

# Welfare and Inclusion Council Agenda

Thursday 16<sup>th</sup> February 2023, 12-1:30pm, on Microsoft Teams

Agenda Item		Owner	
1.	Welcome and introductions	AL	2 mins
2.	Apologies	AL	1 min
3.	Minutes approval	AL	2 mins
4.	Matters arising	AL	2 mins
<b>Approval Item</b>			
5.	Policy Approval <ul style="list-style-type: none"> <li>LGBTQ+ Students Network</li> <li>Disabled Students' Network</li> </ul>	Networks	10 mins
<b>Updating item</b>			
6.	President Update	AL	10 mins
7.	Network Update	Networks	20 mins
8.	SU EDI group update	AL	5 mins
9.	Sustainability <ul style="list-style-type: none"> <li>GISU</li> <li>Sustainability Committee</li> <li>Go Green Week</li> </ul>	ASB	5 mins
<b>Discussion Item</b>			
10.	Network Week	AL	5 mins
11.	Insight Survey	AL	5 mins
12.	Liberation Conference	AL	5 mins
<b>Any Other Business</b>			
13.	AOB	AL	5 mins
Date of Next Meeting: TBC			

## Attendance

Frankie Webb	Chair LGBTQ+ Students' Network	FW
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Olivia Hardiman	Chair International Students' Network	OH
Christian Wilson	Secretary Disabled Students' Network	CW
Sanna Hussain	VP Inclusivity Asian Society	SH
Ronke Esther Akintan	VP Nigerian Society	REA
<u>Also, in Attendance</u>		
Al Linforth	SU President (Chair)	AL
Anna-Symone Bateman	Student Communities Coordinator (minuting Secretary)	ASB
<u>Apologies</u>		
Antonia Rossiter-Eaglesfield	Director of Democracy and Representation	
Briagh Harker	Sustainability	
Alexander Scott	Vice Chair Inclusivity and Promotions	
Susanna Cooke	Vice Chair Finance and Admin	
Sarah stone	Mature, Parents and Carers	
Olga Hlouskova	Vice Chair Women's Network	
Antoinette Frearson	Postgraduate Network	
Alex Sauriac	International Students' Network	
Helen Phillips	Women's Network	

Agenda Item			
14.	Welcome and introductions		
	Welcome from AI. Members introduced themselves in the Chat Function.		
15.	Apologies		
	Apologies from list above.		
16.	Minutes approval		
	Approved.		
17.	Matters arising		
	No.	Action	Update
	01.	<b>Committees to continue to let SU know, cultural calendar</b>	Ongoing - ASB to resend cultural calendar to members
18.	<b>Policy approval</b>		

Disabled Students Network Incorrect Terminology policy was presented by Secretary CW.

CW used the Chat function to present the policy. Those in attendance had the opportunity to read through the policy beforehand and in the council. CW explained that the Policy is about giving the staff and students some education about the right terminology used when talking about and with disabled students and raising awareness about disability and the effects it has on daily life. The reason the policy is being presented is because CW has been subject to some unjust comments from staff and many individuals across his life. CW feels that if people knew more about him and the right terminology to use, they wouldn't say certain things. CW hopes that the work that comes from the policy will provide some education and awareness to those people. CW would like to see a resource like a booklet for example that students could look at as a guide of what terminology is accepted and what is not, this could be worked on with the Dyslexia Disability Service (DDS)

Discussion about how members of the council like the idea and think it's good to have an accessible booklet available to address this issue.

The Policy did not have a seconding Student so LGBTQ+ Students Network put themselves forward to second the policy.

LGBTQ+ Students' Network presented their Email Name Change Policy with the council. Members had the opportunity to read the policy beforehand and in the council. The Network shared that currently students can change their name on Blackboard and SOLE but their email address does not reflect this change. This causes issues when students email lecturers, but they don't use the students' preferred name even if they sign off with their preferred name. The effects this then has some students' experiences are a negative one, due to a name being connected with traumatic experiences that students' do not wish to relive. The Network are aware of students who have left university early because of this. The Network feel that change as a result of this policy would therefore increase mental well-being.

The LGBTQ+ Network also shared that the SU website also displays students' dead name and wondered if this too could be changed.

AL shared that they have are aware of this issue and have lobbied the University on multiple occasions as this is something they are passionate about, but it being written as a policy by current students acts as further evidence for a need to change. AL discussed that feedback from the University seems changing names on emails is logistically possible, but

there is pushback from university. Students are able to change their name when they first come into university, but it becomes harder the further along in your university journey because names need to match documents for exams and legal purposes when they transfer over.

**ACTION 01:** Due to the council not meeting quoracy, the policies will be shared with members via email for a vote and if passed will be taken to Student Council in April.

Updating items	
19.	<p><b>President Update</b></p> <p>AL updated on the Community Cupboard. The Cupboard has had 850 items donated to it. There have been reports to the University to show them that support is needed in terms of cost of living support. The Officers have been calling for donations as donations have for the cupboard have slowed down recently.</p> <p>Next week is Network Week and the LGBTQ+ Students' Network are holding a coffee morning on Friday at Sugar Daddies and the International Students Network are holding a get together on Friday</p> <p>Form to committee</p> <p>Work with advisor - autism friendly campus report, from recommendations from students and disability audit- furniture, signposting of</p> <p>Breakfast clubs - free lunches, meal kits, different ways and alternative ways</p> <p>Company to get recycling bins in SU for vapes - lithium battery is harmful to environment</p> <p>Discussion: member said that it was good from a sustainability point of view we are recycling the vapes, but do we think it could be worth looking at the impact of vapes of on students' health and are the bins potentially encourage vaping habits? Discussed that the presence of the bins could be used as an opportunity to promote and talk about the health aspects of vaping. AL stated that talking about quitting smoking and vaping is not work we do as an SU but is something that can be incorporated with the introduction of the bins.</p>
20.	<p><b>Network Update</b></p> <p>LGBTQ+ Network updated saying they have been busy and quiet at the same time. They had their Valentines Ball on the 11<sup>th</sup> of February. They shared that it was more successful than they thought it would be. They raised money and people seemed to have a good time. They are still pushing their campaign "Don't Presume" and throughout LGBTQ+ History Month they have been keeping an active social media presence with features such as "Get to know committee". They are holding a Coffee Morning as part of Network Week, and they want to keep them going as a regular thing.</p> <p>International Students' Network updated with sharing their first event of the semester which was a mini walking tour of Worcester. They engaged two new students who hadn't engaged with the Network before. The purpose of the event was to show students the best spots, but they also got to listen to the international student experience from those that showed up.</p>
21.	<p><b>SU EDI group update</b></p>

	<p>Updated on the last SU EDI Group. Spoke about how the group continue to look at the cultural calendar and see what dates are relevant. Update regarding the anti-racist statement. This statement is now on our website and is available for students to read. Briefly updated on demographic data in SU services, that generally we can be doing better in terms of LGBTQ+, Mature and disabled students demographic in student groups and across our services. Those from lower socio-economic backgrounds participate less in societies and sports clubs.</p>
22.	<p><b>GISU and Sustainability Committee</b></p> <p>Updated on Sustainability summit. ASB attended the Sustainability Summit in Lincoln. Found it very insightful and learnt some good lessons. Key messages that were taken from the day were Decolonisation - not being afraid to question why we do things and questioning dominant knowledge in history.</p> <p>Updated that the Sustainability Committee has met twice, and we are constantly reviewing our internal practices so the SU is sustainable.</p>
Discussion Item	
23.	<p><b>Network Week</b></p> <p>AL explained the purpose of Network week as week where the SU will be going out and speaking to students regarding what they want to see from the Networks, barriers to joining networks, how you would improve the experience. Throughout the week we want students' honest feedback. AL updated that the artwork for the week went out this morning and shared that there were events happening from two of the Networks on Friday. Next week a video will be released by AL of what the Networks are.</p> <p>OH asked whether they can have a presence on the stalls during the week, to which AL said that all Networks are more than welcome to come along and this could be really good promotion for them but they wouldn't be expected to run the stall on their own.</p> <p><b>ACTION 02-</b> ASB to send pop up times and locations for Network Week to members interested in coming along.</p>

	<p><b>Insights Survey</b> Insights survey was promoted in the council. The emoji pop-up QR Code was shown, and members had the opportunity to fill it in if they hadn't already. The Main Insight Survey was also promoted.</p> <p><b>Liberation Conference</b> Explained that as members of NUS, there is a Liberation Conference coming up where we can send up to six delegates to the online conference on the 17<sup>th</sup> and 18<sup>th</sup> of April. Members encouraged that if they are interested to email AL or ASB and we can provide more information and can talk more through what going to the conference would mean.</p>
<b>Any Other Business</b>	
24.	AOB

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