

EXECUTIVE COMMITTEE | Minutes of the meeting held Tuesday 27 October 2020 [via Teams]**Ex-officio members present**

Atree Ghosh | VP Union Development | Chair [He/Him]
 Oliver Robinson | SU President [He/Him]
 Shannon McCaul | VP Societies & Media [She/Her]
 Paul McCarthy | VP Sport [He/Him]
 Amy Merchant | VP Welfare [She/Her]

Members present

India Ellis | College JCR Representative and Vice-Chair [She/Her]
 Fabiha Askari | Faculty Rep Taught [She/Her]
 Jesse Phillips | LGBTQ+ Officer [They/Them]
 Amy Stanning | Mature Students' Officer [She/Her] | later
 Max Kafula | BAME Students' Officer [He/Him]
 Molly Lawson | Students with Disabilities Officer [She/Her]
 Goh Yu Hong | International Students' Officer [She/Her]
 Charlotte John | PGR Rep [She/Her]
 Charli Clement | Womens+ Officer [She/Her]
 Lydia Moodycliffe | Womens+ Officer [She/Her]

In attendance

Noah Katz | Jewish Society Campaigns Officer [He/Him]
 Alan Roberts | Interim Chief Executive [He/Him]
 Veronica Longmire | Executive Administrator | Minutes

Due to the COVID-19 pandemic the meeting was held via Microsoft Teams and recorded for the purposes of minutes, with no objections raised. The Chair opened the meeting.

Agenda Item 1 | Apologies | none received. It was anticipated others would join the meeting later.

Agenda Item 2 | Minutes of previous meeting

The minutes of the meeting held 13 October 2020 had been circulated to the committee. The Chair had received some amendments and would re-circulate for digital approval.

Agenda Item 3 | Matters arising from the minutes [not elsewhere on the agenda] | None raised.

Agenda Item 4 | Items for Approval

The Chair reordered the agenda as follows:

- 4.1 Policy for Religious Advertisements on SU Platforms | submitted by the VP Union Development and VP Societies & Media. The paper called for the Committee's approval to stop the use of Lancaster University Students' Union social media platforms for the purposes of religious advertising and the Chair was happy for the document to be taken as read.

It was noted that the SU social media pages had posted adverts for some religious groups who would have traditionally been involved at Freshers Fair. There was acceptance that these groups had missed out on their usual opportunity to reach out to students, and there was no intention to stop this from happening in future years when a traditional commercial freshers fair could take place, but it was felt that the Union promoting some groups over others was not appropriate.

The proposal asked for a ban on all external organisations advertising via the Union's social media channels. In response to a concern raised regarding minority groups it was stated that the ban was for external organisations only.

The proposal was put to a vote and **approved unanimously** [13 votes For / 1 proxy vote / 0 votes Against and 0 Abstentions.

- 4.2 Formal and Meaningful Adoption of the IHRA [International Holocaust Remembrance Association] Working Definition of Antisemitism into SU Policy | submitted by Noah Katz, Lancaster University Jewish Society Campaigns Officer [in attendance for the item]. The paper was recommending that the committee approve the following:

- To protect Jewish Lancaster students by cementing the IHRA Definition, in full, of Antisemitism into Union policy by December 2020.
- To expand Antisemitism training, as offered by UJS, JCR Executive Officers alongside the current offering for Sabbatical and Liberation & Campaigns Officer.
- To ensure that both present and future Jewish Lancaster students "feel [they] belong" (per the Union's Outcomes for Students) by proactively (and unprompted) acknowledging events in the Jewish calendar, as is done for other religious groups represented within the Lancaster community
- A representative (Campaigns Officer or President, JSoc) for Jewish students ought to be included in appropriate bodies, such as Union Council.

The committee was asked to note that the Jewish Society was a minority religious ethnic group and believed it deserved the right to define that discrimination was made against them, and secondly the aim of the submitted paper was to strengthen the use of IHRA within SU policy. Reference was made that policy had been passed on 26 April 2018 and was under the section 'Definition of Antisemitism' and that

it was adopted within the Equality, Diversity & Inclusion policy. Clarification given that the paper was a call to strengthen and include the policy within formal documents, eg staff contracts, Codes of Conduct etc, did not impact any other communities and had no impact on freedom of speech.

It was determined that the meeting was at quorum and the proposal put to a vote.

Approved with 9 votes For / 4 Abstentions plus 1 proxy Abstention]

- 4.3 Intercalation Paper | submitted by Molly Lawson, Students with Disabilities Officer. The paper was noted. The Chair informed the meeting that he believed there was some work in the background being undertaken by the University and proposed that the committee should wait for the publication of information, and if necessary take the matter to a digital vote once this was available.

- 4.4 Dual-mode Teaching | submitted by Molly Lawson, Students with Disabilities Officer. The meeting was asked to note that the intention of the two papers was for an online alternative to face to face teaching potentially fixing the integration issue | students should not be asked to intercalate if unable to return to University in January, especially for health reasons | students potentially not having to come onto campus for the rest of this academic year | further research with a public statement from this.

The meeting was asked to note that this was not a call for all online teaching but an online alternative to face-to face teaching.

Both papers [4.3 and 4.4] were noted and digital resolution would be obtained in due course.

Agenda Item 5 | Items for Information

- 5.1 **Update from Interim Chief Executive** | The Chair introduced Alan Roberts as the Interim Chief Executive, covering maternity leave. Information included days working in Lancaster [every Monday and Tuesday and every other Wednesday – this week was Monday/Tuesday only] / commuting from London / worked for NUS for eight years as Social Policy Manager / now self-employed working with SUs / Trustee Board had set five broad objectives to be worked on until March 2021 or when new Chief Executive in post [officer well-being and support – staff well-being – Executive priorities becoming Union priorities – Sports Review – delivery of commercial services review [with additional support] – implementing findings of ongoing governance and democracy review] / on day to day basis working on getting to know people and understand their current workloads etc / what the Democracy was asking of the Union and what the Union was doing with a view to linking up.

As an update regarding the democracy part of the review the meeting noted that a Steering Group would be established, made up of equal parts of areas of the Students' Union / the group would help design the survey reaching out to the membership / focus groups to run alongside this / discussion with constituent parts of the Union / a demographic mix of domiciles with the Steering Group then reviewing the findings.

- 5.2 **Updates from Full-Time Officers** included:

- ❖ Work on elections underway [nominations to open on 2 November]
- ❖ Officers had met with the authors and other groups and societies who had recently submitted a petition around training available to groups and executives and further promotion of EDI training [input from Liberation & Campaigns Officers prior to investigating external resources.
- ❖ 'Hygiene' boxes to be available soon [thanks passed to the staff team involved for their incredible support
- ❖ The Library had agreed that within its library guides each liberation forum could have its own permanent library guide with control of content
- ❖ Library willing to help with virtual events and exhibitions of work produced by forum members
- ❖ Attendance at the upcoming Eco talk run by Green Lancaster [update to be given on work undertaken on the part of the University around the climate emergency declaration
- ❖ First meeting of the Societies Committee had taken place and updated Terms of Reference to be taken to next meeting
- ❖ Working with Student Media on potential campaigns
- ❖ Work ongoing to establish a Roses 'buzz'
- ❖ Helped the Interim Chief Executive settle into the role
- ❖ Supported FTOs on delivering campaign promises
- ❖ Met with University senior officers regarding mental health/well-being/food boxes for students
- ❖ FTOs met with Cat Smith, local MP and discussed issues particularly regarding in-person teaching, COVID and the University's response
- ❖ Worked with the Union Comms Team to release information there was access to the mental health services
- ❖ Felt positive re Union progress and hopeful to see progress on the University's part.

The Chair reiterated that the ruling re Scrutiny Officers remained in existence but currently there was a lack of staff resources.

ACTION | Committee Chair to liaise with Education & Support Manager regarding Scrutiny Officers

5.3 Updates from Liberation & Campaigns Officers included:

- ❖ the challenging but successful Black History Month events
- ❖ worked with some full-time officers on a new Zero Tolerance policy
- ❖ worked with the VP Union Development planning a 'Why I Ran' campaign
- ❖ in discussion re how to improve JCR training
- ❖ plans underway to improve and implement 'anti' policies with potential lobby of the University
- ❖ to take part in the Westminster Policy forum, working on a presentation with NUS
- ❖ working with various organisations [BAME Officer]
- ❖ involved in four weekly online forum meetings over past 4 weeks
- ❖ involved in online event for Coming Out day
- ❖ involved in campaign for Pronoun Day
- ❖ getting team together for They Matter campaign, working with other liberation officers
- ❖ helped facilitate online campaigns for the LGBTQ+ forum and plan to work with the LGBTQ+ staff network and the Chaplaincy to prepare for Trans Day of Remembrance and World Aids Day, particularly a visual for Trans Remembrance Day
- ❖ preparing for the Forum's general meeting on 16 November
- ❖ had involvement in the staff network setting up their LGBTQ+ Ally scheme [LGBTQ+ Officer]
- ❖ attendance at forum meetings
- ❖ full Executive Committee in place and meetings taking place every week
- ❖ much work with individuals on specific accessibility issues
- ❖ planning to launch the 'Improve your Teaching' campaign
- ❖ group to meet this week [Friday 30th] to form a Campaigns Group [all invited] [Students with Disabilities Officer]
- ❖ Executive Committee had 14 members [co-option needed for two positions]
- ❖ First term events organised to include 'She should Run' and 'Changing Perceptions' campaigns
- ❖ Exec member to launch 'Every Day Micro-aggressions'
- ❖ University contacted for a gender neutral toilets interactive map [Womens+ Officers]
- ❖ Preparing the forum priority but engagement taking longer to achieve [working with PG Board Executive to try and get more traction]
- ❖ US Election event with ISF planned [Wednesday 28th]
- ❖ Currently offering drop-in sessions and students were joining
- ❖ Welfare cases continue mainly around social isolation
- ❖ Working with LGBTQ+ staff network to launch the LGBTQ+ Ally scheme with training event taking place in near future [Mature Students' Officer]

Agenda Item 6 | Any Other Business

- 6.1 The Chair stated that the day and time of meetings were to be revised as clashes with other commitments had been raised.
- 6.2 The Chair stated that this was the last meeting for Fabiha Askari and Charlotte John and both were thanked for their work on the committee.
- 6.3 The Chair thanked members for attending the meeting.
- 6.4 In response to a question raised by the Interim Chief Executive, the committee agreed it would be valuable for officers' activities / events / campaigns / information to be publicised centrally via the Union Comms Team.

ACTION | Discussion to take place between Officers, Interim CE and Comms Team with a view central dissemination of information