



Communities Committee Meeting - 05-09-2021

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

Location: Zoouoooooom

Minutes Pass

Updates

AW: Everyone has spoke to JR (Head Frep) about day events for freshers and they are scheduled

gives outs timings for drop ins in freshers

AW: It would be good if we publicise these to non- freshers too just to get second and third years in as well as appropriate freps, the more the merrier. Going to talk to CI (Assistant Principal) about the local students one as as there's a lot of livers out who can come and then they can engage with us early in the week.

PA: I've been trying to organise the anti racism workshops with admin, 15 volunteers so far and still looking for presenters. I've been in contact with the Jewish Society and am trying to make graphics for the instagram stories about the upcoming jewish holidays.

EM: I have been organising international freshers week for the 22nd-25th with ES.

CH: I've been starting up the instagram, talking to other colleges as well as sorting out a posting schedule.

DB: Made a new instagram, designed some new library posters and working with Jade for some events on the 16th for students who need to move in early due to their needs.

JN: I would like to start an instagram account in the next week or so to start advertising the freshers week drop ins.

Chair

AW: We have two candidates, DB and Ron, hust away

DB: I would like to be chair this term, I'm in favour of us switching out every term. I've been a castle tour guide and have been talking to prospective students, they have concerns about diversity and inclusion, I know my main job would be chairing the meetings but I am keen to get a presence out, put forward a strong community message and promote intersectionality - please don't ron me



AW: Any questions? Message me your votes. Congratulations DB so take over the meeting!

Anti-Racism

AW: Looking at the shared doc, there are some good stats, what was the conclusion of the last meeting?

KM: You should have read the minutes. We came to the conclusion to move the intersectionality slide towards the end, have a slide talking about the intersection with one issue like a case study, then some questions or discussion, then some more stats which highlight how many issues intersect.

BD: What does the previous workshop end with?

AW: Allyship, if you have any ideas to change that or add to it, talk to poppy. Does anyone have strong feelings about the first slide?

CH: I think it should be a point people don't think about too much - maybe disability and race as I think that is one people don't think about much.

PA: There is a lot in this doc which directly applies to what freshers might be thinking about and stats people won't have seen before so I agree.

DB: I agree, the attainment statistic was shocking. When researching about the protests and movements I found there was a lot of intersection back then too; the history aspect of the workshop was great so something similar here would be fitting

CH: Do we want a case study or stats? We could talk about a prominent figure

BD: I think a case study is a great example to humanise it

PA: I found was less than 1% of UK professors were black and 25 black female professors and that is definitely a decent one for a case study - there are so few women in that stat we could get a case study on one of them

AW: I wondered if along the intersection of disability and race there is something in the medical field - like if you are a person of colour you are often treated very differently by medical professionals and when you have a disability you often have a lot of interaction with doctors?

KM: There is definitely research there and statistics of doctors believing people of colour have a pain tolerance that is five times higher than that of white people or something along those lines so there's something there

ES: There is also a kidney enzyme that African Americans have a higher level of and if you have this you get a waitlist for getting a kidney leading to a lot of black people dying from not receiving kidney transplants

AW: We could begin with attainment rates: with a disability you are somewhat less likely to get a top mark or complete your degree, then go to medical treatment of people of colour: less likely to get attention and proper care from medical professionals and therefore link by saying their disability affects them in a greater way. Then if you say people with disabilities have a



harder time at university, people of colour are more likely to have a harder time with their disability therefore people of colour with disabilities are particularly disadvantaged when they come to university. Are we happy with that?

All in agreement

AW: Then onto the second slide what are we going to follow this with - previously it was about speaking about what privileges people have?

PA: I think if we have that question directly after saying disability I think it could be quite patronising so I think we should change

DB: Last year people got a bit uncomfortable at that section and then a bit turned off for the rest of the workshop - if we don't mention the other issues, we could ask questions about the intersectionality of the other issues with race?

PA: I think we could go to a statistics drop, you can't argue with stats so i would say lets go back to connecting two stats together and doing more of them.

AW: We could ask something like what privileges benefit from at the start - then go to the disability slide, then the statistics slide

DB: I like this idea but am a bit adverse to calling it privileges; could it be phrased as “what comprises your identity”

PA: We could just have a thinking point - no discussion but I think we do need to include the word privilege.

CH: We can utilise the facilitators here and give them leading talking points to stop it turning sour.

AW: So what does the slide look like?

PA: I think we have something like we've been talking about white privilege then a question that asks what are your other privileges and then putting examples on the slides.

AW: Slide 12 is the original which has a good graphic with many different identity components which I think is what you're saying - this slide does use the word privilege

EM: Using the word privilege can seem so negative to certain people but we could phrase it like what aspects of your identity have helped you or benefitted you in any way then something like that is just talking about who you are and aspects of your identity. The word privilege will be in their head any way so they could make the connections themselves

PA: We could phrase it as thinking about what elements of your identity meant you haven't encountered the struggles of others

ES: We could have a definition of privilege to make it clear what we are talking about?

AW: Slide 28 has definitions and it will be just the previous thing having spoken about

CH: The facilitators can be a good tool for de-escalating any discussion and it will be at the end when people are tired.



AW: So do we agree this will be the first slide, disability slide second, and then third slide with stats so we need to decide which statistics we are using

BD: If we are doing this with just one issue before, do the stats have to be compounded with race or could they be just stand alone?

PA: I think a mix could be alright but depends if we are talking about intersectionality or privilege but may be better to keep it consistent

AW: The lgbt example is good

CH: I found a lot of it is american based but can try

AW: A lot of people are so keen to just be like 'oh thats america it's not like that in the uk'. Do we want to talk about class and race?

PA: There is one here with north and race but that isn't related to class.

AW: Still the point of where you live in the uk and something to be said for places in the uk can be more difficult for people of colour due to a lack of representation.

PA: Could use the wage gap to talk about class - that is somewhere in the workshop previously?

AW: We have three points then there - lgbt, region, deprived neighbourhood/class - are we happy with this?

DB: I think that is good and reflects this community committee.

PA: Would like to include the statistic highlighting intersection between being transgender and race if everyone is alright with that.

CH: There is also one about balck trans people being victims of homicide. Also found something on the guardian that there has been at least 28 killed in 2021 were black or latino trans women

PA: If anyone has anything else, message me or put it in the chat as I want to make sure everyone has what they want in this section.

Campaigns

DB: We had a discussion before about campaigns after freshers - we want to do jcr takeovers but is this possible?

AW: My concern is the committee applications go out right after freshers week and everything could get a bit buried but the welfare one could be used.

DB: Do we want to wait then or do it quickly on welfare?

PA: More people follow cuths jcr as opposed to welfare and do we want to go back to being associated with welfare?

DB: Would week 3 work?



AW: Potentially, what form would the takeover be?

DB: I think we just want to promote each role and then we could say when we are doing drops in and promote communities committee and future campaigns.

AW: We could do a semi takeover, you all have your own instagrams except PA, in order not to bury the other posts and in the first week would make it hard hitting and getting the names out early. Do it on your own insta and then they'll be shared on the cuths jcr one each day so then it doesn't bury everything?

DB: I think that could work. I just didn't want the cohesion of communities committee to be lost.

EM: I think that is great and on international comm we have some open positions that we want to fill and this is a good opportunity for you guys to get your assistant reps too.

AW: Doing this split would help promote the individual accounts - do we like this idea?

DB: I'm happy. To summarise we want these campaigns to have intense publicity: get people involved, having a few events in the year and then we want to promote all of these to get the committee presence out there and so I think its just to promote yourself and future plans

AW: We could have a few events either that week or the second and maybe some drop ins too - we can do some posts on the main jcr account introducing communities committee.

CH: Do we maybe have a calendar of events, specifically one for communities?

AW: Does not have to be comprehensive for the year but could be a couple of weeks of the term.

CH: What does everyone think of across college things, like we have a big inter college and wider uni LGBT+ Rep chat?

DB: I think it is definitely a good idea but I don't know about the disability association doing that many events so other colleges would be great.

AW: Shall we divy up the days now?

CH: Thursday

BD: Wednesday

PA: Friday

EM: Tuesday

JN: Saturday

AW: We can make a post on Sunday with the roles up for grabs on monday at the jcr meeting.

DB will you make the calendar?

DB: I love canva yes! Do we want the term or just the first half?

CH: Can do the first half of term and then just say look out for future events. With drop ins we need to finalise hours and where are they?



DB: I'm assuming the plan is in person as much as possible and most of college is keeping hybrid as an option so we could do both?

AW: Talk to jade about using the welfare room but if you can't use it talk to me and we can find something.

CH: You aren't allowed to have drop ins without nightline training right?

AW: True, have you guys had training?

PA: Yes, about a speedy training - not the full weekend one.

EM: Same, she has contacted me about that for myself and ES.

DB: I think nightline isn't great at replying, I have emailed jade about the longer training.

AW: Nightline hasn't been great at getting back to me too. If you want to book out a college room for an event there is a form online if you want the scr or bar

AW lags and gets embarrassed

AOB

DB: Aob? I'm not used to this but will be better next time!