



**Date:** Monday, 3 February 2020  
**Time:** 18:00-20:00  
**Venue:** Malet Place Engineering Building, 1.20

**Union Executive  
Minutes**

**Chair:** Carol Paige,  
Democracy, Operations and Community Officer

<b>Members:</b>	<b>P</b>	<b>AP</b>	<b>AB</b>
Aatikah Malik, Welfare and International Officer	✓		
Ashley Slanina-Davies, Education Officer	✓		
Carol Paige, Democracy, Operations and Community Officer, Chair	✓		
Clara Baltay/Laura Dell'Antonio, Sports Officer (Job Share), Elected Officer from Activities Zone	✓		
D'Arcy McGuinness, Activities Officer	✓		
Jiaqi Guo, Faculty Rep for the Institute of Education (Undergraduate), Elected Officer from Education Zone	✓		
Jim Onyemenam, Postgraduate Students' Officer	✓		
Maë Faugère, Sustainability Officer		✓	
Max Tscheltzkoff, Trans Officer		✓	
Mihir Gupta, Union Chair		✓	
Molly Hartill, Community Relations Officer, Elected Officer from Welfare and Community Zone			✓
Nilisha Vashist, Women's Officer		✓	
Sandy Ogundele, BME Students' Officer	✓		
Xuyi Wang, LGBTQ+ Students Officer	✓		
Zohar Mendzelevski-Steinberg, Disabled Students' Officer	✓		

<b>In Attendance:</b>
Beverly Isibor, Leadership Development Coordinator
Emer O'Driscoll, Policy Zone Assistant, minutes
Guy Stepney, Marketing and Communications Manager
Mette Westander, Disabled Students' Network Campaigns Officer
Student observers

## 1. Preliminary Matters

The Chair welcomed everyone to the meeting.

The Chair asked if there were any corrections to the minutes of the previous meeting. There were none and the minutes were approved as a true and accurate record.

The Chair followed up on the action points of the previous meeting:

- Implementation of the policy about laundry facilities on campus – The Advice and Advocacy Manager and the Head of Communication and Student Engagement are working on this currently
- Implementation of the policy about providing subtitles for UCL teaching materials – The Education Officer reported that this is in progress but that it looks unlikely to be rolled out

- en masse due to technological problems with subtitling accents and technical terminology
- Welfare & International Officer, Trans Officer, and Disabled Students' Officer to work on staff training – The Welfare & International Officer confirmed that this is in progress
  - The Chair to set up a Task & Finish group about support for part-time officers – It was confirmed that the first meeting took place in January and more information would be circulated about how to join

## 2. Announcements

The Officer Accountability Reports were deferred to the next meeting, due to time constraints.

The Activities Officer gave a report on Activities Zone. They announced that the Zone had passed two amendments to clubs and societies regulations and had discussed various changes to clubs and societies awards and training.

The Welfare & International Officer reported on the Welfare & Community Zone. They announced that the Zone had passed a new policy on Waste-Neutral Events, as-well as discussing a wide-range of issues.

The Education Officer gave a report on Education Zone. They announced that two new policies had been passed and that discussions had taken place on topics such as NUS, the ASER, and attendance monitoring. They also encouraged students to apply for the Learning Opportunities fund to be reimbursed for teaching missed during the UCU strike.

**Action:** Student officers to make sure their constituents are aware of the Learning Opportunities Fund.

The Chair gave an update on the 'Students Support the UCU Strike' policy which had been ratified at the previous meeting. They informed the group that the amendment to the policy made in the last meeting had been removed, as Union Executive does not have the power to amend policy that has been voted on at a Zone meeting. However, they noted that the amendment merely reinforced the Union's legal responsibility to be accessible.

The Chair then announced that the following students had been elected to the Board of Trustees' subcommittees following the first Union Executive meeting:

### Finance Committee

- Mihir Gupta
- Laura Dell'Antonio
- Zachary Baum
- Aardra Chandra Mouli

### Risk and Audit Committee

- Georgios Dougenis
- Gbemisola Osadua

### Governance Committee

- Molly Hartill

- Emer O'Driscoll

### 3. Ratification of Policy Proposals

#### Waste neutral events at the Students' Union

The Chair introduced the policy, which was passed at Welfare & Community Zone.

There were no further questions or comments. The Chair moved to a vote via show of hands.

Vote	Number
For	9
Against	0
Abstain	0

**Decision:** The policy was **RATIFIED**.

#### Lobby UCL to remove the application fee for postgraduate taught courses

The proposer, Emer O'Driscoll, introduced the policy, which was passed at Education Zone.

The Disabled Students' Officer asked if they had thought about the potential impact on the number of speculative applications, as this is often cited as a reason for application fees.

The proposer responded that there is inconsistent evidence that application fees reduce speculative applications and that a financial deterrent affects only students from low- and middle-incomes. They also noted that they believed students should be able to make speculative applications, particularly those from low-income backgrounds.

There were no further questions or comments. The Chair moved to a vote via show of hands.

Vote	Number
For	9
Against	0
Abstain	0

**Decision:** The policy was **RATIFIED**.

#### Remote participation in SSCC meetings

The Education Officer introduced the policy, which was passed at Education Zone.

There were no further questions or comments. The Chair moved to a vote via show of hands.

Vote	Number
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For	10
Against	0
Abstain	0

**Decision:** The policy was **RATIFIED**.

#### Toilet Transformation in the IOE

The Chair introduced the policy and explained that it and the next policy had been passed at the previous Welfare & Community Zone meeting in December, which had occurred too late for the proposals to go to the December Union Executive meeting.

They noted that work on this policy was already underway and that this policy would help reinforce that.

The Education Officer queried the line in the policy stating “Toilets should have no gender assigned to them.” They felt this was inconsistent with the resolve of the policy and might cause controversy. The Chair responded that this was due to an amendment but it would not affect the Union’s campaign.

The Activities Officer asked if this policy only applied to the IOE. The Chair responded that this was the case and that new policies would have to be submitted for any other buildings.

There were no further questions or comments. The Chair moved to a vote via show of hands.

Vote	Number
For	10
Against	0
Abstain	0

**DECISION:** The policy was **RATIFIED**.

#### Stop printing information brochures, resort to digital displays

The Chair introduced the policy, which was passed at Welfare & Community Zone in December.

The Disabled Students’ Officer asked if there would still be printing for necessary items, e.g. for the disabled toilet signage at Welcome Fair. The Chair confirmed that the policy merely resolved to reduce printing, not ban it, and so all necessary materials would still be printed.

There were no further questions or comments. The Chair moved to a vote via show of hands.

Vote	Number
For	10
Against	0

Abstain	o
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#### 4. New Policy Proposals

##### Freedom of Speech for Hong Kong students protesting police brutality

The policy was introduced.

Participants were reminded that any policies passed by the Union must fall within the Union's charitable purposes, meaning they have to affect students in their capacity as students.

It was noted that, while the resolve of the policy is very broad, the examples are very specific about the situation in Hong Kong.

A member noted that the situation in Hong Kong is so divisive among the student population that they didn't feel the Union could pass judgement on one side or the other. However, they felt that the Union has been facilitating free speech and discussion on campus on this issue, for example by assisting the Debating Society in holding a debate, or by helping Hong Kong students set up an exhibit. They noted that freedom of speech must be upheld for students on both side of this debate, and in other contexts as well. They affirmed that, while in no way wanting to undermine the severity of the situation faced by Hong Kong students, they felt the policy would be most effective with a broader remit.

It was asked if the Union could specifically condemn the actions outlined in the policy.

A staff member responded that the Union could certainly condemn any attempts to stifle freedom of speech on campus. They felt that it was not the Union's place to condemn any groups of students, but that they could condemn actions.

Members were reminded that any students experiencing acts of abuse or malicious behaviour should report them via the Report and Support service and more information about this would be circulated after the meeting.

Members were wary of passing the policy with all of the current examples. It was suggested that more examples from different situations could be added, to broaden the scope of the proposal.

Concerns were expressed that the title could be too divisive. Members noted that the title should accurately reflect the content of the policy, which is broad. They also noted that it might be beneficial to include more examples of incidents of malicious behaviour, to broaden the remit of the policy.

An amendment to the title of the proposal was suggested, to match the first sentence of the resolve: "The Union should openly promote Freedom of Speech and condemn malicious behaviour against students in the academic sphere aimed at stifling that right".

The Chair moved to a vote on this amendment.

Vote	Number
For	8
Against	0
Abstain	1

**Decision:** The amendment was **CARRIED**.

An amendment was proposed to add more examples to the ‘Why Would You Like To Do This’ section of the policy.

Concerns were raised about whether this could affect future actions of the Union, i.e. in protesting transphobic speakers. A member responded that freedom of speech is not freedom from consequence, and therefore the Union would continue to protest hate speech.

It was suggested that further examples could be sourced from Policy Zones and possibly from the Hate Crime Reporting System.

The Chair moved to a vote on this amendment.

Vote	Number
For	10
Against	0
Abstain	0

**Decision:** The amendment was **CARRIED**.

The Chair then moved to a vote on the amended policy.

Vote	Number
For	10
Against	0
Abstain	0

**DECISION:** The policy was **CARRIED** and **RATIFIED**.

## 5. Amendments to Governing Documents

Proxy voting for Liberation Officers

The Chair introduced the AGD.

The Disabled Students’ Officer asked if it could be amended to remove the words “at least 24 hours in advance” from Bye-Law 4.1.c.xi and Bye-Law 4.1.c.xii. They noted that this amount of notice is not always possible, for example if a Liberation Officer becomes ill on the day of a meeting.

The Chair and the Zone agreed that this was reasonable, given that there was still provision that the proxy attendee must have had access to the agenda and papers of the meeting.

There were no objections to the amendment. The Chair moved to a vote on the amended AGD.

Vote	Number
For	10
Against	0
Abstain	0

**DECISION:** The AGD was **CARRIED**.

#### Activities Zone Representatives

The Activities Officer introduced the AGD.

The Education Officer asked if it might be necessary to retain an ex officio position for a 'Culture Rep' on Activities Zone, to ensure diversity. The BME Students' Officer noted that this might help ensure that the society affiliation process is fair to all student groups. The Activities Officer stated that the Cultural Societies Rep position had remained vacant this year, and so a new system might help increase engagement with those groups. They also noted that the Activities Zone does not have any influence over the affiliation process and so this should be discussed in a different forum.

**Action:** The Activities Officer and the BME Students' Officer to liaise about the society affiliation process.

The Education Officer asked if the reason for the disproportionate engagement of Arts Reps this year could be due to the Activities Officer's own background in the arts. The Activities Officer responded that they didn't believe this was the case, as the Sports Reps had also had extremely high engagement.

There were no further questions or comments. The Chair moved to a vote.

Vote	Number
For	10
Against	0
Abstain	0

#### Minor Changes to the Bye-Laws

The Chair introduced the AGD.

There were no further questions or comments. The Chair moved to a vote.

Vote	Number
For	10
Against	0
Abstain	0

**DECISION:** The AGD was **CARRIED**.

## 6. Phineas Mascot Consultation

The Postgraduate Students' Officer had no strong opinions about whether or not to rename the bar but felt the Union should be open about its decision and the reasons behind it either way. There was strong consensus among the group that this was important.

The Chair asked how members would feel about the Union running an educational campaign on Phineas' history and its relation to colonialism, regardless of the outcome of the bar and the statue. There was strong support for this idea.

The Sports Officer noted that renaming the bar would cause significant backlash among the sports community, for whom the name Phineas had taken on a different meaning in its years as mascot. The Education Officer stated that it was important to communicate to the sports community that this wasn't an attempt to take anything away from them, but a way to give back to other communities.

There was some discussion about whether the Union would have a new mascot in time for Varsity this year. The Chair felt that it would be too short notice to pick a new mascot. There was discussion about whether the Cheerleading team could cheer at a wider range of events, in place of a mascot.

The Chair moved to a vote on whether to run an educational campaign on Phineas' history and colonialism in relation to UCL.

Vote	Number
For	9
Against	0
Abstain	0

**Decision:** The motion was **CARRIED**.

The Chair moved to a vote on whether to rename the Phineas bar.

Vote	Number
For	3
Against	4
Abstain	2



**DECISION:** The motion was **NOT CARRIED**.

The Chair move to a vote on whether to remove the Phineas statue from the bar.

Vote	Number
For	5
Against	3
Abstain	1

**DECISION:** The motion was **CARRIED**.

## 7. Matters for Information

### Disabled Students' Network Report

The Disabled Students' Officer announced that the Disabled Students' Report is now available to read.

The Disabled Students' Network Campaigns Officer talked about the contents of the report and the process of writing it. They reported that the level of time and commitment required to undertake this work was equivalent to a full-time job, and that they had had to interrupt their studies to write the report.

The Disabled Students' Officer noted that the workload required of them was overwhelming and they felt there should be some kind of remuneration in place. They noted that the needs of the Disabled Students' Network are different than that of the LGBT+ Network, due to the volume of discrimination currently being faced by disabled students.

The Chair responded that, while it does not address the immediate issue and part-time officers, there will be an officer portfolio review taking place next year if the funding is secured. This will hopefully address the way part-time officers are supported and remunerated.

The Education Officer asked what the officers present could do to help. The Disabled Students' Officer responded that all representatives need to become experts on and advocates for the needs of disabled students, so that the burden of representation does not rest solely on the few Disabled Students' Network representatives.

The Disabled Students' Officer asked if it would be possible to have a full-time staff member as a point of contact in the Students' Union. The Education Officer responded that the Union recognises the need for such support but that it is dependent on funding.

**Action:** The Education Officer to coordinate support for the Disabled Students' Network.

### Leadership Race 2020

The Chair announced that nominations for the Leadership Elections are open until March 4<sup>th</sup>.

They encouraged members to talk to the sabbatical officers if they have any questions about the elections.

Additional Meeting for NUS decision

The Chair announced that an additional Union Executive may be held in the next few weeks to vote on a motion to put forward for the NUS National Conference.

Union Strategy

The Marketing and Communications Manager circulated the new Union Strategy documents and gave a brief presentation on the new strategy.

**8 Any Other Business**

There was no other business.

<b>Minutes approved as a true and accurate record</b>	
Chair:	<b>Carol Paige</b> , Democracy Operations and Community Officer
Signature:	
Date:	