

University of Melbourne Student Union
Meeting of the Disabilities Committee
UNCONFIRMED Meeting Minutes
11 am Thursday 10th December
Meeting [1](21) (petitioned)
Location: Zoom

Meeting Starts: 11:05am

1. Procedural Matters

1.1 Election of Chair

Motion 1: That Hue Man Dang be elected Chair
Mover: Hue Man Dang Seconder: Allen Xiao
CARRIED WITHOUT DISSENT

1.2 Acknowledgement of Indigenous Owners
So acknowledged.

1.3 Attendance
Hue Man Dang (Welfare Officer), Allen Xiao (Welfare Officer)
Thomas Coulter, Yashna Malhotra, Zahra Ataie, Caroline Nguyen, Jordan Di Natale, Harry Syson, Sian Tjia Hennessy

1.4 Apologies
Sophie Nguyen

1.5 Proxies
Sian Tjia Hennessy carries Sophie's proxy.

1.6 Membership
As above.

1.7 Adoption of Agenda

Motion 2: That the Agenda as presented be adopted
Mover: Hue Man Dang
CARRIED WITHOUT DISSENT

2. Conflict of Interest Declarations

Hue Man declares that she has worked with AccessibleX in the past. As the Disabilities Office Bearer in 2020, she worked with members of the AccessibleX team to develop a campaign to rise the Disability Support Pension and was involved in helping them promote the campaign.

3. Matters Arising from the Minutes

N/A

4. Correspondence

N/A

5. Office Bearer Reports

Jordan: a couple of questions. What is that emoticon in Hue Man's report?

Hue Man: it's the stressed-out emoji.

Jordan: very happy with the rest. Love the Auslan motion.

6. Other Reports

7. Motions on Notice

8. Motions Without Notice

9. Other Business

10. Next Meeting

11. Close

**University of Melbourne Student Union
Welfare Department Report**

Hue Man Dang

Draft Vision for UMSU Welfare:

“A present, supportive, personalised and innovative department that empowers students in their health, wellbeing, growth and development.”

Mission, Theory of Change, Goals to Come!

It's been a stella start to UMSU Welfare and frankly I'm so excited (> <) . We have organised the first committee meeting to happen this Thursday the 10th of December (this is yet to happen at the time of writing this report) in which we have over ten motions. During the last nine days alone, I went through more than 70 hours of meetings and planning session, induction and researching in preparation for my role.

However without a handover report from the previous Welfare Officer there has been a lot of things that I'm yet to know more about including the Community Involvement Program and other initiatives relating to the Welfare Department. Without a proper handover I have had to spend double the amount of time as I'm learning things from the ground up and without any transitional support.

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It has been tough but I do love a good challenge! Moving on from this issue, I believe that we should take this opportunity to rebuild and imagine a new Welfare Department.

I started December with locking in two collaborations – the People of Colour Department and Disabilities Department. In these two collaborations I will be working with them to build 'Summer Welfare Packages' and expansion of the Auslan classes respectively. Although Auslan has not historically been an initiative of the Welfare Department, my time as the Disabilities Department Officer has showed me that we need to make learning opportunities such as Auslan more accessible to as many students as possible, especially for students who wouldn't otherwise be able to afford it. I came to the collaboration with UMSU People of Colour after a discussion around how students who have been left in Australia (and prevented from flying) do not have the opportunity to celebrate this festive season in the same way. Hence I wanted to work with another department to build an opportunity for students who have struggled this year to receive a special gift in the festive season. Furthermore, I also wanted an opportunity for it to be personalised to their needs and students are actually (for the first time in a long time) able to pick the products that go into the package that will be mailed to them.

For the summer period, on top of the things that I am working on with the two departments, I've been thinking a lot about the potential virtual events that could be run including:

- Fitness based events - Many students have been struggling with physical and mental health during the pandemic, and incorporating more fitness activities will be a good way to switch things up and deliver unexpected value to attendees.
 - For this action alone I am going to be working to build at home fitness packages for students which will be mailed to their house.
- Virtual cooking classes as a social event. If people are able to join from their kitchen then it will be more interactive and allow for students to learn new skills, all from the comfort of their home.

Welfare Department Key Actions – (Other than run a stellar committee meeting)

- People of Colour and Welfare Department collaboration - In collaboration with the People of Colour Department, we are planning to deliver personalised Welfare Packs to students struggling under the current conditions of lockdown and online learning. The Welfare Packs will be customised to student preferences upon completion of a short survey, and will include non-perishable foods, drinks, and hygiene products. All products will be sourced from Flora and Fauna, a Sydney-based company that trades in environmentally friendly and ethically sourced brands.
- 'At Home Fitness Session' - The Welfare Department is committed to supporting students' health over the summer holidays, and providing an accessible means of keeping fit while at home. 100 packs will be delivered to students directly, which will include skipping ropes, stretch bands, a towel, and a massage ball.
- Disabilities and Welfare Department collaboration - An opportunity has been presented for the Welfare Department to build learning opportunities for students who wouldn't otherwise be able to afford to study Auslan! By reducing the barrier of entry we believe it will be a really great thing to for students from financially struggling backgrounds to be able to study new things.
- Co-design session with AccessibleX! I have been chatting with staff from AccessibleX (who have sent me a detailed eight paged proposal) on what they are hopping to run with students. I liked the idea of students being able to come up with their own innovative solutions on how the Welfare Department can approach – 'Employment Initiatives' and 'Mental Health and Wellbeing Initiatives'. Something like this hasn't been attempted before but I believe bringing lived experience can change the narrative of initiative design.
 - Other comparative price points are almost double the rate that AccessibleX is offering.

**University of Melbourne Student Union
Welfare Department Report**

Allen Xiao

To paraphrase Mark Twain, the reports of Welfare's death have been greatly exaggerated.

Although Welfare has had difficulty engaging with the student body over this past year, the incoming Office Bearers are eager to forge a new, transformative direction for the Department at large. We are taking on the challenges of 2021 head-on, and are actively working to revive the Department's presence, whether in a physical or online space.

Key Activities

Meeting with Co-OB

Over the course of an in-person meeting, we formalised the overall vision for Welfare 2021, as well as a series of initiatives for the month of December.

A meeting of the Welfare Committee has been called for Thursday 10/12, in which we will meet officially with our Committee members, and receive input on our plans for the coming year. In collaboration with Hue Man, an agenda was drafted for 10+ items to be funded by Welfare 2020's Events budget.

Review of Welfare Pocket Guide

Over the past week, I have undertaken a review of the Welfare Pocket Guide from 2020. There are, broadly, three areas of improvement identified thus far:

1. Layout

While the design for the 2020 Pocket Guide is visually appealing, the majority of the key information contained within consists of large chunks of text. Information for each student service was comprehensively listed in each section, it came occasionally at the expense of clarity.

It is recommended that important procedures (such as applying for Special Consideration, filing a complaint with Advocacy, etc.) be communicated visually, e.g. via flow charts, diagrams, and the like.

2. Navigation

Content-wise, the current Guide presents a comprehensive overview of the Department and its affiliated services. However, this is not apparent from the

generic Table of Contents, which is likely to deter incoming students from proactively browsing through the Guide.

It is recommended that the Table of Contents be restructured according to common student concerns, rather than generic headlines ('physical wellbeing', 'support', etc). For example, resources relevant to filing a Special Consideration application and academic misconduct hearings could be organised under 'I'm struggling academically'.

3. Retention value

Heading into a primarily online Semester 1, the value of a primarily physical guidebook may be difficult to justify. It would be worthwhile exploring an interactive, online edition of the guidebook that serves as a 'resource hub' for the Department.

It was interesting that the Guide does not include a map to navigate the disparate range of services in Union House or across campus. A social calendar for events run by the Welfare Collective, rather than a general 'campaigns' calendar, may also prove helpful for reminding students of the Department's continued relevance over the year.

The inclusion of these features will hopefully incentivise students to retain the Guide, even when they are more familiar with the university environment.

Recipes for 'Cooking from Home' video series

The summer break presents a perfect opportunity to impart some vital self-care skills in an online environment.

Online learning and isolation has adversely affected many students' health outcomes, which we hope to address via this video series. We have identified, in particular, that many students- especially those living away from home, or from low-SES backgrounds- do not have accessible means for maintaining a nutritious diet.

I have been gathering and editing recipes that are simple, cheap, vegetarian/vegan, and targeted at all skill levels. As an avid home cook of dubious quality, I am especially keen on testing them over the coming weeks.

Progress on assigned actions from last report

N/A- watch this space!

Action Points to be completed by next report

1. Finish writing recipes for the Cooking at Home video series, with an aim to compile them into a single, easily-accessible document.

2. Present a full brief on Pocket Guide 2021 to Comms, in order to finalise and implement the recommendations indicated above.
3. Run the committee meeting with Hue Man
4. Finalise the Draft Budget Report and present to members of the Welfare community to receive feedback and input
5. Meeting with Jack, Ciara and Goldie to discuss the Budget

Future Plans

Development of Welfare's 2021 Year Plan, in consultation with members of the Welfare Department community.

5. Office Bearer’s Reports

Motion 3: To approve and accept the Office Bearers Reports (and recommendations)

Mover: Jordan Seconder: Thomas

CARRIED WITHOUT DISSENT

7. Motions on Notice

7.1 Use of the remaining 2020 Disabilities Department Budget – Purchase of Books

Preamble: In collaboration with the PoC Department, we are planning to deliver personalised Welfare Packs to students struggling under the current conditions of lockdown and online learning. The Welfare Packs will be customised to student preferences upon completion of a short survey, and will include non-perishable foods, drinks, and hygiene products. All products will be sourced from Flora and Fauna, a Sydney-based company that trades in environmentally friendly and ethically sourced brands. The People of Colour department are paying for packaging, and Welfare will be paying for the goods.

Motion 4: Motion: To pass \$5000 from the Welfare 2020 Budget Line ‘Special Projects/Events’ to purchase supplies for the ‘Summer Welfare Packs’ which is a collaboration between the People of Colour and Welfare Department. The supplies that will be used will come from Flora and Fauna and will be personalised to the student’s needs. The items will include a range of the following (depending on preferences):

Tea or Coffee

Chocolate or Lollies

Vegan Mac ‘n’ Cheese or Vegan Soup

Banana Chips or Protein Bar

Hygiene Products

Stick Deodorant

Hair Shampoo or Body Soap

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

Jordan: So will these be delivered to people’s houses?

Hue Man: Yes- packaged in mailers, which will be done in collaboration with Emily (PoC OB)

Sian: Sustainability of the mailers?

Jordan: Why do we have to use AusPost?

Hue Man: all this has to be paid within a small period of time, because the budget elapses shortly. Therefore, we needed to opt for an option that is prepaid.

Thomas: Are you planning to purchase before or after you get the preferences from people?

Hue Man: Because the form was made so late by Comms, they need to be purchased today. In the interest of convenience, we will purchase 50/50.

Yashna: Will these be delivered overseas?

Hue Man: Unfortunately, due to the nature of the mailers, PoC has decided to keep these in Australia.

Yashna: Letting you know that carbon offsets are possible, especially if we have excess.

Hue Man: Thanks for bringing this up. Willing to learn!

7.2 Selection of the Participants for the Summer Welfare Packages

Motion 5: For the People of Colour and Welfare committee to select the recipients of the Summer Welfare Packages in accordance with the UMSU Travel and Conference Policy. With the questionnaire comprising of the following questions:

Personal Detail Questions

Do you have any allergies?

Do you have any dietary requirements?

How have you been affected COVID19?

How are you celebrating your break?

Personal Preferences for Packages Questions

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

Motion 6: to pass 7.1, 7.2 en bloc

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT.

7.3 Use of the 2020 Welfare Department Budget – Purchasing Home Fitness Packages

Preamble: The Welfare Department is committed to supporting students' health over the summer holidays, and providing an accessible means of keeping fit while at home. 100 packs will be delivered to students directly, which will include skipping ropes, stretch bands, a towel, and a massage ball.

Motion 7: To pass \$3683 from the 2020 Welfare Department Budget Line 'Special Projects/Events' which is comprised of \$1183 for medium prepaid satchels from Australia Post, to be used for the delivery of at Home Fitness Packs for students and \$2500 for 100 packs of gym equipment from Kmart including skipping rope, stretch bands, towel, workout dices and massage ball.

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

7.4 Selection of the Participants for the At Home Fitness Packages

Motion 8: Motion: To approve the selection of recipients of the Home Fitness packages, in accordance with the travel and conference policy by the Welfare Committee. Students will be selected based on their answers to the following survey:

Personal Detail Questions

What are your fitness goals for 2021?

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

Sian: will there be a guide for the use of this equipment?

Hue Man: I have instructional videos for all of the equipment provided. Students will be informed on how to use them safely.

Motion 9: to amend ‘special projects/events’ in 7.3 to just ‘events’

Mover: Jordan Seconder: Thomas

CARRIED WITHOUT DISSENT

Motion 10: to pass 7.3 and 7.4 en bloc.

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

7.5 Use of the 2020 Disabilities Department Budget – Subscription for 2021 Disabilities Department

Preamble: Software subscriptions enable more effective implementation of work where required. The Welfare Department recognises the need for effectively communicating our programs and services, especially through active social media engagement. Canva is a highly accessible graphic design app, and a premium account will give the Department access to its full functionality (including stock photos, custom fonts, and scheduled social media posting).

Motion 11: To move up to, \$170, from the 2020 Welfare Budget Line ‘Campaigns’ to pay for the purchasing of an annual subscription for Canva to be used to create material for the department officers and department related activities.

Mover: Hue Man Seconder: Thomas

CARRIED WITHOUT DISSENT

Thomas: Who gets to use this program?

Hue Man: Anyone who has access to the username and password.

Harry: Why can’t we delegate this to Comms?

Hue Man: Comms takes 1.5 weeks! It’s less efficient for things at short notice.

Sian: why can’t we use Adobe Suite or free Canva?

Hue Man: Adobe Suite isn’t free- trust me, I’ve tried. Canva is by far the more accessible option that comes at an affordable price.

7.6 Use of the 2020 Welfare Department Budget – Expansion of the Auslan classes Program

Preamble: 2020 has seen significant challenges to the way this department can engage with its community. Providing online beginner Auslan classes has been one way to bridge this gap. The program saw a significant excess of demand from the Disabilities Department, with over forty people who applied missing out. Additionally, an opportunity has been presented for the Welfare Department to build learning opportunities for students who wouldn’t otherwise be able to afford it and allow them to reach a wider audience by collaborating with the Disabilities Department for additional places.

Motion 12: To move \$5000 from the 2020 Budget Line ‘Events’ to pay for the purchasing of additional 50 spots for students to attend Auslan classes through Learn Auslan Online.

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

Jordan: how many spots were there initially when we did Auslan classes?

Hue Man: we had 52 spots and 300 interested.

Harry: Auslan is great, but are we taking money from Disabilities and thus need Council approval?

Hue Man: No, we're using our own budget- sorry for the confusion!

Jordan: For 7.6 and 7.7, will both committees come together and select the participants?

Hue Man: Haven't decided right now, unless you want to delegate people and choose.

7.7 Selection of the Participants for the Auslan Classes Program

Motion 13: For the Disabilities and Welfare committee to select the Auslan attendees using the UMSU Travel and Conference Policy. With the questionnaire comprising of the following questions:

Why do you want to attend Auslan Classes?

Why is learning Auslan important to you?

In what way do you plan to apply the skills and knowledge you learn from the Auslan classes in your life and in the student community at UMSU?

Do you have any healthcare or other concessions cards?

Do you currently receive any financial support?

On what basis are you employed?

Do you have any accessibility requirements to attend these classes?

How did you find out about Auslan classes?

Do you have any other information that you want to add?

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

Sian: I don't think the question about 'using it in UMSU' is a good question to have?

Hue Man: people are ranked by need first, then their motivation, then finally their reasoning. We prioritise people who are most in need. The question you've mentioned is only to see if people do have a particular plan for their skills.

Motion 14: to pass 7.6, 7.7 en bloc

Mover: Jordan Seconder: Yashna

CARRIED WITHOUT DISSENT

7.8 Use of the 2020 Welfare Department Budget – Launching of the Summer 'Cooking at Home' Series

Preamble: The Welfare Department recognises the negative impact of online learning on the maintenance of student health. Unfortunately, many students- particularly those living away from home or from low-SES backgrounds- are not provided with realistic guidelines, much less opportunities, to proactively improve their nutrition at home. To remedy this, the Department plans to create a series of videos featuring simple, nutritious, vegetarian/vegan meals that are quick to make and cheap to buy. The recipes will ideally be compiled into a booklet for future reference.

Motion 15: To pass \$300 from the 2020 Welfare Department Budget Line ‘Events’ to buy cooking materials via Coles for the ‘Cooking at Home’ series including grocery items such as (but not limited to) eggplants, cauliflower, onion, sauces, chia seeds, pasta, etc.

Mover: Allen Second: Thomas

CARRIED WITHOUT DISSENT

7.9 Use of the 2020 Welfare Department Budget – Launching the UMSU Welfare & AccessibleX Codesign Session.

Preamble: This is an opportunity for students to engage with the Welfare Department and generate social impact, through the collaborative co-design of a new initiative. The co-design process will be undertaken with AccessibleX, a social enterprise which brings together young people and community organisations to create systems-based approaches that tackle contemporary issues. Appropriate initiatives include, but are not limited to, programs empowering students with disabilities, LGBTQIA+ students, Students of Colour, and Indigenous students.

A timeline of the program is attached below. From the initial contact between co-designers and AccessibleX, to the final delivery of the co-design outcome, the program is projected to take place over four weeks between mid-December and mid-January. As part of this program, there will be a week-long ‘co-design sprint’, in which co-designers liaise extensively with AccessibleX representatives and the Welfare Department.

PHASE ONE: INITIAL SCOPING: AccessibleX will engagement scope and stake holder lists; creating the sprint creative and communication and provide a detail of the methods and tools to the client. AccessibleX will also work to thoroughly scope out the information around the problem areas experienced in UMSU Welfare.

PHASE TWO: PREPARATION: Bring together a project team of young people in AccessibleX trained in facilitation, enterprising skills and program delivery to manage and deliver this project. AccessibleX will create personalised resources for the sprint using Mural, Google Slides and other relevant resources. We will then deliver a detailed communication and engagement plan.

PHASE THREE: PROJECT DELIVERY AND MONITORING: AccessibleX will provide two facilitators for the entire duration of the co-design spirit. The facilitators will work with the groups in the spirit to help them develop their skills and come up with solutions around the issues that they believe that the Welfare department should be bringing about.

PHASE FOUR: FINAL REPORT: AccessibleX's team will collate and analyse the results of the co-design sprint. AccessibleX will build strategic objectives, help support the development of a long term plan for UMSU Welfare and provide any additional recommendations. A graphic designer will work on the design of the report while implementing the feedback on content. UMSU Welfare will have an opportunity to give a final round of feedback on design and content which will be implemented for final sign off.

Importantly, co-designers in this program will be paid. More than 65% of the fees paid to AccessibleX will go towards the student codesigner. Heading into 2021, the Department hopes this will engage students in an active, innovative way, allowing their lived experience to create a tangible impact on campus.

Motion 16: To pass \$9650 from the 2020 Welfare Department Budget Line ‘Special Projects/Events’ for the codesign sprint session, excluding GST, made payable to AccessibleX.

Mover: Second:

Hue Man speaks to the motion and explains the co-design process. She declares that she has a conflict of interest and will not be voting on this.

Sian: Is it possible for us to receive the invoice?

Hue Man: I’ll send it to the chat.

Jordan: Budget breakdown- what’s this separated into?

Hue Man: I can show you the invoice again; it’s all included in the document.

Sian: I’m not sure about the necessity of co-design. It seems like AccessibleX is a Disabilities-related charity?

Harry: What’s the need for co-design in this process? Is co-design the same as marketing?

Harry disconnected at 12:29pm. Meeting was suspended until 12:31pm.

Hue Man: Co-design is not the same as marketing. Co-design means that students are actively involved in the creation of a new initiative. Marketing is separate to this.

Sian: I feel like this motion may be unconstitutional. There are regulatory issues concerning items 9.1 and 9.2 of the UMSU financial regulations. It states that a purchase of greater than \$1500 must not be approved unless there are three separate quotes. Can you provide these?

Hue Man: The other quotes I’ve gotten include one from YLab- this is one of the major organisations in the industry, and they charge over \$30,000 for a similar co-design program. By comparison, AccessibleX is far cheaper.

Allen: on that point, point 9.3 of the financial regulations states that 9.1 and 9.2 do not apply when UMSU or a Department has a ‘preferred supplier’. We are expressing a preference for this company. As such, this is a constitutionally valid motion.

Sian: I understand this is a great initiative to have. I just don’t believe we’ve been given enough information to make a decision. We’re shown an invoice in Committee and expected to read it. I would like more information.

Harry: I understand that the agenda for this meeting was circulated on 12am Wednesday night. There was not enough time to read the agenda and understand the motion, especially one as big as this.

Allen: The agenda was circulated on Tuesday night. There was a period of at least 24 hours in which members could read it and raise questions. No questions were raised, and we took this to mean the Committee did not have pressing concerns.

Harry and Sian speak again to the alleged non-transparency of the motion, and that it is not in the habit of UMSU to pay external companies.

Sian: Isn’t there a potential conflict of interest if you’re speaking for a company you’ve worked with before?

Harry: I agree. It seems like Committee is being pressed to vote on something.

Hue Man: If I may speak to this. I have already declared a potential conflict at the beginning of this meeting. I will not be moving, seconding, or voting on this motion. I get that people might be confused, but we have taken all efforts to make sure you are informed.

Allen: I am across the details of this- I personally want to see this implemented- and have tried to inform the Committee as well. Speaking as someone with no involvement in this industry, I think there are unique benefits to this program that fills a niche the Department can be more involved in.

Zahra: Seeing as this discussion is going in circles, is it possible to vote on this motion later?

Jordan: Yes, it's possible to defer a vote to the next meeting.

Caroline: I'm unsure about what this program actually does, even after reading the preamble, and what it's for. As such I'll need more information to vote on it.

Motion 17: to defer voting on item 7.9 until next meeting, when the required number of quotes can be obtained.

Mover: Jordan Seconder: Sian
CARRIED WITHOUT DISSENT

7.10 Use of the 2020 Welfare Department Budget – Purchasing Fun Costumes

Preamble: UMSU Welfare is in need of a *spicing up* in its image to one of a more fun and approachable department. In order to help facilitate this, the Welfare Department will benefit from purchasing costumes that can be worn at online events but also in person events.

Motion 18: To pass \$290 from the 2020 Welfare Department Budget Line "Events" to purchase adult, unisex costumes from 'Halloween Costumes' for promotional purposes, supporting both online and in person events within the UMSU Welfare Department which will also be available for students from.

Mover: Hue Man Dang Seconder: Jordan
CARRIED WITHOUT DISSENT

7.11 Use of the 2020 Welfare Department Budget – Launching the UMSU Welfare & AccessibleX Codesign Session.

Preamble: One of the biggest support things that UMSU can provide for students is stationary which can be inaccessible to students, especially for environmentally friendly stationary which often costs more. UMSU Welfare believes that we should continuously opt for stationary options that included recycled resources which are better for the environment, no matter the extra costs involved. We aim to make 100 packs for students.

Motion 19: To pass \$1798 from the 2020 Welfare Department Budget Line ‘Events’ to purchase stationary for students from Officeworks to purchase Rhodia Lined Pad orange, Studymate Recycled PET Ballpoint Pens, Post-it Recycled Notes and Studymate Greener Choice Highlighters.

Mover: Hue Man Seconder: Jordan

CARRIED WITHOUT DISSENT

Motion 20: To pass 7.10, 7.11 en bloc

Mover: Hue Man

Seconder: Jordan

CARRIED WITHOUT DISSENT

7.12 Adoption of an ‘Out of Semester’ Regular Meeting Schedule

Motion 21: Motion: that the following schedule be adopted for meetings of the Welfare committee, to be held at 11 am unless otherwise notified on the 14th of January and the 11th of February.

Mover: Hue Man Seconder: Allen

CARRIED WITHOUT DISSENT

Jordan: I have VCESS in January- may not be able to do it.

9.1 Roles, Responsibilities and Expectations of all Members of the Welfare Committee

Within the Welfare Department, we treat one another with care and respect during and outside of our meetings. Everyone’s voice and valued and everyone is entitled to have a say in the management of this department. No one should be made to feel intimidated or feel that they are not able to voice their concerns. It is the responsibility of all members to ensure that all decisions being made are done in the best interest of the members of UMSU and adhere to the UMSU Constitution.

Voting members are to miss no more than three in-semester committees in a row or in total. Not meeting this requirement will result in removal from the committee.

The Welfare Office Bearers are responsible for organising no less than one monthly meeting outside of semester, and fortnightly meetings, during the semester.

Hue Man: I would just like to re-emphasise that discussion is welcome in this meeting. We aim to be as transparent as possible. We will show the necessary invoices to you all by today.

Sian: Thanks for having me, and I hope to see everyone at Welfare events this year.

10. Next Meeting

14th of January 2021

11. Close

Meeting Closed at 12:55pm.