

Welfare and Inclusion Council Agenda

Wednesday 27th March, 12:30-2pm, on Teams

	Agenda Item	Owner	
1.	Welcome	AL	2 mins
2.	Apologies	AL	2 mins
3.	Minutes Approval Minutes (05.12.23) Minutes (07.02.24)	AL	2 mins
4.	Matters arising	AL	2 mins
5.	Policy updates - Inclusive period policy - International Network policy (no title)	AL	10 mins
6.	President Update	AL	5 mins
7.	Network/Society Updates	All	10 mins
8.	SU EDI Update • EDI in the SU Leadership Elections	ARE	5 mins
9.	Sustainability Update • Responsible Futures	AL/ARE	5 mins
10.	NUS Liberation Conference	ARE	5 mins
Any Other Business			
11.	AOB	AL	3 mins
Date of Next Meeting:		New academic Year	

Attendance

Name	Network/Society	Initials
Ronke Akintan	Race Equality Network Chair	RA
Harriet Lawrence	Women's Network Vice Chair	HL
Christian Wilson	Disabled Students Network Chair	CW
Emily Hatfield	Commuters' Students Network	EH
Marvellous Sholademi	ACS Chair	MS
Al Linforth	Chair	AL
Antonia Rossiter-Eaglesfield	Director of Representation and Membership Services	ARE
Meg Lee	Representation and Democracy Assistant and Minuting Secretary	ML

Minutes

Agenda Item	
1.	<p>Welcome and introductions</p> <p>AL welcomed everyone to the meeting.</p>
2.	<p>Apologies</p> <p>No apologies received.</p>
3.	<p>Minutes Approval</p> <p>Minutes could not be approved in the meeting due to not being quorate.</p> <p>During the meeting (during item 10 of the agenda) AL became aware that we were quorate and asked councillors to approve the minutes of the meeting 05.12.23.</p> <p>AL asked councillors to approve the minutes of the meeting 07.02.24.</p> <p>Please refer to item 10 of the agenda for full details of the approval of the minutes.</p>
4.	<p>Matters Arising</p>

No.	Action	Update
01.	ML to email councillors asking for email approval	Completed.
02.	ML to ask for email approval of the Inclusive Period Policy.	Completed.
03.	ML to ask for email approval of ISN policy.	Completed.
04.	ARE to circulate campaign rules to sub councils.	Completed.
05.	AL to reach out to the hive about booking rooms.	Completed. Waiting for communication from the students involved with the issue related to this action.
06.	ML to send an email asking for feedback regarding how we can encapsulate the successes of student networks more.	Completed.

Updating Items

5.	<p>Policy Updates</p> <p>AL explained that the policies did not receive enough votes and they can still be achieved and can still be worked on. AL explained they will not be policies, but the work is being done regardless.</p>
6.	<p>President Updates</p> <p>AL provided an update.</p> <ul style="list-style-type: none"> - SU Leadership Elections - There are three newly elected officers: Ruttuja (president), Elliot (VPE) and Jack (VPSA). AL wished the new officers all the best in their new roles. - Varsity - Worcester university won varsity 2024 with a score of 13-4! AL thanked everyone who got involved either by taking part or watching Varsity 2024. - TeamWorc Awards - AL highlighted to students that nominations had opened for the TeamWorc awards and that they should have received an email from ML with the links to nominate themselves or others. AL encouraged students to nominate themselves or others and explained how lovely the event is. - Network Recruitment - AL encouraged students to re-run to be on a network committee again for the next academic year and asked Network committees if they are stepping down to encourage others to put themselves forward for a role

	<p>if there are people in their network, they think would be excellent committee members.</p> <ul style="list-style-type: none"> - Network of the Month - This will be announced next week (week of the 1st of April) so keep an eye out. <p>There were no questions received.</p>
7.	<p>Network/Society Updates</p> <p>Women's network - They have done lots of events this month in their Empowerment month such as bake sale, Brew and biscuits outside Tramps but are also hoping to do a free coffee and tea stall in reception and will ask for charity donations.</p> <p>Disabled Student's Network - Next month they are doing a Quiz Night and a darts night to raise money for the Dyspraxia Foundation.</p> <p>Race Equality Network - The REN Network are planning an Eid event for Ramadan and our Annual General Meeting for April</p> <p>Commuters network - They have been collecting feedback for a guide for new commuting students which could possibly go out with parking permits or be distributed digitally and are hosting a coffee morning the first week back.</p>
8.	<p>SU EDI Update</p>
	<p><u>EDI in the Elections</u></p> <p>ARE started by thanking everyone who participated in the December meeting for the questions they answered around the elections and for supporting our preparatory work for the elections. This feedback was used to make changes in our elections, particularly around candidate welfare. The themes that came up in the December meeting included:</p> <ul style="list-style-type: none"> - A range of barriers - e.g. language barrier, feeling judged - Mistrust in a free and fair election. - Lack of existing representation. <p>Changes we made to our elections processes:</p> <ul style="list-style-type: none"> - Revamped our training - included a well-being session delivered by our Welfare advisors as well as an activity that highlighted although as people, we all differ in so many ways we also have lots of similarities with each other. - Provided a candidate well-being space. - Provided free candidate breakfast throughout the campaigning week.

- Had a quiet campaigning hour on a morning of voting for students to have the opportunity to talk to candidates with less noise and in a less overwhelming situation. This also provided some downtime for candidates and their campaign teams.
- Candidate well-being event - Candidates had a chance to go bowling together and have some food after voting closed as well as a chance to de-brief with a member of SU staff.
- Quiet space on results night provided for students to use if they were upset or needed some time away from people and support from a Welfare advisor.

Data:

This year 100% of candidates filled in a survey that provides the SU with demographic data from NUS and this year's data showed our election to be far more diverse than previous years.

Key demographics included:

- 40% of candidates described themselves as White, with 60% of candidates describing their ethnicity as either Mixed/Multiple Ethnicity, Asian or Asian British (Indian) or Any Other Ethnic Group.
- 40% of candidates defined as a woman; 60% of candidates defined as a man; 0% of candidates defined as non-binary.
- 60% of candidates have English as their first language.

EH expressed she felt that the elections were less widely promoted this year and highlighted that there was only one candidate for Vice President Education. EH asked what can we do in future years to increase the number of candidates? ARE explained what methods we currently use to promote the elections such as mentioning in councils, emails, social media posts, drop ins, posters etc. EH explained that there was very little presence at Jenny Lind this year, she also suggested lecturers could do shout outs about the elections as well as sports clubs, societies, and networks.

SU EDI

AL explained that recently we have had an SU EDI working group. In this meeting there was an update provided on what societies and networks have been up to.


In this meeting Al gave an update on the recent University EDI forum highlighting that they are focussing on their EDI action plan. AL explained that there is student voice on the groups especially as networks are invited to attend which is positive.

AL explained they would like one to be chaired by the SU. The SU EDI working group also looked at the cultural calendar (plans for Ramadan, Bollywood night), the EDI

	<p>action plan for the SU, discussed the accessibility for the hangar for example looking into the introduction of Braille menus and signage as well as the upcoming SU Leadership elections and the TeamWorc video for WonkHe.</p> <p>CW asked if there had been an update on the disabled toilets and other measures discusses in the last meeting CW and AL had. AL explained that the university are still looking into the cost of new signage. AL explained that all the toilets currently have different signage, and they are hoping to change them to be consistent and to have braille included. The university did carry out an audit for signage with plans to prioritise those schools who have students/more students who are visually impaired. Al reassured councillors that it is in the works, and they would get an update.</p> <p>Action: AL to ask for an update on toilet signage and share with Welfare and Inclusion councillors.</p>
9.	<p>Sustainability update</p> <p>Every other year we submit alongside the University for the Responsible Futures accreditation. We are currently gathering evidence for this and filling out the submission with the University.</p> <p>ARE explained that there may be student opportunities available through this in Katy Booms department and AL shared her email in the chat - k.boom@worc.ac.uk</p>
10.	<p>NUS Liberation Conference</p> <p>ARE delivered a presentation on NUS Liberation highlighting what is NUS, answering some FAQs, going through the four policies, and explaining who will be voting for Worc SU.</p> <p>There was time for discussion on these three questions:</p> <ul style="list-style-type: none"> •Thoughts on policies? •How should we vote as a Union? •How should our decision-making be communicated back to UoW students? <p>EH asked how delegates were selected to vote at NUS Liberation Conference. ML explained that they were sent with the minutes and that she would share the email with EH.</p> <p>Action: ML to share email with information about liberation conference to EH.</p> <p>RA expressed she felt the policies were very interesting particularly highlighting the international student policy.</p>

	<p>At this point of the meeting it was noted that we were quorate and therefore asked for Welfare and Inclusion councillors to approve the minutes of the meeting on the 5th December 2023 and 7th February 2024.</p> <p>Vote to approve minutes of the meeting 05/12/2023:</p> <p>Approve - 6 Votes Against - 0 Votes Abstain - 0 Votes</p> <p>The minutes of the meeting 05.12.2023 were approved.</p> <p>Vote to approve minutes of the meeting 07/02/2024:</p> <p>Approve - 6 Votes Against - 0 Votes Abstain - 0 Votes</p> <p>The minutes of the meeting 07.02.2024 were approved.</p>
11.	AOB
	<p>CW asked ML about an email sent and ML confirmed she had received it.</p> <p>AL informed everyone that it was the last Welfare and Inclusion Council of the year and thanked everyone for their excellent contributions.</p>

Date of next meeting: Next academic year (2024/2025)



Actions:

April. 01: AL to ask for an update on toilet signage and share with Welfare and Inclusion councillors.

Action. 02 : ML to share email with information about liberation conference to EH.