



Communities Committee Meeting - 14-08-2021

Attendance: PA (EM Rep), CH (LGBT+ Rep), EMe (International Rep), ES (Assistant Int. Rep), JN (LS Rep), AW (President), KM (VP)

Apologies: DB (SwD Rep)

Location: Zoom

Electing a New Chair

AW We need a chair but because DB is not here i think it's best if we do this at a later date but what do we think about termly chair instead of yearly? It isn't a big role anyway but could give more of a rotation. Thoughts?

CH I think we should make it termly but allow the option to re-run if someone wanted to
EMe PA ES JN all in agreement

AW It's not in standing orders but you can resign and we do another election, if it goes well then we can amend the standing orders This is still a new committee so it's malleable. We'll do a quick meeting in September to decide, we'll do something similar to a method 2 election and then a zoom poll or private message vote; if that's ok I'll organise that, first week of Sep?

ES Anything after 1pm BST is good for me as DC is 5 hours behind

Anti-Racism Workshops

AW Slides are in the chat, how many of you have taken the workshops?

JN I have taken it

EMe As a first year, yeah I did too

CH I've seen the workshop as a frep

AW Same and I know KM facilitated. DPOCA are running their own and running it virtually, I think us running in person is better, it may be more work but then we would be able to adjust it for our own changes

KM Definitely better to have them in person, the engagement for the last few we had to do online was a lot lower in comparison

AW Agreed. The conclusion of a previous discussion was that we wanted to make them longer and expand on the intersectionality section so we can put a spin on the anti racism workshop to say these ideas relate to all other issues like ableism for example. Looking at the slides, the intersectionality is in the first half but I think it's better at the end and to pick that point up at the end, then we don't have to change content of talk, keeping the DPOCA



material and just adding our own bit on the end, thoughts? Then we would put it just after slide 34 and add in 3/4 more slides, about 10 minutes extra time with some talking and discussions about the intersectional aspect. Does anyone have any ideas about how to go about this section?

CH We don't want to overshadow the anti racism and introduce more issues than we can talk about in an hour, we don't want to bite off more than we can chew

AW Yeah, there's a lot of history and facts which I don't think we should do with other issues like lgbt history, less history and more raise it as an issue. Anyone else?

PA Maybe not my place but if it isn't going to be a history thing then what type of thing is it going to be?

AW Don't know what everyone else thinks but I think discussion based mainly like the question of biases and other privileges having had the discussion of what privileges you hold, like what others have I not addressed but I don't know I think this could lead to a difficult situation

CH It needs to be rounded off with anti racism at the end, we don't want to stray too far from the path, it is already long and people lost interest at the end so don't know how willing people would be to engage at the end

AW Counter proposal then, maybe it is better at the start after slide 12 just expanding along the line of you can't fight racism without fighting homophobia, ableism, etc and then on the privilege discussion then thinking of the intersection of that issue with racism

ES Then maybe it is best to keep a history section in so that you can't debate it in the way gender and race have worked together to give people certain outcomes

PA Not sure how I feel about it in the middle, like now we are talking about racism, now we are talking about other things, now back to racism which I fear may devalue the intersectionality of it like I agree with ES we need history and fact so you can't debate it. Then discussing privilege is a good idea and how the privileges links is a good idea but I get that it is long and at the end people will be more likely to engage with fact then discussion

AW PA do you think moving slide 12 because I remember when taking the workshop like it was a brief after note - it wasn't integral to that section so perhaps moving slide 12 to the end entirely and then we didn't touch on intersectionality till the end?

PA I think that works better with the flow, we have these discussions on racism and say these can apply to other forms of discrimination, ending the workshop on a thinking point which people can go away with which I think is better

CH Looking at the last few though we would need to jig about as the last few are about calling people out so we'd need to be careful about making it fit

AW Maybe after slide 29?

PA Good idea for after white privilege, slide 30-34 applies not just to racism so its useful for all forms of discrimination



AW 30-34 is not long either so I don't think we are burying it by putting it there and PA you're right they do apply to all, so are we all in agreement to move slide 12 to 30 and then adding some facts introducing other issues and then a discussion on those facts and privileges with how they relate?

ES We can still keep the focus on racism, discussing how nothing occurs in a vacuum

AW Anyone got ideas in terms of wording with this section for discussion points?

KM I remember from the workshop the fact black women are five times more likely to die during pregnancy than white women, which interlinks racism and sexism so I think whatever facts we do include need to interlink racism and classism for example and I don't know if we need the facts before the discussion points are fully determined?

ES White women are more likely to earn higher salaries than black women which then translates to access to healthcare and lots of other issues

AW There are definitely there are statistics from the UK breaking down education levels by race and then by gender within race and then statistics like that would be good

KM Yeah and statistics to do with life expectancy, your life expectancy if you're transgender is so much lower but even lower if you're a person of colour who is transgender - not sure on the exact figures

AW A slide or two of these kind of statistics is what I think we are looking for, DB comments were that with disability exists on a spectrum and then if you have something else on top that compounds it and then you sit differently on that spectrum and we should included statistics on how background affects disability

PA After the A-level results there will be stats on the attainment gap between minority groups and how covid has affects different minority groups

AW The private school to state school stat for the A* attainment is a great example because that is their year as well that will hit home

PA I was looking through and trying to find the key headings and we have definitions, racism in the UK, racism at unis and stuff so if we are adding to the content we could include definitions of transphobia ect just a bare bones definition and statistics in the uk and one related to uni as well would be good if possible

AW One of my questions is if we are adding a slide of facts we need to strategic about what issues we are touching on, we could use case examples that go into detail or lots of little in not as great detail facts as we could do class and race but we could do that about anything

KM We could do an example of the intersection of class and race and then make the discussion like can you think about the intersection of lgbt+ issues and race, then after feedback have some more facts and stats to close off

AW I think that is a good way to go about it. Has anyone got any more thoughts on what the content should be or how do we divide this up?

CH We should create a google doc where we can all put in our research and then from that choose which issue we'll discuss in detail



AW It would be good if we had a leader on this, I don't feel comfortable taking charge on this as I'm not elected to do this

PA I'm not sure it's mine either given I'm EM rep I don't think I feel comfortable shortlisting and choosing what issue we'll focus on

AW Perhaps if you take lead and then if you want to you can run every decision by everyone so we have everyone's thoughts?

PA Not sure how comfortable with writing the content as I didn't have anything to do with it last year so I think another call to finalise content in a few weeks will be needed it

AW We can do it at the same time as the chair election. I will set up the shared google doc. I like that idea and then everyone can share ideas. Does everyone like this?

All in agreement

Sports and Socs Training

AW I don't know how much you know about this but basically LH, GG, HM from the committee last year ran zoom workshops for sports and society presidents and social secs in september, it covered socials and activities: how to make sure you don't make people uncomfortable with social etiquette and ensuring themed socials aren't in poor taste. I would like to run again but I think it's easier if we run in person at the beginning of the year. TW and JW (principal and vice-principal) will be doing the same thing. I know EM as president two years ago made everyone sign a code of conduct which could be updated but I think bringing that back is a good idea. We can combine all this into two meetings with all of them and it's just a presentation with a little bit of discussion so anyone could run it but it should come out of this committee. Does anyone know what I'm talking about?

PA A few friends had to attend and I think it was good, my friends said it was good as it was always in the back of their minds when planning socials. I think end of freshers week is a good idea for it so we don't allow people to have time to have a social without the training

AW I think with timing it would have to be in the first week of term as no one will have ran a social yet. Will talk to TW to see if they are keen to combine, hopefully we can use the bar but does anyone have the slides? Will chase up LH for them

EMe Is it aimed more at presidents or social secs or both or whoever they want to send

AW Both have to come so it is aimed at both, focus is the socials as that's where problems arise but it's about behaviour generally. I would like to mention the disciplinary policy in these meetings as it isn't as known as it should be so then there's the threat of jcr discipline. Just putting this on the radar since we don't have the slides yet. Anyone have anything more to add?



Social Media

AW Who has an instagram account or facebook for their role?

PA, EMe, CH raise hands

PA I'm currently president of cuths antiracism soc so I don't have an ethnic minority rep insta but the antiracism one which is a big presence

AW That relation between your role and the society is not defined is it?

PA I'm automatically president if no one else runs for it

AW Ok so DB raised this as she wanted to start an insta for SwD and JG had said it may be better to have a communities committee account but I'm not sure that it may be so cohesive considering there are very different issues. What do people think?

CH I'm not sure this is necessary as long as we bump each other's posts up. I think as long as the instas are promoted to the freshers it is fine without one

PA I agree I dont think its the best idea to just have a central communities one

AW That is my thinking as well so shall we not do that? Just so you know if you want to set up your own insta you don't need to run it by me, run it yourself and it's not a problem as long as you don't post anything bad. Does anyone have any ideas about how to get more engagement with things?

CH I would like to do a welfare collab for lgbt welfare and I know we used to be under welfare but I want it to be clear that we do work together still

AW Talk to JG and make it happen, it would be good to integrate your roles more with campaigns with themed campaigns around your roles

EMe I thought it would be nice if we have an event coming up that it would be good if we could post on the jcr insta and facebook just so it has better reach

AW With Facebook at the minute I'm the only one allowed to post, with isaac but I'm happy to post any event you want on it, I need to run things by the trustees as I'm not sure what we can do with the isntagram . Currently only LH has it but normally everyone has the login to share things to the story as long as you're sensible with it. With facebook just let me know. I'm planning to do a posting schedule with the freshers so if you want to post let me know because I don't want things to go up and get lost.

AOB

AW Drop ins: if you want to hold them you can, if you're not nightline trained you need to be clear about the nature of the drop in but I would encourage you all to get trained

CH ES (Senior Welfare 2020-2021) last year fast tracked me in



AW I think we get two spots per term but if four of you wanted to do it JG seemed to think I could get you all on so if you do a drop in make it clear that it isn't a welfare drop in, I would encourage the nightline training

CH I would recommend I did it last term

AW Lastly with this committee, if things come up KM and I will put things in the chat if they're relevant, one of you guys are invited to exec meetings so we are trying to be as proactive as possible to integrate and fulfil the committee's potential. Please don't be afraid to ask me about anything or voice your opinions to me, I am here for you guys if you guys need me to do anything.