to become members of the project

board, to be involved with decisions on making changes. JZ noted meetings will be through Teams at least once a month, and there will be 3-hour workshops or 1-1 interviews up to an hour to discuss the website. JZ said to let him know if anyone is interested.

- i. CC asked whether he can also join as a sabbatical officer. JZ said yes.
- ii. JE also noted he was involved last year, and the work is rewarding.

End of Union Council

YY thanked everyone for their participation and closed the meeting at 8pm.

Council applauded for finishing on time with the busy agenda.

YY wished everyone to have a good summer.

CJ said see you all in heaven if not before!

DRAFT



**Imperial College Union
Union Council / 7th November 2023
Union Council Standing Orders 2023-24**

Decision(s): To approve

Union Notes

1. Union Council typically updates its Standing Orders at the first meeting of each academic year.

Union Believes

1. The proposed Standing Orders in Appendix A of this paper are acceptable Standing Orders for the academic year 2023-2024.

Union Resolves

1. To accept the proposed Standing Orders.

**Imperial College Union
Union Council Standing Orders 2023-24**

Standing Order 1 (Nature of the Standing Orders)

1. The rules in these Orders are binding on all present at meetings of Council and, where appropriate, its sub-committees, as set out in their own standing orders.
2. In the event of dispute, the initial interpretation of these Standing Orders shall be made by the Council Chair, whose decision may be challenged under SO15.

Standing Order 2 (Access to meetings)

1. The time, date and location of Ordinary Council Meeting must be advertised to Union members a minimum of 15 College days ahead of the Meeting.

Standing Order 3 (Voting)

1. Votes shall be taken on Council business where a decision has not been reached by consensus.
2. Votes on Procedural Motions and votes to accept the minutes of a previous meeting may be taken by a show of hands.
3. Votes on Matters for Decision and votes on amendments must be taken by a poll of individual Union Council Members and shall be recorded either by electronic means, or otherwise in such a way that individual Council Members' votes may be documented.
4. Individual Council Members' votes, where documented, must be made available to members of the Union, unless Council has resolved by simple majority that a vote shall be secret.

Standing Order 4 (Order of Business)

1. The order of business shall be:
 - a. Chair's Business
 - b. Presentations to Council
 - c. Matters for Decision
 - d. Matters for Discussion
 - e. Reports
 - f. Where time permits, Any Other Business
2. Chair's Business shall include:
 - a. approval of the previous Meeting's minutes,
 - b. notices of removal of Members for lack of attendance in line with SO23,
 - c. any minor proposed amendments to these Standing Orders,
 - d. reports from the Chair on Board of Trustees business,
 - e. updates on matters noted in the action tracker; and,
 - f. a call for Any Other Business to be raised during the meeting.
3. Matters for Decision shall include:
 - a. any Business submitted under SO7.1,
 - b. any proposed amendments to the Union's Constitution and Bye-Laws; and,
 - c. any Motions of Censure or No Confidence to be heard.
4. Matters for Discussion shall include any Business submitted under SO7.2.
5. Reports shall include any reports from Officers, Committees, Constituent Unions and other relevant persons and bodies as appropriate and as set out in SO6.
6. Where time permits, at the end of the Agenda there will be an opportunity (Any Other Business) for Members to raise matters arising from discussions during the meeting and informally raise any issues they feel Council should be aware of but which do not warrant a formal paper.

Standing Order 5 (Paper acceptance)

1. The Council Chair may require that the paper author make amendments to a submitted paper in order for the paper to be accepted. These amendments may include, but are not limited to:
 - a. Formatting corrections.
 - b. Grammar, spelling, and clarity corrections.
 - c. Minor amendments to resolves, to ensure they are in line with Union Council's powers.
2. The Council Chair may decline a paper to be accepted to Council for reasons including, but not limited to:
 - a. Submission following the paper deadline (5pm 6 College days before the Council meeting)
 - b. Incorrect formatting as outlined in SO12.
 - c. Failure to comply with required amendments to the paper communicated to the author by the Council Chair ahead of the meeting.
3. The Council Chair may postpone a paper being brought to Council, due to a large number of time sensitive matters being brought to a given Council meeting.

Standing Order 6 (Reports)

1. Council may request that any Officer of the Union attend a Meeting and present a report.
2. Reports must be submitted by 5pm, 6 clear College days before the meeting.
3. Reports may be a general overview of the Officer's activities or specific to a particular topic.
4. The Felix Editor may volunteer to attend a meeting and present a report, upon agreement with the Council Chair.
5. Termly Standing Reports to Council should be presented at least once every term, at a meeting communicated by the Council Chair, from the following Officers:
 - a. Union President
 - b. Deputy President (Finance and Services)
 - c. Deputy President (Welfare)
 - d. Deputy President (Education)
 - e. Deputy President (Clubs and Societies)
 - f. Constituent Union Presidents, in collaboration with their Executive Committees
6. All decision-making subcommittees of the Union Council must present a report to Council following each meeting. Ideally, the report should be presented at the Council meeting immediately following the subcommittee meeting. However, in cases where there is not enough time between the meeting and the Union Council paper deadline, an exception can be made, and a report can be submitted to the next Council.
7. The Council Chair may request that reports are given in a specific format (e.g., oral/written report).

Standing Order 7 (Notice of Business)

1. Matters for Decision:
 - a. Any new Business which is a Matter for Decision must be submitted by 5pm, 6 clear College days before the meeting.
 - b. Papers written as a direct response to another proposed Matter for Decision may be submitted after this deadline, at the discretion of the Chair.
2. Matters for Discussion:
 - a. Matters for Discussion must be submitted to the Chair by 5pm, 6 clear College days before the meeting, unless in the Chair's view, the matter is of a time-sensitive nature and could not have reasonably been submitted prior to the deadline.
 - b. Papers written as a direct response to another proposed Matter for Decision may be submitted after this deadline, at the discretion of the Chair.

3. The Chair shall put all valid Business submitted prior to the deadlines above onto the Agenda for the Meeting unless it is withdrawn prior to the distribution of the Agenda.

Standing Order 8 (Motions which may be Moved without Notice)

1. Procedural Motions may be tabled during debate without notice and without needing to be seconded.
 - a. Such motions shall not be open for debate unless the Chair opens them to the floor.
2. Motions to amend an item, as per SO10, may be called to a vote during debate without notice provided they are seconded by at least one other Member.
3. Business presented as 'Any Other Business' may be presented without notice.
4. The Chair may at their discretion dismiss any such motion.

Standing Order 9 (Withdrawal of Business)

1. Any item of Business may be withdrawn by the person who proposed it by informing the Chair either verbally or in writing, prior to the item being put to a final vote.

Standing Order 10 (Amendments to Business)

1. No amendment to any item under discussion will be allowed which is not related to the issue(s) the paper is intended to deal with.
2. Amendments proposed during the meeting may be adopted either by the proposer of the paper accepting the suggestion or in a vote in accordance with SO3 (3).

Standing Order 11 (Rules of Debate)

1. Members should refrain from speaking unless called to do so by the Chair, or unless the Member is challenging the ruling of the Chair.
2. It shall be out of order to shout over the current speaker recognised by the Chair.
3. The Proposer of any Business (or a named Secunder if the Proposer is not present) shall be given the first and last opportunities to speak on the matter.
 - a. Equal time shall be afforded to those wishing to speak against the proposal.

Standing Order 12 (Structure of Papers)

1. Papers must be formatted in the style of the template included in Appendix A of these Standing Orders.
2. The names of the proposer, and one or more seconders, shall be listed at the top of a paper.
3. If the Paper is to be a Matter for Decision, it must consist of three sections:
 - a. Union Notes: Factual and verifiable information which is relevant to the matter at hand, and which is referenced where possible.
 - b. Union Believes: Positions and/or interpretations of facts the proposer wishes the Union to take on the subject at hand.
 - c. Union Resolves: Details of any actions the Union shall be mandated to carry out on the passing of the Paper.
4. Additionally, if the Paper contains a proposal requiring the attention of the Board of Trustees or a request for an elected official to present a report, a fourth section may be:
 - a. Union Requests: Details of any requests for the Board of Trustees to consider and requests for reports from elected officials.

Standing Order 13 (Limits on Length of Meetings)

1. The meeting shall be deemed to have run to its maximum length when 2 hours have elapsed from the advertised start time.
2. A Meeting may be extended if, when the time limit has been reached, a Procedural Motion to that end is passed by a simple majority of Council.

Standing Order 14 (Email votes)

1. Time sensitive matters, and ratification of the business of a previous inquorate meeting, may be decided by email vote in accordance with SO3, at the discretion of the Chair.
2. All email votes must achieve quorum to be valid.

Standing Order 15 (Challenging the Chair)

1. Any decision by the Chair may be overturned via a simple majority vote of Council. This shall be treated as a Procedural Motion that cannot be dismissed by the Chair.

Standing Order 16 (Disorderly Conduct)

1. Disorderly conduct includes:
 - a. Persistently disregarding the ruling of the Chair
 - b. Behaving irregularly or offensively
 - c. Wilfully obstructing the business of Council
 - d. Otherwise proving a disruption to the orderly conduct of the meeting
2. A Member engaged in disorderly conduct may be no longer called to speak at the meeting, or required to leave the meeting, at the discretion of the Chair.

Standing Order 17 (Adjournment of Meetings)

1. The Chair may at any point declare the meeting adjourned, after which no further business may be transacted unless the decision to adjourn is challenged under SO15.

Standing Order 18 (Powers of Council)

1. Powers of Council include, but are not limited to resolving to:
 - a. Create or dissolve a temporary working group or permanent subcommittee of Council and determine the membership and standing orders of this body.
 - b. Action an Officer of the Union to perform a certain task or duty that is within the remit of their role, as interpreted by the Chair.
 - c. Delegate decision-making powers to a subcommittee.
 - d. Create, amend, or annul Union Policy.

Standing Order 19 (Implementation of Council Resolutions)

1. The Chair shall be responsible for ensuring that Council resolutions are implemented by:
 - a. Communicating Requests of Council to the relevant Officer or the Board of Trustees.
 - b. Ensuring that new or amended Union Policies are published and that any individuals to whom they are relevant are made aware of them.
 - c. Keeping track of actions made on Officers and obtaining updates on their status.

Standing Order 20 (Absence of the Chair)

1. If the elected Council Chair is not present at a Meeting or has relinquished the Chair temporarily due to a perceived or actual conflict of interest, Council shall select from amongst itself an Acting Chair, who shall Chair the meeting for such time until the Chair returns.
2. Voting in an election for an Acting Chair shall be held in accordance with the procedures in SO3.
3. Council may not be chaired by a current Officer Trustee.

Standing Order 21 (Proxies)

1. Members may delegate their vote in Council, temporarily or permanently, to another person in an elected Union role who is similarly qualified to represent their constituency, and who is not already a Member of Council by submitting a written request for such delegation.

2. Council will formally approve any such requests by simple majority vote under Chair's Business, so long as Council is satisfied that the proxy is a "similarly qualified" person.
3. Representatives to Council, Officer Trustees, the Council Chair, and Constituent Union Presidents may not proxy their vote under this Standing Order.
4. Council may at any time annul the proxy arrangement by simple majority vote, in which case the voting rights shall return to the original holder of those rights.

Standing Order 22 (Shared Positions)

1. As per Union Bye-Laws A.1.6 and A.1.7 each Constituent Union has one Council seat each for their Welfare Officer and their Academic Affairs Officer, however each Constituent Union may have more than one Welfare Officer and may have more than one Academic Affairs Officer. Where this is the case, Constituent Unions may delegate one Welfare Officer and one Academic Affairs Officer to be the voting representative at a given meeting. This need not be the same person every meeting.

Standing Order 23 (Notice of Removal of Members for Lack of Attendance)

1. Where any Member of Council has not attended Council for the previous two Ordinary Meetings, they shall be deemed to have resigned their seat in line with Union Bye-Law A.3. This shall be recorded in the minutes of the Meeting.
2. The Council Chair shall notify Members when their non-attendance of the next Council meeting will result in automatic resignation.
3. Any Council Member, except for Representatives to Council, may ask Council to reinstate their seat on Council at the next meeting following their resignation. This will be decided on by Council in line with SO3.

Standing Order 24 (Ultra Vires)

1. Council may not make any Policy which is not relevant to the Union's charitable objectives, or which contradicts the Policies of the Board of Trustees or the Constitution or Bye-Laws.

Standing Order 25 (Subcommittees)

1. The standing decision-making subcommittees of Council are:
 - a. Clubs, Societies and Projects Board
2. The standing non-decision-making subcommittees of Council are:
 - a. Community and Welfare Forum
 - b. Taught Academic Representation Forum
 - c. Research Academic Representation Forum
3. All Council subcommittees are Union Meetings as per section C of the Bye Laws, and as such must be minuted.
4. All Members of the Union may attend meetings of any Council subcommittee, except where the meeting deals with sensitive information, at the discretion of the subcommittee's chair.
5. Sub-committees must present their standing orders at a Council meeting within the first academic term.

Standing Order 26 (Coercion)

1. Voter coercion is defined as the use of force, both physical and inter-personal, to persuade someone to vote in a manner that they would otherwise be unwilling to do.
2. Any resolve of a Motion found to have been passed or rejected where there is evidence of voter coercion shall be deemed null and void.
3. Any member of Council found to have coerced another member of Council shall be considered to have resigned their seat from Council.

4. Complaints regarding voter coercion may be made by any Member of the Union where that member suspects that another Member of the Union has used coercive methods to obtain votes from Union Council members for or against a Motion presented at Council.
5. Complaints of voter coercion must be submitted to the Council Chair within 5 College days of the Council Meeting to which the complaint pertains.
6. The Council Chair must investigate any such complaint to the best of their abilities.
7. If the Council Chair finds that coercion has occurred, they must present their findings to Council.

Definitions:

Procedural Motion: Motions including:

- Motion that the matter under discussion be immediately put to a vote.
- Motion that a time limit be set for debate on the current matter.
- Motion that debate be suspended on the current item of Business and continued at the next Meeting of Council Motion that the Meeting be extended.

Matter for Decision: Any Motion calling on Council to discuss an issue with the intention of forming and voting upon a decision.

Matter for Discussion: A Motion for which the views of Council are sought on a particular issue, but Council is not requested to form a decision.

Member: A Union Officer entitled to vote at Council, as defined by the Union Bye Laws.

Imperial College Union
Union Council / Tuesday 7th November 2023
Committee Position (Trans+ Officer) Addition to LGBTQ+ Network

Author(s): Avi - ICU's LGBTQ+ Officer

Seconder(s): Andreea - ICU's Deputy President (Welfare)

Decision(s): To approve

Union Notes

1. "Trans+" encompasses people who identify with a gender differing from the sex they were assigned at birth, those questioning their gender, and people who are gender-non-conforming.
2. Imperial College Union work "to achieve the best experience for every student"¹.
3. Trans+ people are significantly more likely to experience mental health concerns as a result of discrimination, abuse, and other difficulties from societal hostility at university and beyond^{2,3}.

Union Believes

1. With Trans+ people facing more pronounced discrimination, it is important that their needs are heard, recognised, and mitigated within Imperial College Union.
2. The addition of a Trans+ Officer would allow for Imperial's Trans+ student body to have a direct voice within Imperial College Union.
3. Trans+ Officer would be democratically elected alongside all other Liberation & Community Network committee positions.

Union Resolves

1. To add the Trans+ Officer to the LGBTQ+ Network Committee structure with the following Role Description:
 - a. Responsible for fostering a safe space and supportive community to benefit Trans+ students' wellbeing. They'll be a point of contact to offer signposting support to individual students.
 - b. Responsible for gathering Trans+ student feedback and listening to the community's concerns. They'll work with the LGBTQ+ Officer to tackle Trans+ issues at Imperial College London.
 - c. Managing the communications to Trans+ students, such as through social media, writing emails, and/or creating publicity material.
 - d. Responsible for organising, coordinating, and delivering campaigns to tackle Trans+ issues.
 - e. Responsible for coordinating activities during Trans+ awareness and celebration months.
 - i. Including but not exclusive to Transgender Day of Remembrance on 20th November and International Transgender Day of Visibility on 31st March.

[1] <https://www.imperialcollegeunion.org/>

[2]

https://www.ucas.com/file/535266/download?token=XF_6zKDw#:~:text=Individuals%20that%20identify%20as%20transgender.students%20when%20exploring%20their%20options

[3] https://www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.pdf

Imperial College Union

Union Council / 7th of November 2023

Title: Disability History Month Union Engagement

Proposed by: Emmanuel Lawal (ICU Disabilities Officer)

Seconded by: Madhav Manoj (ICU Disabilities Campaign Officer)

Avi Kaura (ICU LGBTQ+ Officer)

Union Notes

1. UK Disability History Month spans from November 16th to December 16th
2. UK Disability History Month (UKDHM) is an annual event creating a platform to focus on the history of disabled people's struggle for equality and human rights. First running in 2010, DHM has become a huge success, running events, providing resources and giving a voice to disabled and differently-abled people across the UK. <https://ukdhm.org/what-is-ukdhm/>
3. Disability History Month is supported by a wide range of disability groups, unions and voluntary organisations, and aims to promote disabled people's rights and their struggle for equality now and in the past.
4. The College have marked Disability History Month with training, talks and other events. For example in 2019 the College tried to focus attention on invisible/hidden disabilities, with one event being a talk by Elizabeth Takyi, Founder and CEO of [Aspire2inspire Dyslexia](#).
5. Imperial College have highlighted the significance of Disability History Month on their webpage titled "Why is Disability History Month important?" <https://www.imperial.ac.uk/equality/events/disability-history-month/>
6. The Disabilities Network have organised a guest panel of speakers scheduled for Wednesday, the 29th of November at 2 pm. This panel will feature diverse voices and perspectives, offering valuable discussions and insights into the challenges and triumphs of living with disabilities. It's a an opportunity for the disabled student body to come together. A blurb of the events (including a bio for each speaker) has been produced and is ready to be publicised. There are also plans to run a "takeover" of the Union Website. Blogs exploring the disability rights movement, Neurodiversity and invisible disabilities will be shared. Templates have been made and await approval.

Union Believes

1. Disability History Month is a huge opportunity for the Union to engage with the disabled student body, encourage conversation and build a sense of community. It provides a platform for us to highlight some of the success stories nationally and the

improvements made by the College to increase inclusivity and accessibility for students with disabilities.

2. Disability History Month also provides space to encourage students with disabilities to share their lived experience and reduce the stigma surrounding disabilities.
3. Through events and surveys, the Union can identify area in which it can improve to better the experience for all student.
4. Disability History month also provides an opportunity for us to review and amend the structure in place to support students with disabilities (E.g. Disability Advisory Service, mitigating circumstances and welfare support)

Union Resolves

1. To support/not the support the advertainment of forementioned events on Union platforms
2. To encourage/not encourage Clubs and Societies to advertise the forementioned events on their respective platforms.

**Imperial College Union
Union Council / 7th November 2023
Union Stance on Divestment**

Author(s): Ioana Balabasciuc (Imperial Climate Action Divestment Campaign Lead)

Seconder(s): Camille Boutrolle (Union President), Stephanie Yeung (Deputy President (Finance & Services)), Christian Cooper (Deputy President (Clubs & Societies)), Andrea Cojoccea (Deputy President (Welfare)), Trinity Stenhouse (RCSU President), Edward Bird (RCSU Vice President Operations), William Carter (Environmental Society Co-President), Tina Rowell (Environmental Society Co-President), Adam Rosenthal (Chair Engineers Without Borders UK), Naman Sharma (Climate Entrepreneurs Co-Chair)

Decision(s): To approve

Union Notes

1. The Earth is now beyond six of nine planetary boundaries ¹ suggesting that the Earth is now well outside of the safe operating space for humanity. There is “a rapidly closing window of opportunity” to preserve a liveable climate, according to the IPCC.²
2. The International Energy Agency, the Intergovernmental Panel on Climate Change and other leading scientific bodies have confirmed that there can be no new oil, coal, or gas projects if the world is to meet the critical 1.5-degree ambition laid out in the Paris Agreement ^{3,4}. Yet, the fossil fuel industry invests just 5% of its overall capital expenditure on clean energy ⁵ whilst pouring billions into long-term fossil fuel expansion projects.⁶
3. No major fossil fuel company has aligned its business model with the Paris Agreement, nearly a decade after it was agreed ^{7,8}.
4. The fossil fuel industry, by extracting, processing, promoting, and facilitating the use of, selling, and profiting from fossil fuels, as well as by having a major influence on government policy ⁹, is driving climate change and its catastrophic impacts.
5. Climate change impacts are already being felt by communities across the globe, particularly in the Global South. From 2010 to 2021 climate-related disasters across the world have displaced 21.5 million people annually ¹⁰.
6. Frontline and Indigenous communities continue having to resist the destructive business models of fossil fuel companies operating on their lands ¹¹.

Union Believes

1. As an institution with a world-class reputation for scientific excellence and evidence-based thinking, Imperial’s public commitment to continue investments in oil and gas companies helps to provide these companies with credibility and a social licence to continue their current operations with limited scrutiny – even as they refuse to move their business models into line with the very climate science Imperial plays a key role in producing.
2. We should support the struggle of frontline and Indigenous communities in their resistance against fossil fuel extractors.
3. That we are running out of time to keep global warming below 1.5 above pre-industrial levels - the upper limit for averting the most catastrophic, exponential impacts of the climate crisis.
4. That Imperial College London must be a part of the solution and act against these injustices

- a. by fully divesting its endowment away from fossil fuel companies. Over half of UK universities have made a public commitment to divest from fossil fuels and it is time that our university joined them.
5. Utilising the university's significant reputational power, through divestment, will have a far more powerful impact on driving change within the fossil fuel sector than behind-the-scenes shareholder engagement, particularly given the relatively small size of Imperial's endowment and fossil fuel shareholdings.

Union Resolves

1. Adopt the People & Planet Fossil Free campaign and demand that our university:
 - i) Make a public commitment to exclude all fossil fuel companies from their investment portfolio(s).
 - ii) Introduce a publicly accessible ethical investment policy that explicitly excludes all fossil fuel companies.
 - iii) Fully divest from all fossil fuel companies within 3 years.
2. Mandate the relevant full-time trustee(s) to request quarterly updates of the university's investment portfolio.
3. Mandate the relevant full-time trustee(s) to lobby for and secure student representation on all university investment-related committees.
4. Mandate the relevant full-time trustee (s) to lobby the university to end all future investments in fossil fuel companies and to divest from fossil fuel industry companies immediately.
5. Mandate the relevant full-time trustee(s) to actively work with Imperial Climate Action to ensure that Union work is linked up with grassroots campaigners.

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Imperial College Union
Union Council / 7th November 2023
Union's Stance on the Situation in Gaza

Authors:

Haider Nazerali (Union Member), Yousuf Yaqub (Medical Student), Ketevani Asatiani-Kalandaze (Medical Student)

Seconders:

Noor Halim (Friends of Palestine Committee), Rayyan Islam (Medical Student), Bhavana Daryanani (Medical Student), Hana Machnouk (Medical Student), Iqra Shiekh (Friends of Palestine President), Hibbahtul Malik (Friends of Palestine President), Lilia Evans (Medical Student)

Decision(s): To approve

Union Notes -

1. On the 7th of October, there were a series of attacks led by Hamas in Southern Israel. At least 1,400 individuals were killed. [1]
2. The Israeli Government responded to Hamas' attack with a bombing campaign which had, by November 2nd, killed more than 9,000 Palestinians and injured more than 19,740 [28]. The UN reports that the Israeli Government has dropped 'on average 6,000 bombs a week' on Gaza since the 7th of October. [2]
3. On the 9th of October, Israeli Defense Minister Yoav Gallant ordered 'a complete siege on the Gaza Strip', stating there is to be 'no electricity, no food [and] no fuel'. He added 'We are fighting human animals and we are acting accordingly.' [3]
4. Human Rights Watch confirmed Israel's use of white phosphorus in military operations within Gaza which 'violates the international humanitarian law prohibition on putting civilians at unnecessary risk.' [4] The violation of international humanitarian law constitutes a war crime, as defined by the United Nations. [5]
5. Israeli offensives have resulted in the destruction of multiple civilian targets including:
 - a. The Greek Orthodox Church of St Porphyrius (which according to Palestinian officials was sheltering at least 500 Muslims and Christians). [6]
 - b. A three-storey residential building in the Al-Zeitoun neighbourhood of Gaza City; Al-Sahabah Street Gaza City; the Nuseirat refugee camp; the Jabalia refugee camp; and a six-storey building in Sheikh Radwan. All five attacks were investigated by Amnesty International, who concluded that Israeli forces gave inadequate evacuation notice that would prevent civilian casualties. [7]
 - c. A fifth of the bakeries supported by the UN's Agency for Palestinian Refugees contributing to food shortages within Gaza. [8]
 - d. More than 136 attacks on health care services, resulting in the death of many civilians, at least 16 health workers, 15 staff of the United Nations Refugee Works Agency (UNRWA) and four Palestine Red Crescent paramedics. [9]

- e. Al-Ahli Arab hospital, killing 470 civilians. [9]
 - f. The Turkish-Palestinian friendship hospital, the sole hospital in Gaza that could provide treatment for cancer patients, has gone out of service after running out of fuel due to Israel's blockade of the territory. [11]
6. Medical facilities are protected under international humanitarian law [12], attacks on hospitals therefore constitute war crimes. [5]
7. Conditions in Gaza have exacerbated the risk of maternal and newborn fatality. Electricity blackouts and exhaustion of fuel due to the blockades Israel has imposed put patient lives at risk, including the lives of '130 newborn infants in incubators [which] cannot operate without electricity.' There are reports of pregnant women being forced to undergo C-sections without anaesthesia, and hospitals which are running out of baby formula. [13] [14]
8. Amnesty International has declared the Israeli Government's order for citizens in Northern Gaza to evacuate to the South a 'violation of international humanitarian law.' [15]
9. The Israeli Government has precipitated the mass forced displacement of more than 1.1 million people from Gaza City and the entire northern part of the Gaza Strip. This has left thousands of internally displaced Palestinians sleeping on the streets, unable to shelter against Israeli attacks. Many of those who followed Israel's order were killed by subsequent air strikes in South Gaza. [16]
The WHO Director-General described the evacuation threat as 'deeply concerning', commenting that it is 'impossible to evacuate hospitals full of patients without endangering their lives.' [17]
10. The Israeli Government has imposed a blockade which has severely restricted the amount of aid passing through the Rafah crossing between Egypt and the Gaza Strip. UN experts have warned that 100 aid trucks are needed daily to cover urgent needs. Before the escalation, several hundred trucks were passing through the crossing daily. On October 21st, only a 20-truck convoy was allowed to pass through the crossing, and as of November 3rd, aid passing through the crossing is still restricted below the required levels. [18]
11. On the 27th of October, the Israeli Government imposed a communications blackout in which '15 Internet Service Providers in Gaza faced near-complete outages'. Landline, cellular and internet communications were cut off. The Palestine Red Crescent reported having lost contact with its entire operations room in the Gaza Strip, severely hampering its emergency services, including tending to victims of attacks. [19] This initial blackout lasted 36 hours. A second blackout was reported on the morning of the 1st of November, further exacerbating the humanitarian crisis in the besieged Palestinian enclave. [20]
12. On Wednesday the 25th of October, the Israeli Prime Minister declared preparations for a 'ground invasion' [21] of the Gaza Strip and by the 29th of October a spokesperson for Israel's military said the army had been 'expanding' operations on the ground following two nights of limited incursions [22]. As of November 2nd, Israeli officials announced that military forces have encircled Gaza. [3]
13. Article 33 of the Geneva Convention prohibits collective penalties and punishing people for an offence they have not personally committed [24]. Article 8 of The Rome Statute of the International Criminal Court [25] details that 'intentionally directing

attacks against the civilian population as such or against individual civilians not taking direct part in hostilities' constitutes a war crime.

14. The former Director of the New York Office of the United Nations High Commission for Human Rights described the bombardment of the Palestinian civilians in Gaza by the Israeli government as a 'genocide' which the UN was 'failing in its duty to prevent'. They cited the US, UK and much of Europe as 'wholly complicit in the horrific assault.' [26]
15. A large number of Imperial students have signed an open letter to the College condemning the actions taken by the Israeli government, and are frustrated by the Union's lack of a statement of support for the Palestinian people. [27]
16. The Union Council passed a paper in response to the Russia-Ukraine Invasion in March 2022. [23]
17. The Imperial President and Provost released a statement in which they said they "condemn the Russian Federation's unjustified and inhumane invasion." [29]
18. Neither the Imperial College Union Officer Trustees statement [30] nor the Imperial College President's [31] statement named the Israeli Government as the perpetrators of violence or war crimes against the Palestinian people. They both however, explicitly named and condemned Hamas.

Union Believes -

1. The Union should condemn the violent actions of the Israeli government and any use of military force against civilians.
2. The Union Council passing a paper in response to the Russia-Ukraine Invasion in March 2022, sets a precedent for the Union Council to pass papers responding to 'rapidly evolving' geopolitical situations when they 'clearly affect a number of the Union's members.' [21]
3. The absence of a statement from Constituent Unions, the Imperial College Union, and the College clearly condemning the war crimes being committed by the Israeli Government in Gaza, and showing support for the Palestinian people, in context of their statement of solidarity for Ukraine:
 - a. has led to a dehumanisation of the people of Palestine, and demonstrates a lack of consideration towards the Arab community within Imperial.
 - b. disregards the voices of the wider community of students on campus who have expressed solidarity for Palestine.
 - c. leaves some students feeling disenfranchised on campus with some students losing confidence in the Union's ability to represent their views.

Union Resolves -

1. For the Union to take an official, public stance condemning the war crimes committed by the Israeli government in Gaza.
2. For the Union to lobby the College to take an official, public stance condemning the war crimes committed by the Israeli government in Gaza.

3. For the Union President to write a letter to Constituent Unions (CUs) assuring them they are allowed to:

- i) Take an official public stance condemning the war crimes committed by the Israeli government in Gaza.
- ii) At their own discretion, promote factual educational content about the situation and history of the situation in Gaza.
- iii) At their own discretion, promote legal pro-Palestinian protests.

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**Imperial College Union
Union Council / 7th November 2023
Officer Trustees Objectives**

Author(s): Camille Boutrolle – Union President
Yi Yang – Deputy President (Education)
Andreea Cojocea – Deputy President (Welfare)
Christian Cooper – Deputy President (Clubs & Societies)
Stephanie Yeung – Deputy President (Finance & Services)

Decision(s): To note.

1. Context

Sabbatical Officers are elected on an annual basis by students at Imperial College to represent them and work for their interests. The multi-faceted nature of the role is often described in terms of the 'many hats' that they wear, namely:

- i. Activist: working to make change that an Officer feels is important, based on an individual's preference.
- ii. Representative: working to make change that students have clearly prioritised, either through a democratic mandate or alternative political structures.
- iii. Staff: working to deliver key projects alongside other Union staff members, including both 'business as usual' and 'developmental' activities.
- iv. Trustees: acting as a member of the Board, and part of the team ultimately responsible for everything that the Union does.

It is therefore crucial that each Officer has a clearly defined set of agreed objectives on an annual basis. This will ensure accountability to the former of these 'hats' and will help ensure a successful year.

2. Joint Objective - Sustainability

This year, the Officer Trustee team have collectively agreed on an overarching aim:

**To embed a proactive approach to environmental sustainability
across all aspects of Union and College life.**

Each officer's contribution to this objective can be seen in **bold** in the tables below, among their other 3-5 individual goals for the year.

3. Individual Objectives

In addition to the joint objective, each Officer Trustee has individual objectives for the year. These are detailed in the tables below.

Union President – Camille Boutrolle

<u>Objective</u>	<u>Description</u>
1. Improve amenity availability across campuses	There is a disparity between different departments and campuses as to the amenities provided to students. This has been observed for microwaves, water fountains, and plugs in lecture theatres. <ul style="list-style-type: none"> ▪ Redistribute/increase the number of these amenities to ultimately better the student experience.
2. Further Imperial's outreach programs	The College is in the midst of preparing their new Access and Participation Plan (APP), which the Union has been asked to contribute to. <ul style="list-style-type: none"> ▪ Formulate the Union's APP ▪ Explore how to incorporate access and participation at Union level
3. To promote cross-disciplinary learning	Currently, the College offers a few Inter-Departmental Exchange (IDX) modules whereby a student enrolled on a course can elect to take a module from another course in their final years on study. However, the selection of modules is limited. <ul style="list-style-type: none"> ▪ Increase the number of IDX modules ▪ Long-term goal: explore cross-register with another London university
4. Strive for a top 50 ranking in People & Planet league tables	Imperial College is currently ranked 105th amongst UK universities in the People & Planet league tables. <ul style="list-style-type: none"> ▪ Liaise with People & Planet identify short and long term fixes ▪ Advocate for full transparency of the College's investments and for the divestment from fossil fuels

Deputy President (Welfare) – Andreea Cojoccea

<u>Objective</u>	<u>Description</u>
1. Focusing on the mental health of students	The College has developed a Mental Health strategy, and the Union must play a role in developing and implementing its associated action plan. <ul style="list-style-type: none"> ▪ Providing better signposting towards the current mental health resources ▪ Improving training for UG and PG Wellbeing Representatives and LCOs ▪ Reaching out to students early on, during welcome week, and during the International Mental Health Day to inform of the resources available to them ▪ Organising a campaign to raise awareness regarding self-harm
2. Cost of living: evaluating effectiveness of bursaries	Students are still affected by the ongoing cost-of-living crisis. <ul style="list-style-type: none"> ▪ Collate a report on how bursaries at Imperial are attributed and determine if this is sufficient ▪ Lobby for financial aid for postgraduate students
3. Prevention of sexual misconduct and improved signposting to available resources	A survey last year brought to light that many cases of sexual misconduct occurred on Imperial campuses, there is a need to raise awareness and work to prevent this. <ul style="list-style-type: none"> ▪ Produce a report based on student experience with identified recommendations that would help to decrease the occurrence of sexual misconduct and support survivors of this behaviour ▪ Run a campaign in collaboration with ICUs Too to discuss

	<p>various types of relationships (e.g. familial, platonic, romantic, sexual etc.), as well as how toxic behaviours can occur and be detected in each one of them.</p> <ul style="list-style-type: none"> ▪ Run a visual campaign communicating the resources available to sexual assault survivors ▪ Facilitate Sexual Assault Awareness Week Campaign in February 2024
4. Investigating climate anxiety and its effect on students	<p>Research suggests that climate change has had an impact on wellbeing, particularly in young people.</p> <ul style="list-style-type: none"> ▪ Assess the impact of the climate emergency on wellbeing and tackle climate anxiety ▪ Produce a report and recommendations on how the Union can best support students in this remit ▪ Support the Ethics & Environment Officer with their endeavors

Deputy President (Finance & Services) – Stephanie Yeung

<u>Objective</u>	<u>Description</u>
1. Delivering a wider variety of events to include non-drinking oriented events	<p>Following up on the CSP Culture Review from 22/23, the Union needs to lead the changes towards a shift away from the heavy drinking culture present amongst our Imperial community. Expanding the Union's variety of events to move away from drinking focused events and activities helpsto foster an inclusive space and community.</p> <ul style="list-style-type: none"> ▪ Developing regular non-drinking events ▪ Expanding the non-alcoholic drinks options in our venues
2. Increasing engagement without postgraduate community through our services	<p>PG experience reports by the ICU and the Graduate School both reflect that majority of our postgraduate students do not feel part of the Imperial community. With half of our student population being postgraduates, the Union needs to be actively creating a welcoming space within the Union that is inclusive of our postgraduate community.</p> <ul style="list-style-type: none"> ▪ Developing regular postgraduate specific events ▪ Actively engage with postgraduates to create two-way communication between the Union and our postgraduates
3. Developing & delivering the Union's Sustainability Plan	<p>Environmental sustainability is a high priority amongst the Imperial community, and there is a strategic and operational need and also membership demand for the Union to do better. The Union needs to develop a plan to outline a systematic approach to improving our organisation's accountability and responsibility regarding sustainability.</p> <ul style="list-style-type: none"> ▪ Consultation and engagement with all ICU stakeholders, including our students, to define & formulate the plan ▪ Working alongside Union staff to review our operations & practices and identifying areas for change ▪ Continued engagement with all ICU stakeholders, including our students, to deliver the plan

Deputy President (Education) – Yi Yang

<u>Objective</u>	<u>Description</u>
1. Support non-native speakers to learn well and study well at Imperial.	Publicise and develop the Union understanding on the quality and frequency of academic English support services from CfAE (Center for Academic English). <ul style="list-style-type: none"> ▪ Collaborate with International Officer on publicity and advertisement. ▪ Carry out surveys on students' expectation and feedback on existing services. ▪ Pushing through improvement of CfAE and collect feedback on such improvement..
2. Enable more students to access the Undergraduate Research Opportunities Programme (UROP)	Simplifying and standardising application processes. <ul style="list-style-type: none"> ▪ Encourage different departments align their deadlines for application of departmental fundings. ▪ Encourage every department to reveal "marking criteria" on project plans for departmental fundings. Publicise the existence of UROP among student bodies <ul style="list-style-type: none"> ▪ Hold experience sharing sessions at different departments, where students with successful experiences and programme leaders are invited to encourage more students to apply to the programme
3. Refine the mutual expectation documents and improve support for Postgraduate Research (PGR) students.	Improve student satisfaction amongst PGR students. <ul style="list-style-type: none"> ▪ Gather and analysis previous data and evidence on PGR support. ▪ Quantify minimum support for student from programme leaders. ▪ Define other highly required support from programme leaders. ▪ Gather feedback for an improved PG rep system and deliver onany recommendations ▪ Try to let the Business School accept the refinement.
4. Sustainability: Enable Imperial students being competitive in sustainability related industry.	Collaborate with the College to review course content and refine learning outcomes and teaching materials on sustainability related modules among different departments.

Deputy President (Clubs & Societies) – Christian Cooper

Objective	Description
1. Enable all CSPs to be high performing and inclusive.	<p>Many clubs, societies & projects (CSPs) lack clear guidance or direction in their aims and objectives. Support is therefore often not tailored to a CSPs specific aims/objectives, and the high diversity of CSPs means that the definition of “high performing” and “inclusive” varies vastly between CSPs.</p> <ul style="list-style-type: none"> • Review the definition of a CSP and define what it means to be “high performing” and “inclusive”. • Create a framework to reward and encourage CSPs for hitting their aims and objectives. • Ensure that the goals of all CSPs are centered on member experience rather than adherence to generic aims and objectives. • Ensure that all CSPs are accessible, inclusive, and high performing, and reduce the barriers to entry to CSPs for all students.
2. Improve volunteer participation, training, and support	<p>CSP leaders require training and ongoing support to deliver successful and high-performing activities. Often CSP leaders do not have all the required training resulting in underperforming CSPs, additional staff time requirements, and a lack of sense of fulfillment.</p> <ul style="list-style-type: none"> ▪ Review the current training and support structures offered to CSP leaders. ▪ Implement structural and training changes to improve the experience of all CSP members. ▪ Increase volunteer participation and personal development. ▪ Encourage and reward high engagement.
3. ICU-college joint student activities delivery.	<p>It is important to ensure that ICU works closely and collaborates with all College departments that deliver student activities.</p> <ul style="list-style-type: none"> ▪ Collaborate with Move Imperial to develop the Future of Sport plan. ▪ Work with Move Imperial to implement strategic and operational improvements which benefit all “Imperial Athletes”. ▪ Collaborate with other college departments to optimise and support the delivery of student activities.
4. Encourage collaboration within the wider London community	<p>By sharing student activities and events with the wider London community, ICU can build up larger communities of students who share common interests and facilitate activities for which there otherwise would not be the capacity. Work can be done to create long-term partnerships with institutions and groups to run events for the wider student population.</p> <ul style="list-style-type: none"> ▪ Reach out to other London universities and institutions to propose collaboration on large-scale projects, events, and activities. ▪ Review the associate membership structure to reduce barriers to entry. ▪ Investigate reducing barriers to entry to student activities and events by collaborating with other institutions.

5. Create a framework for sustainable CSP activity.	<p>CSPs currently have no framework or guidance to encourage sustainable practice. CSPs regularly take unsustainable transport, such as flights, and engage in unsustainable practices. There are currently no rewards or recognition for CSPs which engage in sustainable practice, and no incentives to do so.</p> <ul style="list-style-type: none">▪ Review CSP practices and the impact they have on the environment and sustainability.▪ Define ICU's expectations of CSPs and create a framework to encourage and reward sustainable practice within CSPs.▪ Work to implement the Principles of Socially Responsible Engagement policy and create guidance around it, in collaboration with student volunteers.
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**Imperial College Union
Union Council / 7th November 2023
Clubs, Societies & Projects Board – Update to Council**

Author(s): Christian Cooper – Deputy President (Clubs & Societies)
Purpose: To update Union Council on the work of Clubs, Societies & Projects Board
Decisions: To note

1. Introduction

Clubs, Societies & Projects Board (CSPB) met for the first time this academic year on Thursday 12th October 2023. The next meeting of CSPB is scheduled for Thursday 16th November 2023.

2. Key Achievements

The first meeting of CSPB saw:

- **Elected members of CSPB to all 3 sub-committees**, for Trips, New Activities, and Activities Development Funding.
- Introduced the **Union Strategy (2023-2028)** to students for the first time, followed by a constructive discussion.
- Initial discussions were held surrounding **student group funding and grant allocations** from last academic year. Further, in-depth discussions are planned for the next meeting.
- Introduced the “**Principles of Socially Responsible Engagement**” Board of Trustees policy, which outlines how the Union engages with funders with sustainability and human rights concerns. Very positive feedback was given about the intent of the policy, with suggestions that the policy could be made stricter.
- Discussed and fed-back about **Welcome Week 2023**. Welcome week was the most successful on record, with more memberships on the day than ever before.
- Introduced the **Student Experience Fund** and discussed with student leaders about how to move forward with the fund.
- **Activities Development Fund committee awarded over £10k** to clubs, societies and projects (CSPs) in funding round 1 of 5, for CSPs with new, developing activity or unbudgeted success!

3. Ongoing Projects

Key projects for CSPB this year, besides from the standard work of CSPB, are:

- Space usage and the White City Development.
- CSP funding efficiency.
- Student Experience Fund refinement & CSP barriers to entry
- CSP policy review.

4. Next Meeting

Next meeting will be on Thursday 16th November 2023. Currently, key points to discuss are:

- CSP funding efficiency project – CSPB discussions to inform the Union project.
 - Focus groups and discussions around CSP funding and budgeting.
 - Discussions around financial approvals.
 - Determining what better student support looks like.
 - Discussing what student volunteers like about CSP funding and what they don't, and the impact on members.