

Welfare and Inclusion Council Minutes

Tuesday 5th December 2023, 12:30-2pm, MS Teams

Agenda Item		Owner	
1.	Welcome and introductions	AL	5 mins
2.	Apologies	AL	2 mins
3.	Minutes Approval	AL	2 mins
4.	Matters arising	AL	2 mins
Approval items			
5.	Policy Approval	AL	10 mins
Updating items			
6.	President Update	AL	3 mins
7.	Network/Society Updates	All	15 mins
8.	SU EDI Update	AL	5 mins
9.	Sustainability Update	ARE	3 mins
Discussion Item			
10.	SU Leadership Elections	VP/ARE	10 mins
11.	All Student Meeting	AL/ARE	5 mins
12.	University EDI Forum	AL	5 mins
13.	Dates/times location for semester 2	AL	5 mins
Any Other Business			
14.	AOB	AL	10 mins
Date of Next Meeting:		Tuesday 6 th February BY 1150	

Attendance

Name	Network/Society	Initials
Chrystal Mamombe	Vice Chair REN/ ACS Social Sec	CM
Emily Hatfield	Chair of Commuters Network	EH
Ronke Akintan	Chair of Nigerian	RA
Mary-Rita Igboekwu	Nigerian Society	MRI
Karyna Bludova	Chair of International Network	KB
Mattie Osborne	Chair of LGBTQ+ Network	MO
Marvellous Sholademi	ACS Chair	MS
Harriet Lawrence	Women's Network Vice Chair	HL
Christian Wilson	Disabled Students Network Chair	CW
Also, in Attendance		
Al Linforth	Chair	AL
Antonia Rossiter-Eaglesfield	Director of Representation and Membership Services	ARE
Vic Presdee	Minuting Secretary	VP

Minutes

Agenda Item	
1.	Welcome and introductions
	AL welcomed everyone to the meeting.
2.	Apologies
	No apologies were received prior to the meeting.
3.	Minutes Approval
	Minutes Approved.

4.	Matters Arising		
	No.	Action	Update
	01.	ASB to update the names of Networks and student union staff on the Terms of Reference.	Completed. Will need to be reviewed at the first Welfare and Inclusion Council of the next academic year.
	02.	AL to contact Mark Evans regarding getting signage marking all gender toilets on campus maps.	Disabled Students' Network meeting with PVC Students this has been agreed as an amendment - completed.
	03.	ASB to put in all student email about joining the Networks to gain traction.	Completed.
04.	ASB to check that Student Council invite has been sent to members of welfare and inclusion council.	Completed. Members received an invite from VPE and Voice Assistant to attend Student Council.	

Approval items

5.	Policy Approval
	<p><u>Race Equality Week Policy</u></p> <p>RA presented the policy as the proposer.</p> <p>EH asked what events would be included.</p> <p>RA confirmed there could be various events run including workshops, social events, talks (Police talk specifically), ways of celebrating cultures, professional networking, etc.</p> <p>Moved to a vote:</p> <p>For- 6</p>

	<p>Against- 0</p> <p>Abstain- 2</p> <p><u>Guarantor for International students Policy</u></p> <p>RA presented the policy as the proposer.</p> <p>EH asked about where the guarantor money would come from in a worst-case scenario (where students can't pay).</p> <p>RA responded that the University policy could hopefully ensure this doesn't happen (similar to not paying student fees, e.g. no exams, no blackboard access).</p> <p>AL proposed an amendment to have the university be references for international students regarding housing (e.g. more of a moral guarantor than a financial guarantor).</p> <p>RA agreed but had concerns if landlords would accept this.</p> <p>Moved to a vote:</p> <p>For as written - 0</p> <p>For with amendment - 5</p> <p>Against- 0</p> <p>Abstain- 2</p>
<p>Updating Items</p>	
<p>6.</p>	<p>President Update</p> <p>AL provided a verbal update on their objectives as president involving cost of living campaign (community cupboard, SU drive, breakfast</p>

	club, sustainable period products), International hardship funding, improving campus facilities (such as prayer rooms) and the first university EDI forum.
7.	<p>Network/Society Updates</p> <ul style="list-style-type: none"> • Women's Network - open meeting soon and more events planned for next semester. • Commuter network - launched a group chat for students to communicate travel warnings, also held an open meeting. Planning a policy for next student council around car parking. • LGBTQ+ Network - planning for Refreshers, Valentine's Ball, general email/admin to members about events locally. Considering creating a bi-weekly newsletter to promote local queer events and sending out emails for LGBTQ+ History Month in February. • International Students Network - holding an open meeting soon.
8.	<p>SU EDI Update</p> <p>AL provided an update regarding SU EDI committee. During the previous meeting attendees spoke about W&I minutes and policies, the university EDI forum, the SU cultural calendar, the SU EDI action plan, feedback from core staff race awareness training, and the upcoming police forum.</p>
9.	<p>Sustainability</p> <p>AL confirmed the SU have been assigned a Green Impact Project Assistant, who is already doing great work. AL updated councillors that the SU will be looking at how to deliver on its sustainability work this year after unfortunately not receiving a university grant.</p>
Discussion Items	
10.	<p>SU Leadership Elections</p> <p>ARE provided the below introduction about the upcoming SU leadership elections;</p>

	<p>Worcester Students' Union is a democratic organisation, which helps to ensure that the Union works for our students. This means that each year, the leadership of the SU (your Executive Officer Team) is determined by the student body through cross-campus elections. The University of Worcester has approximately 10,000 students and elected officers have responsibility for representing the interests of all these students. The following dates have been set for this year:</p> <ul style="list-style-type: none">• Recommend a Friend will open on Monday 22nd January• Nominations will open on Monday 5th February• Nominations will close on Monday 19th February <p>ARE asked how the SU can help make the elections more representative and accessible to students.</p> <p>In addition to answers given on Slido, students shared ideas on how to encourage underrepresented students to engage.</p> <p>Ideas given involved using less complex language around elections, amount of inclusivity amongst staff and ensuring everyone has a fair chance.</p> <p>Students were also asked how they wanted to be communicated with. Ideas given involved more face-to-face communication with students, social media and emails.</p>
11.	<p>All Student Meeting</p> <p>AL provided the following verbal update to councillors regarding the All Student Meeting.</p> <p>The All Student Meeting is your chance to have your say in how your Students' Union represents and supports you during your time at Worcester. This meeting will provide you with reports on the year's events and the Union's plans, as well as asking you (our members) to approve its annual accounts and the organisations the Union has formal relationships (affiliations) with. The meeting is open to any member of the Union, so any current student can attend. It's important that this meeting is attended by as many students as possible so we're</p>

	<p>asking councillors to come and spread the word about the event to all your friends and cohorts.</p> <p>The meeting will be held 12:30pm-2pm on Tuesday 23rd January in Urwin Lecture Theatre.</p>
12.	<p>University EDI Forum</p> <p>AL provided a verbal update regarding the University EDI forum and encouraged councillors to attend to ensure student voice and lived experience is shared.</p>
13.	<p>Dates/times/locations for Semester 2</p> <p>AL shared the proposed dates for the semester 2 sub-councils and asked about any issues.</p> <p>Mix of online and in person preference was shared by councillors. In person location preference was St Johns campus.</p> <p>ACTION: AL to ensure next semester's meetings are updated according to preferences.</p>
14.	<p>AOB</p> <p>None.</p>

Date of next meeting: Tuesday 6th February BY 1150

Actions

ACTION 01: AL to ensure next semester's meetings are updated according to preferences.