

Minutes of Community & Welfare Board Agenda

The second Ordinary Meeting of the Community & Welfare Board for the 2019-20 Session will be held on Tuesday 12th November

Location: G.01, Royal School of Mines, South Kensington campus

Attending

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| Deputy President (Welfare) - Chair | Shervin Sabeghi |
| RSCU President | Alex Auyang |
| RSMU President | Christopher Carter |
| CGCU Wellbeing Chair | Miles Gulliford |
| CGCU Wellbeing Officer | Nutnicha Saduagjan |
| RCSU Vice President (Welfare & Wellbeing) | Peter Hull |
| RSMU Vice President (Welfare) | Arman Sarjou |
| ICSMSU Welfare Chair | Jack Hall |
| GSU Research Academic & Welfare Officer (Engineering) | Raya El Laham |
| GSU Taught Academic & Welfare Officer (Natural Science) | Tilivaldi Ilahunov |
| LGBT+ Officer | Freya Hepworth Lloyd |
| Ethics & Environment Officer | Francesca Siracusa |
| Black & Minority Ethnicity Officer | Deborah Adegoke |
| International Students Officer | Amr Alwishah |
| Interfaith Officer | Amna Ahmed |
| Disabilities Officer | Hilliam Tung |
| Chemical Engineering Department Wellbeing Rep | Vikneswaran Sathasivam |
| Earth Science & Engineering Department Wellbeing Rep | Katie McCann |
| Materials Department Wellbeing Rep | Emmeline Poole |
| Mathematics Department Wellbeing Rep | Arvind Narayan |
| Medicine Vice-Chair Representative | Natania Varshney |

Observers:

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| Mechanical Engineering Academic Rep | Dania Ahmed |
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Apologies:

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| Deputy President (Finance & Services) | Fifi Henry |
| Physics Department Wellbeing Rep | Anna Mossop |
| Civil & Environment Engineering Department Wellbeing Rep | Louise Benard |
| Electronic & Information Engineering Department Wellbeing Rep | Agrim Manchanda |

Clerk:

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| Representation Coordinator (Wellbeing) | Gabi Fulton |
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Chairs Business

1. **Welcome**
 - a. Deputy President (Welfare) (DPW) introduces himself and outlines CWB purpose and agenda for the meeting. Members introduce themselves and their positions.
2. **Apologies for Absence**

- a. DPW acknowledges that this list is not at hand. ACTION: Will be including in the minutes.
- 3. **Minutes of previous meeting**
 - a. Asks room for any comments on previous meeting – none. Taken as approved.
- 4. **Action Tracker**
 - a. DPW to look into survey conducted by last year's MHO and report back to CWB. Report of results was sent to CWB in call for paper on 1/11/19. Action is now complete.
 - b. DPW to send out email request for Liberation Reform working group. Deborah Adegoke (DA) mentions no email received. ACTION: DPW to resend this and pick up this discussion next meeting.
 - c. CWB members to send any amendments to CWB policies to DPW before next Union Council. No amendments have been sent yet. Policies have been provisionally ratified by Council. ACTION: DPW will produce plan for reviewing CWB policies this year. Potential for policies to go to relevant people to investigate.

Matters for Discussion

- 5. **Access & Participation Plan – Jenny Cooke (Outreach)**
 - a. Jenny Cooke (JC) introduces herself and outlines the work of the Outreach team at IC. This includes but is not limited to: working with under-represented and/or disadvantaged school students. They aim to stimulate interest with these students and encourage interest in STEM. Achieved with both broad and more targeted program around campus and within schools. They work with IC student volunteers to help to deliver these programs/activities.
 - b. STEM Potential program: Summer Schools/workshops for school students in year 10 to 13 who meet the required academic and personal criteria.
 - c. Pimlico Connection – need volunteers to tutor school students every Wednesday, during summer schools and varied visits to primary schools.
 - d. Access and Participation Plan (APP) – lasts 5 years (2025) and is how the College maintains accountability, monitors their access targets and aims to widen participation. APP is online if anyone wishes to read it.
 - e. Key targets of APP: focuses on access stage - analysing entrant data. Aims to close gaps in targets around socio-economic barriers, e.g. postcodes. APP tries to achieve this by raising STEM attainment in targeted programs in schools – supporting students to get an offer from IC.
 - f. CWB can get involved by: becoming a STEM ambassador (recruitment happening after Xmas), volunteer for the Pimlico Connection (apply later this month), running your own outreach activity – e.g. African Caribbean Society runs programs at some of their old schools. Contact the Outreach Team for guidance around running your own outreach activity.
 - g. Q and A with JC and her colleague Andrew Tebbutt (AT).
 - h. DPW closes question time at almost 19:00. DPW mentions the importance of CWB awareness of Outreach team and to engage in outreach. Thanks JC and AT for coming.
 - i. ACTION: DPW to send CWB the contact details of JC and AT.

BREAK

- 6. **Inclusivity in the Learning and Teaching Strategy – Rachel Witton (Education Office)**

- a. Rachel Witton (RW) introduces herself and Learning and Teaching Strategy. Strategy goal is to set out a new agenda of how IC teaches. Includes areas such as curriculum review, improving inclusion and diversity in classrooms and environment at IC in general, digital learning, etc. RW acknowledges that inclusion has received less attention and has been less purposeful – partly because it is delivered through other parts. The Education Office aims to be more planful about this - not just to 'regulate' but aims to think about it creating an environment in which it *feels* inclusive for all.
- b. LERU EDI Paper – a manifesto of inclusion at universities in a diverse world. Aims to bring this into our curricula – RW acknowledges biases that occur. Targeting leadership and communications to talk about this and make it a priority – underpinned by student support strategies.
- c. RW asks the group to generate some ideas on discrete projects that can create an inclusive culture in the classroom/influence teaching.
- d. **LGBT+ Officer:** introducing Trans Healthcare into medic curriculum. **Ethics & Environments Officer:** More purposeful allocations of the personal tutor scheme to rather than randomly allocation. **Mathematics Department Wellbeing Rep:** Improving disabled access to buildings. E.g. Huxley. **Chemical Engineering Department Wellbeing Rep:** is it necessary for departments to have deans list? Kept within the department ??not published. Would be helpful for group projects. Having quizzes in lecture to engage in the content. Inclusivity for students who miss a lecture. **GSU Taught Academic & Welfare Officer (Natural Science):** Module on becoming a more independent learner. Emotional intelligence in group work and learning. **International Students Officer:** Appropriate reporting systems – what procedures are available to keep confidentiality. More transparency – messages from the college to acknowledge issues and not shying away from problem. **ICSMSU Welfare Officer:** Developing a better support strategy for students in placements during which they are least attached to faculty, e.g. sexual harassment, discrimination. **Interfaith Officer:** Workshops on unconscious bias aiming to normalise this as part of the conversation.
- e. RW concludes by drawing parallels between CWB ideas and what Education Office is planning/working on. E.g. geographic bias in curricula, impact of policies, inclusive assessment and feedback, way in which we are learning in different setting – impact of projects, preparing for learning, creating safe spaces, making 'teaching more inclusive' workshops.

Matters for Report

7. **Updates from Deputy President (Welfare) (verbal)**
 - a. Union Council Report has been sent around CWB.
 - b. Liberation reform: since last meeting there is not much to update.
 - c. Posed the idea of 'Rep of the Month' nominated by CWB. Mentions that criteria have been established which will go to CWB and then voted on. CWB to look over criteria and make suggestions. ACTION: DPW will send around this criteria for further discussion.
8. **Updates from Constituent Union Welfare Officers (verbal)**
 - a. RSMU Vice President (Welfare)
 - i. Goal of persuading RSMU Dep Soc, De La Beche to change their name as they are named after previous slave owner. Brought this idea to CWB for advice on how to move this forward. DPW not entirely sure how to go about this. ACTION: DPW to investigate how this can be achieved. DPW speculated that it may need to be

voted upon with subsequent referendum. RSMU President states they would like to avoid a public dispute on this and plans to discuss with CSPB. Ethics & Environment Officer raises the point that there should be a policy around naming societies that represents the Union's values. Black & Minority Ethnicity Officer states it is important to educate around why this is an issue to those who may not realise.

- ii. Raises issue of lack of communication by Union around bi-elections. DPW acknowledges a lack of communication. These elections will be happening but DPW is not sure if they will be voted on in person or online.
- b. CGCU Wellbeing Chair
 - i. Planning to get into contact with Liberation Officers to promote events/campaigns the CGCU will be looking into.
- c. ICSMCU Welfare Chair
 - i. Nov 27th – free HIV testing event on Wednesday evening before sports night. Results will be texted to participants.
- d. GSU Research Academic & Welfare Officer (Engineering)
 - i. Working with union on reviewing the Post Grad Network. No current departmental rep for natural sciences so will be looking into filling this.
- e. RCSU Vice President (Welfare & Wellbeing)
 - i. Planning various campaigns in Natural Sciences, e.g. unconscious biases in curricula. Looking into introduction of free sanitary products. DPW state the only red flag with this is being mindful of environmental concerns. Medicine Vice-Chair Representative states that ICSMSU are also doing a campaign for sanitary products – combining with local community to calling upon donations. Ethics & Environmental Officer offers to discuss environmental impacts in future if anyone wishes to know more.

9. Updates from Liberation & Community Officers (verbal)

- a. Interfaith Officer
 - i. Planning a panel discussion during Interfaith Week. Working on surveys to go to faith-based societies including issues around religious holidays and calendar dates clashes.
- b. International Students Officer
 - i. Campaign to raise awareness that Commonwealth students are entitled to vote in the upcoming General Election.
- c. Black & Minority Ethnicity Officer
 - i. Seeking student feedback on the various issues that different demographics are facing. Pushing transparency between college and student body. Plans to seek CWB opinions on promotional material.
- d. Disabilities Officer
 - i. Disabilities History Month 22nd Nov – 22nd Dec. Planning events such as a comedy night, talks on disability rights throughout history. Event coming up on the 28th – Faces of Engineering with panel speakers and networking.
- e. LGBT+ Officer
 - i. Working on World AIDS Day Campaign - fundraising through ribbons. As well as educational leaflets and collaboration with ICSMSU to raise awareness on the free testing they are offering. If anyone wants to be involved on the 27th please get into contact. Raises the question if there needs to be changes to Safe Space

Policy (Union Policy) or External Speaker Policy (Board of Trustees policy (BoT)). Raises idea of rethinking to Safe Space Policy or influencing the BoT to rethink External Speaker Policy. DPW informs that College has a new Conference Policy – communication on this should be released soon. ACTION: DPW can investigate more on the External Speaker Policy.

- f. Ethics & Environment Officer: Working on connecting the Silwood Park community with the London based student body due to Silwood Park having a good representation of students who care about environmental issues. Plans to organise meet-ups with Silwood Park student to engage with each other on environmental issues. Working on developing Green Imperial Week initiatives.

10. Any other business:

- a. CGCU Wellbeing Chair raise query on introducing a socio-economic Liberation Officer. DPW recognises this as being important. It is something that would need to be brought to Union Council again as it has been voted on twice before. ACTION: DPW will make this a point of discussion for next CWB meeting.
- b. ACTION: DPW will set up a Microsoft Teams for CWB.
- c. DPW thanks everyone for their attendance.

Meeting Concludes at 20:08.

Next meeting

Tuesday 28 January 2020, 18:00 – 20:00, Room TBC