

Executive Committee Meeting Minutes

18th February 2020

1pm – 3pm

Chair: Malena Antich

Agenda

1. Officer Check In
2. Action Point Update
3. Working Group Update
4. Strikes / Equality Impact Assessment
5. Officer Expectations for Next Year
6. AOB

Apologies: Paulien Broens, Charli Keely, Nidah Kaiser, Anabelle Jones

In attendance: Youssra Elmagboul, Maxine Thomas-Asante, Peadar Connolly-Davey, Sohane Yahya, Malena Antich, Ciro Puig, Oscar Ward, Hisham Parchment-Pryce, Katie Saunders, Inaki Arizabalaga, Omer Wasim

Quora reached!



1. Officer Check In

Malena and Ciro: SU strikes booklet is out! Let us know if you want anything added or edited for future editions over the next few weeks.

Sohane: Nail Transphobia event was cancelled as the hose couldn't come. White LGBTQ ally meet up happening today. Embodied Allyship workshop for the picket lines is being finished for tomorrow's workshop. Have been working with Hisham on small safe space posters to give out on the picket lines. Our anti-racism on picket lines Instagram story will start on Thursday with info on how to not be racist on picket lines.

Peadar: Been working on LGBT History Month and this Friday's late licence. There's a varsity warm up party tomorrow in Tiger Tiger and a drag show in The Apple Tree. The late licence competition ends this Friday and there's also a ballroom panel discussion on Friday.

Maxine: Congrats to our Anti-Racism officers for all their hard work!! I've been trying to get everything in place for the strikes, accounting for the support students will need.

Oscar: Drama Society play went well last night. Been doing lots of accommodation case work, and just been made an admin of the accommodation Facebook group which I'm trying to clean up. Also met with Account For This about accommodation, trying to get a stronger policy for student welfare in accommodation.

Yousra: I've been off sick. Focus has been on the strikes – looking for welfare spaces as the school's commitment for alternative space fell through. We're going to host a solidary-tea stall on the pickets to answer questions, give information, and enforce safer space policy.

Hisham: [In addition to work with Sohane] I've been planning my workload with the upcoming strikes

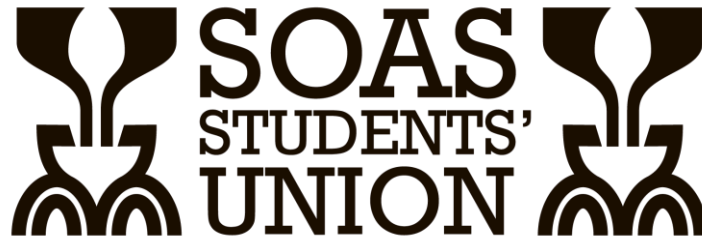
Katie: n/a

Action Points: n/a

2. Action Point Updates

Action points from previous meeting | Update

Maxine to make a Google Doc for Exec handovers (by the end of March)	Done
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Maxine to discuss with Jack including officer expectations into the candidate meeting of the elections	Done
Yousra to share spreadsheet of trans work done so far with exec	Done
Action Points: n/a	

<p>3. Working Group Updates</p> <p>Strikes: Handbook made!</p>
<p>Action Points: Peadar to speak with Yousra to find out about Womxns History Month late licence Sohane to transfer embodied allyship info to Inaki for Green Week</p>

<p>4. Strikes / Equality Impact Assessment</p>
<p>A discussion was had around recent content on the SOASkMeOut Facebook page, specifically posts of students threatening to call the police on the picket lines. It was addressed that as exec there is a heightened responsibility to ensure there is a safe environment on the pickets and things do not escalate. With a clear cops off campus stance, and the potential of the Facebook posts to deter students or professors of colour from standing in solidarity at the pickets, it was decided to speak with SOASkMeOut asking them to ensure the page remains a safe place for students in line with the SU's safer spaces policy.</p> <p>Malena: Do we know anything about the strike hardship fund? Yousra: We'll need to speak to the unions to as what they're doing with this [as they organise this]</p> <p>Malena: For pickets t be legal does there need to be a police officer there? Oscar: No, but police have the right to come and monitor strikes if they're alerted to the strike conditions being broken Maxine: Deborah Johnson told me that SOAS did not call the police during the last strikes and will not be calling them during these strikes either. The school, the SU, UNISON and UCU have all agreed we do not want cops on campus</p>



Equality Impact Assessment

EIAs are a way to attempt to measure the impact that shutting an organisation would have on the members of the organisation. The impact on members is addressed per protected characteristic (with characteristics defined by the law).

A large discussion was had to complete the EIA. Summarised assessments are as follows, with full assessments available upon request:

Characteristic	Description	Impact	Resolution
Race		Potential police on campus may discourage attendance	Exec to enforce safer spaces policy and embodied allyship
Socio-economic background	Students who rely on computers/internet/programmes on campus	Unable to access these needs	Extended learning lounge hours on non-strike days and the weeks after strikes
Religion or belief	Students who need to access prayer rooms / community spaces / multi faith advisor / chaplaincy		SU has reached out to faith groups to identify their needs. SU has found some alternative faith spaces
Sexual Orientation	Students who rely on SOAS as a safe space	Lack of safe space / magnifying mental wellbeing issues	SU Bar open in the evenings. Picket line events. LGBT history month events moved off campus or to the evening
Trans and Gender Non-Conforming	Students who rely on SOAS as a safe space	Lack of safe space and difficulty in finding alternative spaces. Increased marginalisation on pickets	Pro-noun badges to be distributed on pickets. Exec to ensure safe space on pickets for trans and gender non-conforming students.



People with caring responsibilities	Students will have a lack of flexibility in their schedule		
Age		Younger students may have to stay on campus later to use facilities, meaning they leave at a time which could be dangerous for them to be out alone	

A discussion was had about the use of the term 'scab' at picket lines. The term doesn't hold the same meanings in other languages, and this was discussed to give the context in the UK. It was decided that the term, and specifically the way it has been used in the past, is inflammatory and goes against the SU safer spaces policy. Exec are too try and ensure that no one is harassed at the pickets, and it was discussed that calling someone a scab is unlikely to lead to the productive kinds of conversations that UCU hope to hold on the pickets.

Action Points:

Maxine to reach out to SOASkMeOut to speak about safer spaces policy

5. Officer Expectations for Next Year

Malena: A UGM motion passed last year asking for exec to be paid. Will this be happening?
Yousra: Legally we can't. As exec are also our trustees you legally can't have more than half of your trustee board being paid by the organisation.

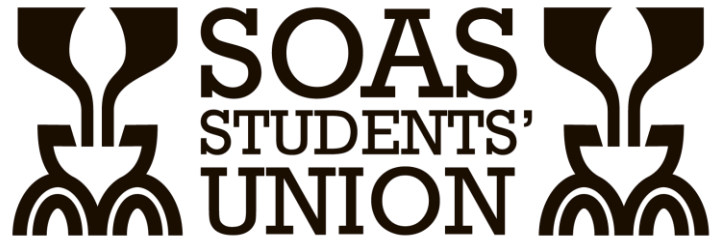
A brief discussion was had following on from previous meetings about what to do about exec members who do not engage with their roles. No decision could be made, however to enforce rules for the next year a decision has to be made before the candidate meeting on March 16th.

Action Points:

Jack to bring 3 options of exec expectations to be decided upon in the next meeting

6. AOB

n/a



Action Points: