

University of Melbourne Student Union

Meeting of the Sexual Assault and Harassment Working Group

22ND of July 12 pm , 2020 Meeting 1(20)

Location: Zoom

1. Procedural Matters

1.1 Election of chair

Motion 1: To elect Naomi Smith as chair

Moved: Naomi Smith

Seconded: Srishti Chatterjee

Passed without dissent

1.2 Acknowledgment of Country

So Acknowledged.

1.3 Attendance

Patrick Tidmarsh, Jordan Di Natale, Hope Kuchel, Srishti Chatterjee, Ciara O’Sullivan, Natasha Guglielmino , Nicole Nabbout, Siobhan Lim, Hayley Kebbell, Verity Crane, Kaitlyn Hammond, Thonya Deverell, Hannah Krasovec, Aria Sunga, A’bidah Shirbeeni,

1.4 Proxies

None.

1.5 Membership

As is.

1.6 Adoption of the agenda

Motion 2: Move to adopt the agenda as presented.

Moved: Naomi Smith

CARRIED

2. Confirmation of previous minutes

Not applicable.

3. Conflict of Interest Declaration

None.

4. Matters Arising from the Minutes

None.

5. Reports from Office Bears and SHARE Coordinator

Verbal report was given by Naomi Smith and Siobhan Lim on previous respect taskforce meetings

Previous meetings had discussed the University’s Anonymous Register, International students, and Lyn Walker Review. In the previous meeting of the Respect Taskforce Siobhan Lim had led a

discussion on the needs of International students in regard to sexual assault and harassment. Naomi noted that there was limited discussion on the Lyn Walker Report when it was introduced, and the student reps would be pushing for more planning around responses in the following meeting.

<p>Motion 3: <i>To accept Report on the Respect Taskforce given by Siobhan Lim and Naomi Smith</i> <i>Moved: Jordan Di Natale</i> <i>Seconded: Srishti Chatterjee</i> CARRIES WITHOUT DISSENT</p>
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Verbal Report given by Patrick Tidmarsh, the UMSU Sexual Harm and Response Coordinator

Patrick spoke about how they submitted UMSU's Report to Evan Kritakos and that he and the Women's Officers had met with him the previous day. He expressed that in the meeting the University was unhappy with the report and that he was seeking feedback from the Working Group on how to proceed.

Jordan Di-Natale: Why did the University think they were being criticised?

Patrick Tidmarsh outlined that the University had some key concerns, these were: that UMSU was not clear on what we wanted the Taskforce to do with the Report, that UMSU and students had not done enough, and that the tone of the Report was adversarial. Patrick wanted to know what the Working group thought about these changes and whether they were willing to make edits to the Report.

Ciara O'Sullivan expressed that UMSU should acknowledge their own responsibility in this matter while emphasising the power indifference between students and the University. This would be in order to push the University to take greater action. They expressed that it was ridiculous of the University to blame UMSU because they refused to listen to students at all.

Naomi stated that they were willing to make minor changes to report, however, that the tone should not change.

Patrick: If people are willing, I can make some changes as soon as possible.

Srishti: This sounds like they are telling us to control our feelings, rather than listening to what we've said. It is already hard for students to make a report, especially for International students, who experience language barriers and legal barriers. It is always scarier to report here because you do not want to involve the police, there are a lot of barriers to making a report. It almost feels like I have to talk about this in academic sense when making a report.

Srishti asked what the University's position was on providing different resources and services in different languages.

Patrick Tidmarsh: The University's position has been that this is an English-speaking University, however, we have always opposed that. There was not a lot of criticism of the services once people got through to them, there was issues with people accessing services in the first place.

Naomi: Patrick what changes are you wanting to make to the report?

Patrick wanted to make amendments to following areas of the report: to include the recommendations that UMSU had provided to the Taskforce in 2018, acknowledge areas

where UMSU could have done better, and add that the University now has a 24 hour mental health support line.

Motion 3: To empower Dr Patrick Tidmarsh to make changes to the UMSU Report to the Respect Taskforce.

Moved: Patrick Tidmarsh

Seconded: Aria Sunga

CARRIES WITHOUT DISSENT

Patrick Tidmarsh has been working on the materials provided to for clubs that run camps. This has included looking at the training model and materials that are provided. This work is being conducted in collaboration with the Clubs Department.

Jordan Di Natale was in the process of contacting Clubs and Societies about the events they currently hold.

Sristhi asked if there were different regulations for clubs that were centred around alcohol use.

Jordan: We have the same regulations for all clubs. All clubs must follow the same guidelines,

Ciara: I was wondering if it would be worthwhile to have a permanent staff member within clubs and societies to manage club training? Is that feasible thing that we can do?

Patrick: There is movement on the anonymous reporting front. The University has done its own report on the Elker anonymous reporting system. The Women's Department and Patrick Tidmarsh will be attending an upcoming meeting on the Elker anonymous reporting system.

Patrick stated that they had undertaken podcast training in order to create more resources on sexual assault and harassment for students.

Ciara: Do we have any information about how domestic abuse situations have been affected by Covid-19?

Patrick: We do there is a lot of information. If you were in bad situation before Covid-19 that has heightened. There is less offending in public spaces, but it is expected that there is more offending in private spaces.

Ciara: That is what I assumed; I was wondering about the University context. Because I feel the University sometimes ignores that students also live in relationships.

Patrick: Yes, this a position UMSU has; the University needs to also focus more on family and domestic Violence.

Motion 4: To accept Patrick Tidmarsh's Report

Moved: Naomi Smith

CARRIES

6. Agenda Items

6.1 UMSU Report to the Respect Taskforce

Naomi noted that there has been discussion already on the Report during Patrick's Report and opened the speaking list for discussion.

Patrick Tidmarsh and Naomi Smith summarised the purpose and recommendations of the report.

6.2 Determining the goals of the working group

Naomi: The purpose of this agenda item is to determine to goals and direction of the working group.

Hannah Krasovec: I am one of the elected student councillors, what do you want our role to be on this committee?

Ciara O'Sullivan: We should be aiming to have a diversification of services that the University offers. Because I think one of the biggest challenges is that when the University thinks of sexual assault survivor they are thinking of a white cis-women and they provide services based on that. We should aim to figure out strategies to make the University understand that. In our own internal channels, whatever we do within clubs and societies and UMSU, we should also push for more diversification of resources. We also need to diversify resources around the kind of sexual assault people are facing, often stalking is not identified as an issue.

Srishti: I wanted to make some accessibility points. A lot emails we get from students with disability is about situations with people who are supposed to care for them. Engaging with sexual experiences for students with disability is extremely different from how able-bodied people approach sexual experiences. Sexual experiences for people with disabilities is not spoken about at all. Therefore, when sexual assault is brought up it is not acknowledged.

Aria responded to Hannah's question about the role of student councillors. There are two roles: student's councillors are here to ensure that the group is accountable to student's council and to enable more perspectives on the issue.

Aria: It is important to recognise that while the Women's Department established this working group, it was established for this campaign to be recognised as a Union wide campaign. Safety on campus is not just a Women's issue it is an issue for all students.

Jordan: I want to make clubs more accessible to everyone and make it clear about what is right and what is wrong to do in certain events and situations. And then I want to make it clear about what to do when issues arise.

Srishti: I wanted to ask why Arts and Media not in this working group? I know that Arts has a lot of events that require touching and intimacy. And, Arts and Media have had sexual assault cases in the past.

A'bidah: Do club leaders know what to do should members come to them with experiences or testimony against assault that has happened? And I am just thinking about certain International student clubs, because in some countries assault is not talked about. Are there any resources for club leaders?

Naomi in response to Srishti's question explained the process of writing the Terms of Reference for the Working group. That autonomous departments were first selected because of the importance of an intersectional approach to sexual assault and harassment. Then the Burnley and Southbank campuses were included because of the differences in student experience at those campuses and difficulty in accessing resources. Welfare was included because this is a welfare issue and affects people in a broad way. And then Clubs and Activities were included so that we could address internal UMSU approaches. In saying that there is room for new membership and that would be up to the working group.

Jordan: Some clubs have better understanding than others – for example some are very aware of Patrick Tidmarsh and his role, whereas some are more aware of Fiona and the role she plays.

A'bidah: How do we bridge that for clubs that do not know? Because I feel that some of the bigger clubs are not aware of the protocols.

Jordan expressed that there was a huge variation in what clubs knew and that was a need to improve training.

Patrick: The other thing we are considering is having a format for planning and better protocols for camp planning.

Ciara: Have we produced any sexual assault and harassment resources in different languages?

Ciara also proposed a motion to move to get a representative from the Media and Creative Departments on to the Working Group.

Hannah: Should the Education Department also be involved because sexual assault and harassment affects your education. If anything happens to you it could mean your grades go down and are affected.

Thonya: The thing I am worried about with adding Media and Arts, which is that obviously sexual assault and harassment is something that impacts students in all aspects of their lives. However, if we start adding more OBs onto this we could really add all of them. I feel like that might hinder the ability of the working group to function effectively. I feel like all the OBs who are here now make it intersect and cover all students. And I think that the Women's Office Bearers have really thought through who to include and not to include.

Jordan: I do agree with what Hannah said about having one of the Education Officers because Sexual assault can happen in the classroom. I do have a concern about adding media because they might disclose some information which might be private. I just want people to discuss that.

Aria: I wanted to say that we submitted the Terms of Reference to Students Council prior to the creation of this working group. We consulted with Departments about the membership and who was going to be on the working group. This working group does not preclude people from attending. Everyone is welcome to attend, even regular students. All Departments are

welcome to come. The one concern we had was that this working group has a capacity to discuss issues that might be confidential and that is why we were judicious with Departments we chose.

Siobhan: I agree that having more members might slow down the process. Would it be possible for those Departments who are not apart of this to submit a document which outline key points of concern within their department?

Srishti: Creative Arts run theatre which represents about twenty-five different societies, and they have issues in this area. Arts is something that is completely neglected, and I genuinely think that having a Creative Arts Office Bearer would ensure that this working group would cater to the artist community. Also, media, will not report on matters that are in-camera.

A'bidah: I agree with Thonya we do not want too many people in the group, but we could get people in who could provide help, such as: Media, Arts, and Education. Adding onto Srishti's point, the first part of journalism is ethnics. From my experience of Farrago they report on sexual assault cases, and I think they could bring some knowledge the Working Group. And I also think that some of this conversation is steering away from strategies we could implement.

Ciara amended their motion to read as: to direct the chair to ensure that all departments receive information about all meeting times.

Verity: I wanted to ask Sristhi or anyone else who knew about Creative Arts as there seems to be understanding that there are sexual assaults happening in those areas. And I am really interested in learning how these reports come through. We have no infrastructure for that in Southbank. I want to hear more about what is happening in that space because it applies to Southbank.

Motion 5: To direct the Chair advertise meetings to all departments of UMSU and extend invitations to them all.

Moved: Ciara O'Sullivan
CARRIES

Seconded: Siobhan Lim

Ciara: Do we (UMSU) have translated materials for students to access?

Jordan: We have our materials in English; however, I feel that we had some materials in other language. I would have to check.

Naomi: We have ask the University to do a lot to do better with their translated resources. But we need to do more work to make our own resources better and more accessible.

Patrick: I am unsure I would have to check. I know we direct people to resources in multiple languages.

Ciara stated that we should investigate our resources as we cannot criticise the University without looking into our own resources.

Patrick: Our criticism of the University is that we cannot direct people to a central service without it being accessible. But I do think we have resources; however, I do not want to give you a definitive answer until I have checked.

Motion 6: To direct all Departments that have produced materials around safety on campus to check whether those materials have been translated into other languages.

Moved: Ciara O'Sullivan
CARRIES

Seconded: Siobhan Lim

Kaitlyn: Someone was commenting on the education department and I was thinking about Burnley. Most students have close relationships with their supervisors, and it would be a catastrophic end of your degree if this happened. I am not sure how much that kind of institutional issue would fall into the discussions of the working group?

Naomi: Graduate Supervisory relationships are a massive issue that needs to be discussed and there so much work to be done in that area. And that is something that we need to discuss future meetings.

Naomi highlighted that the meeting had been going overtime and there were still some agenda items that had not been addressed. They suggested that the remaining items be differed to the next meeting.

Motion 7: To move remaining discussion items and operation items to the next meeting

Moved: Naomi Smith
CARRIED

6.3 Campaign continuity between office terms

Differed to next meeting.

6.4 Clubs and societies initiatives

Differed to next meeting.

6.5 The role of the working group within the University and Community of Practice Model

Differed to next meeting.

9. Motions on notice

10. Motions Without Notice

11. Other Business

12. Next Meeting

When2Meet would be circulated to determine a meeting schedule.

12. Close

Meeting ended at 1:32 PM.

