



# Inclusivity and Diversity Zone

20<sup>th</sup> March 2019 | 18:00 – 19:15

## Register

Andrew Costigan (President, Inclusivity and Diversity), Ralph Lending (LGBT+ Rep), Phoebe Bastiani (Women's Rep), Jessica Clunan (Disabled Student's Rep)

## Welcome and apologies

Apologies received from: Mayanie Koroma (Counsellor of Scrutiny), Rayan Shipton (Trans Rep)

## Approval of the last minutes – Resolved

## Reports

- 1) President, Inclusivity and Diversity

### Mental Health

- Mental Health Working Group (Meeting 1 and 2)
- Working group sub-groups (student representatives)
- HullMinds survey

JC – Voiced concerns over the language used regarding “Suicide Mitigation”. It does not imply support for suicidal students but rather mitigating the effects of suicide on the rest of the university. Further concerns over the proposal to merge “Staff support and wellbeing” sub-group with “Training” sub-group.

PB – Queried when the first draft of the mental health strategy would be available for consideration by the zone.

AC – Provided explanation that the opportunity would be imminent and that students would have the opportunity to directly participate in the sub-groups and main mental health working group.

JC – Voiced concerns over the amount of external partners being used within the institution and that the university may be distancing itself from any problems.

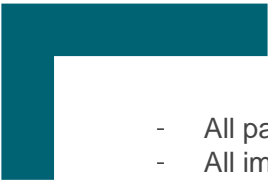
PB – Voiced concerns that the most central problem with the university health and wellbeing service is that there are not enough advisors to cope with demand.

PB – Would like there to be an Independent Sexual Violence Liaison Officer (ISVLO) at the university.

AC – Provided clarity that Blue Door, a sexual violence charity, offer that particular service but only on Fridays. Additionally a member of the health and wellbeing team is a specialist in sexual violence and otherwise performs the role but is not independent which can be an issue if both parties involved with allegations of sexual misconduct are students.

PB – Raised the issue of student concerns since December and that whilst the university has raised the profile of services the university has not increased its capacity to see students as drop in appointments are limited presently to 12 a day.

### Sanitary Products

- 
- All packaged
  - All implemented into a distribution point
  - Impact report

JC – queried whether the sanitary packs would be kept in toilets or in a publically accessible area. It would be more inclusive to have packs on reception as trans men are not excluded from the female toilets.

AC – explained the intention is to keep the packs on receptions and publically available – but there have been some issues initially with implementation

#### Sexual Violence Strategy

- Feedback given

#### Questions

JC – What have you done to ensure engagement with students during election week?

AC – Went on the voting stands to encourage people to vote. This was two hours one in student central and one in the library. Did not have a great deal of time during elections week because of writing feedback for the sexual violence strategy and writing an impact report for the sanitary products scheme. The report was part of the condition to receive funding in future years.

JC – How successful were the coffee breaks for election candidates hosted in Scoop?

AC – Understands it to have been relatively successful. Did not have any personal involvement with organising the sessions.

#### 2) Disabled Students Representative

- Assisted students with filling out and submitting applications for Disabled Student Allowance (DSA)
- Looking for interested students to take on the position of Disabled Students Rep next academic year
- Preparing to wind down for the year

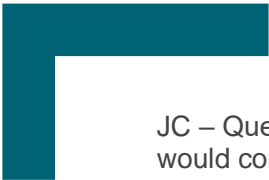
JC – Consideration of separating the position of disabled student's rep into two parts: One for physical disabilities and one for Developmental and Cognitive differences. This would be to emphasise that conditions such as dyslexia, autism, dyspraxia and mental health conditions are classed as a disability.

PB – Concerns over the inclusion of mental health into a specific role – the implications of which may resemble the issues for 'Welfare' prior to the name change.

AC – Agree with PB in regards to the concern, but is not against splitting the role and can see the value in doing so.

#### 3) Women's Representative

- Created "Girl Gang" group on Facebook in response to collective concerns over personal safety. Group has a large membership with over 1000 individuals joining and 500 member requests waiting for approval. The initiative has received a lot of media attention including BBC Humberside, The Tab,
- Planning a Body Positivity Week including a naked photoshoot for which the risk assessment has been completed.
- Organised a Fashion Show for Monday 25<sup>th</sup> March to raise money to support ROSA (Women's fund) and Charlie Watkins Foundation (Mental health awareness in Young People).



JC – Queried whether PB was pleased with the Women’s Rep Elect and what PB would consider doing next.

PB – Confirmed approval of incoming Women’s Rep. Voiced that potentially PB may take on Counsellor of Scrutiny for Inclusivity and Diversity Zone or Governance Zone.

4) LGBT+ Representative

- Starting the process of creating the LGBT+ Society in place of the liberation group. Concerns over the slow going nature of the process. Would like to meet with AC to discuss. **ACTION AC.**
- Have members lined up to fill committee positions.
- Possibly running for LGBT+ Rep in the by-elections in October.

RL – Questioned where any funds raised should be put given the centralisation of the budget.

AC – Clarified that the centralisation budget will not occur until budgets have been set for next year and that for now funds can still be implemented into the LGBT+ account.

JC – One of the biggest changes to occur to the Trans Rep role is that it is would be elected in the main election rather than LGBT+ AGM. Given that the current Trans Rep was voted in by 8 members at an AGM and the incoming Trans Rep was voted in by 4 individuals in a main election what will be done to increase awareness of the position?

RL – Poses that the question is better suited for the Trans Rep. Will make sure to ask the question to them offline and return with an answer. **ACTION RL.**

5) BAME Representative – Presently no BAME Student’s Rep.

6) Counsellor of Scrutiny

- Limited on what can be scrutinised due to the lack of frequent zone meetings.

Items for discussion

1) Equality and Diversity policy

AC – Explained that HUU Equality and Diversity policy was approved in 2016 and was due for review in 2018. Requested feedback before taking the item to UEC, Union Council and eventually Board of Trustees.

JC/PB/RL – Provided feedback

2) Exam Stress

AC – Outlined the request by the university on how a small pot of money can be spent on mitigating exam stress in students.

PB/JC/RL – Provided feedback

PB – Request to meet additionally to discuss this. **ACTION AC/PB.**

3) Objectives for the zone

JC – Suggested looking to implement “Town Hall” type meetings or open forums to have students who may not ordinarily engage feed into the zone.



4) Longevity/Sustainability of the zone

JC – Suggested looking for replacements, potentially people that can run in the October by-elections.

Any other business

JC – Queried RL attendance at LGBT+ meetings

RL – Explained difficulties with attendance.