



src activism
advocacy
representation

Julia Robins, Secretary to Council
secretary.council@src.usyd.edu.au

**Students' Representative Council,
University of Sydney**

Level 1, Wentworth Building (G01)
University of Sydney NSW 2006
PO Box 794 Broadway NSW 2007
t: (02) 9660 5222 f: (02) 9660 4260
int: 12871 www.src.usyd.edu.au
ABN: 597 391 306 68

MINUTES of the 2nd meeting of the Executive Committee, 92nd SRC, held on 19th December 2019 in the Gosper Room, SRC Offices.

PRESENT: Liam Donohoe (Chair), Abbey Shi*, Felix Faber^, Vivienne Goodes, Isla Mowbray, Swapnik Sanagavarapu (late).

Apologies: Liam Thomas*, Charlotte Bullock^, Sonia Gao, and Ashley Li, Swapnik Sanagavarapu.

Minutes: Julia Robins

In attendance: Chitra Narayanan, Sharon Maher

Meeting Opened:

*^Joint position holders, counted together towards quorum.

1. Acknowledgement of Country

The University of Sydney Students Representative Council acknowledges the traditional owners of this land, the Gadigal people of the Eora nation. We pay our respects to the Elders both past and present of the Eora nation and extend that respect to other Aboriginal people present.

2. Apologies

Apologies were received from Liam Thomas*, Charlotte Bullock^, Sonia Gao, and Ashley Li, Swapnik Sanagavarapu.

Moved from the Chair.

The apologies were accepted.

3. Minutes

Minutes of the meeting of the Executive held on the 3rd December 2019 were distributed.

Motion: that the minutes of the 3rd December 2019 be accepted.

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED**.

4. Business arising from the minutes

There was no business arising from the minutes.

Sharon Maher entered the meeting at 1:28pm

Moved from the chair to go to agenda item 7

7. Being an Employer

Sharon Maher gave an overview of the SRC as an employer and the Executive's role and duties with regards to that.

She also gave a summary of the history of the SRC post Voluntary Student Unionism (VSU). Noting that many student organisations did not survive VSU making the SRC quite unique in its structure among student organisations today. She reminded everyone that there is a wall between casework and student activists to ensure confidentiality for the students accessing the casework services. Sharon Maher added that the Legal service is separate to the SRC in regards to industrial relations.

Liam Donohoe noted that sometimes students will not want to be seen here and asked the executive to remember to be mindful of students who are getting help may not want to be recognised.

Swapnik Sanagavarapu arrived at 1:40pm

Sharon Maher gave an update on the progress of the EBA noting that it was now waiting for approval from the Fair Work Commission and if any issues arose Liam Donohoe would be notified.

Sharon Maher also asked if she could discuss the 2020 wall planners.
The Executive agreed.

Sharon Maher informed the Executive that the cheaper quote was also the company who had printed them in the past, Focus Print, and that for 15,000 it will be \$4,688.20 and if 10,000, \$3,430.19, noting that it's been a popular initiative in past years.

Swapnik Sanagavarapu noted that there are supposedly lower enrollment numbers expected for the next couple of years, asking if that would be a consideration.

Sharon Maher noted that as wall planners are not just for first year student's and there are still over 30,000 undergraduate students it was a consideration but not likely to impact greatly.

Felix Faber noted that 15,000 would be a good number to see if there was the demand there.

There was discussion among the Executive of distribution tactics.

Motion: To print 15,000 wall planners accepting the quote from Focus print at the cost of \$4,688.20

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED.**

5. Correspondence

Funding for Aunty Daisy

Hi Liam,

I am contacting you as the President of the USYD Student Union to request a donation of \$100 to support a local Indigenous elder.

This evening I spoke to Aunty Daisy at an ISJA meeting. Aunty told me she needs to travel urgently to Queensland. She has tried to contact people to get some money but has not been able to.

She needs \$300 for her return trip up there. Aunty Daisy is a core member of ISJA (Indigenous Social Justice Association) and has been very involved in the ongoing work against deaths in custody.

Aunty Daisy has informed me that after her sister's death DOCS (government family services) have become involved and there is serious risk of child removal. She is going up there to support the remaining family and try and advocate for them.

I am able to front the money that Aunty needs and am planning to give her the cash tomorrow, this would be coming out of my own money so I would be very grateful if the SRC could commit to donating to this cause in the form of reimbursing me. \$100 would be very beneficial. I have reached out to other people as well to contribute to covering the cost.

Please let me know if you have any questions.

Kind Regards,

Georgia Mantle

Liam Donohoe said he would like to offer to cover the whole amount and that nothing was used from the Indigenous collective's budget last year and this could come from that.

Motion to provide \$300 for travel assistance for Aunty Daisy

Moved: Liam Donohoe

Seconded: Swapnik Sanagavarapu

The motion was put and **CARRIED.**

15.4. Report of the Report of the Education Officers (92nd)

Hi Liam+Exec,

I am writing on behalf of 2019 Welfare Officer Madeleine Powell to request funding for equity grant reimbursements for four unofficial observers to NUS National Conference, to be paid for out of the 2019 Welfare budget. These four people all applied for equity grants from the Education Action Group, and were unable to receive funding despite qualifying on equity grounds, due to perceived EAG budget constraints. These students all face significant financial and social barriers to participating in student activism and advocacy. I have forwarded Madeleine's request, which includes statements from the relevant people regarding their applications for equity grants. I have also attached relevant tax invoices etc. as supporting documentation.

Requested funding breakdown as follows:

Madeleine Powell (2019 Welfare Officer)

Reimbursement for \$250 unofficial observer registration

Reimbursement for flights up to \$200

Holly Hayne

Reimbursement for \$250 unofficial observer registration

Reimbursement for flights up to \$200

Deaglan Godwin

Reimbursement for \$250 unofficial observer registration

Reimbursement for flights up to \$200

Edwina Stephenson

Reimbursement for \$250 unofficial observer registration

Reimbursement for flights up to \$200 *

Total

Reimbursements (up to) \$1800 for flights and unofficial observer registration

There was discussion around what had already been approved and requested not wishing double approve funding has it already been granted.

The Secretary to Council clarified that approving it again would not mean doubling the approved amount.

**Secretary to council noted that this had already approved by last year's Executive*

Motion: motion to accept the report/request of the Education Officer and it be taken out of the 91st Council's Education budget

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED.**

6. Workplace Health and Safety Report

Melissa de Silva provided a written report.

I've bought some P2 masks for people to wear to and from work.

Liam Donohoe thanked Melissa de Silva for getting the P2masks for the office

Motion: that the report of the Workplace Health & Safety Officer be accepted.

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED.**

8. Report of the President

Liam Donohoe gave a verbal report.

Noting that very little has happened so far, this year.

- Attended that NUS National Conference
 - o NUS are perusing a 50% SSAF campaign to ensure that 50% of SSAF goes to student run organisations.

- Aimed state governments who determine how much SSAF has to go to student organisations.
 - Universities have different systems for allocating SSAF and USyd's is very different to most.
 - Student organisations get over 50% of SSAF at USyd, this isn't the case for most universities where some get as little as 2.5% of SSAF.
- Environmental action was the other big thing for the conference with a call for the new NDA to be on climate issues and associated with the Climate Strikes.
- There are 29 committees the president sits on
 - Would be good to split some of these up with other members of the executive so they are each given the time they need to be properly participated on.
 - After a more cohesive and coordinated approach to committees as there should be active student representation on them.
 - There are interesting things that come up and you can learn from these committees
 - One such fact was if someone logged onto the universities Wi-Fi they can track where you are and see if you are in class by cross checking it with your timetable. Using this they have been able to calculate that 23% of students (connected to the Wi-Fi) are on campus when they have classes, but only 14% of them are attending that class.
- Had meetings with Pip Patterson (DVC Education), Stephen Garton (Provost) and Peter McCallum (Registrar, Education), mostly just introductions so they know who the President for the year is.

Swapnik Sanagavarapu left at 2:22pm

Liam Donohoe asked if Felix had anything to add on NUS.

Felix Faber spoke to NUS NatCon noting that the main part of the campaign is pushing for student money in student hands, not just the 50% SSAF which is just part of the demand, and that the climate NDA may have failed on conference floor but is being organised by groups on their own. He concluded by encouraging people to get involved in these events and to do so earlier in the year when people have more time.

Motion: That the report of the President be accepted.

Moved: Felix Faber

Seconded: Vivienne Goodes

The motion was put and **CARRIED.**

9. Report of the Vice Presidents 91st

Dane had submitted a written report for the final exec meeting for the 91st Executive but it was inquorate.

Since the 24th Executive meeting, we have:

- Attended the UE Research Education Committee on Thursday 21 November 2019;
- Assisted with the registration of delegates, official observers, *Honi Soit* editors and the incoming President to the National Conference;
- Working on the 90th Anniversary Celebration;
- Implementing feedback and resending our contestable part of the SSAF submission;
- Attended the UE Student Life Committee on Wednesday 27 November 2019;
- Met with Miryam Shahbazi regarding work-integrated learning;
- Worked on the NUS SSAF Working Group and spoke to Presidents of other student unions;

- Provided a handover to the incoming Vice Presidents; and
- Minuted the 24th Executive meeting.

We will:

- Host the 90th Anniversary Celebration on Thursday 5 December 2019; and
- Provide one more handover session to the incoming Vice Presidents after the NUS National Conference.

And then we are done and out.

The Year in Review

It has been a pleasure to serve the 91st SRC this year in our capacity as Vice Presidents. In our report to the November Council meeting (tabled at the last Executive meeting), we gave a Year in Review and we would like to thank our staff and this Executive for helping us over the past year.

To avoid repetition, this report should be read in conjunction with that Council report.

As the Executive does most of the financial and staff relations work that one would expect of a Board (for example, it is the Executive that hears regular reports from the WHS Officer, Casework and Policy Manager, Administration and Systems Manager and the Publications Manager, and deals with staff leave requests), we would like to use this opportunity to thank our wonderful staff, for which we are extremely grateful.

To Chitra, our Administration and Systems Manager, thank you for answering every possible question that we had and for being so diligent in everything you do. We wish to profusely thank you for guiding us during the SSAF application process, budgeting and auditing. Your amazing knowledge and drive helped us get through it.

To Julia, our Secretary to Council, thank you for getting everything organised. Our SRC is so blessed to have someone like you in a Secretary position to make everything work.

To Laura and Hani, our Administration Assistant and Payroll Officer, thank you for being so helpful at the front desk. You have given us so much advice and helped speed up our processes in ways that we can't describe.

To James, our Casework and Policy Manager, and the entire team at the Casework and Policy Department (Mel, Sharon, Breda and Lorna), thank you for being so generous, thoughtful, kind and compassionate. Thank you for your guidance throughout the year. We are very happy to have worked with you for Welcome Week, visiting satellite campuses, getting the new Research Officer position and Health Days. Your work benefits students in significant ways and your kindness towards us this year has been greatly appreciated.

To Thomas and An, the SRC Legal Service Solicitor Practitioner Directors, thank you for the work you do for students. Dane has really enjoyed discussing issues of law reform and the judiciary with you and we really appreciate the work you do.

To Amanda and Mickie, our Publications Managers, thank you for the many hours of work you do to make all of our publications look stunning. From *Honi Soit* to social media to our website, your work makes our organisation run beautifully. It has been a pleasure to work with you closely on a number of matters this year.

To Karen, the 2018 Electoral Officer, who had the task of continuing as the Returning Officer for a four meetings. Thank you for the many hours of tiring and uneasy work. We would really like to thank you for the tremendous support you put in helping us with our *Regulations* alterations. To Casper, the 2019 Electoral Officer, thank you for working to increase turnout and for assisting us in helping get NUS delegates organised.

And to Myintsan, thank you for the care and effort you put to make our office clean and beautiful each week. We often see you at our office very early on Monday, Wednesday and Friday, and we admire the work you do to make our workspace as clean as possible.

We will be emailing this report to our staff if accepted by the Executive.

Throughout this year, we have had some staff changes. Rebeccah, Annie, Cameron, Louise and Thomas have left us. Dane made statements thanking them at relevant times in the year. We want to thank them again their tremendous service to our organisation.

When we finish up, we will miss working with all of our staff very dearly.

Update on SSAF

In addition to the previous announced SSAF contestable amounts, we have now been approved for the following contestable projects in 2020:

- Student Outreach \$15,270.00
- Information Workshops \$13,100.00
- Anti-racism campaign \$6,000.00
- Vice President's stipend \$24,000.00
- Welcome Week \$25,960.00

That was the final decision for 2020 SSAF allocations. There will be a round of applications for the physical infrastructure projects next year.

Report back on the stipend

Earlier this year, the Executive asked us to report back on the stipend that we were paid. We are thankful to the Executive for awarding us that stipend. We understand that a deal has already been signed by Unity, NLS, Pro-team/Advance and Grassroots to give the next Vice Presidents the same stipend as the General Secretaries. So, our report back may not be all that useful.

We believe that it has assisted us in devoting more hours to the organisation and supporting our work. And we believe that we have reshaped and redefined the Vice President role this year. We would recommend that the next Executive set the Vice Presidents a stipend if they are diligently and actively going beyond their constitutionally and regulatory prescribed duties. However, rather than future Executives passing motions to

pay their Vice Presidents at the start of each term of Council, we would strongly recommend the next Council to embark on wider regulatory reform to pt. 2 s 7 of the *Regulations* to provide stipends to the Vice Presidents and other active Officers, including by examining the suggestion by former Vice Presidents Laura Webster and Max Hall.

Dane's Personal Reflection

It has been a pleasure to serve the 91st Council this year in my capacity as Vice President and Councillor, and I would like to thank the Council and the Executive for working with me over the past year.

It is easy to point out that the past year has hardly been a smooth ride. Rather, it has been an exhilarating rollercoaster, jumping from very high points to deep low points in a short period of time. However, I can confidently say that, for every low point, there has been a better high point. And, looking back, there is nothing that I would drastically change. I am proud of my achievements – especially the Textbook Subsidy Program and Welfare Week – and my contribution to the SRC and the wider student body.

I want to thank my Senior Executive colleagues, Jacky, Niamh, Yuxuan and Caitlyn, who have been like family. I want to thank the staff dearly – they do truly incredible things for so many students. And I want to thank all the people who have worked with me this year – whether it be a small or large project – because they have made a huge difference.

In keeping in step with some of the past SRC members that I have looked up to, I want to use this reflection statement to address some of the glaring, structural problems facing the SRC. I think enough has been written about this year's projects in the Vice Presidents' Executive and Council reports. Rather, I want to place my thoughts and recommendations to the next Council. I would note that this should not be seen as an exhaustive list of the problems affecting the Council. There are a lot of little things I could point to, especially regulations I would consider revising, that do not appear in this reflection.

Role and importance of the Council

Although the Executive does a significant portion of the financial work, many forget (or don't know) that the Council has the ultimate power. The Council can override any Executive decision. It can stop an action of an Officer or censure them. The Council can stop the appointment of any staff member. The Council can even, through its motions, bind an Officer to act in a particular way. For example, the Council can compel the President to take a specific action or cease doing something.¹ Also, the passage of motions can have the effect of, not only stating the position of the Council, but placing limitations of what Officers and the Executive can do.

So, one would ordinarily expect the 33 (or 35) elected Representatives see their responsibilities and promise to the student body through. It can be easily expected that the Representatives take that responsibility seriously, being well-read on the actions of the Executive and its Officers, understanding the motions in front of them or, at the very least, actually being *there* in Council meetings.

¹ This is subject to the President's fiduciary duties to the Board of the SRC Legal Service and, obviously, constraints in the *Constitution* and *Regulations*.

Sadly, this is generally not the case. Council meetings are regularly inquorate or barely scrape quorum because of the chronically lackadaisical attitude of our elected Representatives. Other times, inquorate meetings are actually desired amongst factions. Cases in point this year include factions deliberately walking out and ‘pulling quorum’ so that certain agenda items could not be debated or voted on. Thus, not only are inquorate meetings treated as a quirk of the SRC, factions seek to abuse constitutional quorum provisions to achieve political wins. This should be deeply worrying because it indicates the dysfunctional nature of the organisation’s most important organ to deal with the business before it. But there is hardly any interest amongst the established factions that dominate the Council to address it.

I adopt Cameron Caccamo’s reflection in his final Council report in 2016, which read:

“Moreover, even when these Council Meetings go ahead, we do not hear from every Office Bearer. There are (now) ten of these meetings throughout an SRC term, yet there would be many Office Bearers that would fail to give a single report in that time. This assumes we get to properly discuss Reports during Council Meetings anyway!

“Part of this problem is that the Council and its Office Bearer team is simply too large. There are too many Office Bearers to adequately oversee and hear reports from. The idea of sub-committees underneath some of the larger Office Bearer roles, to give students avenues to be involved with the SRC without having an Office Bearer title, has been floated but received very little in the way of traction. Representatives are rarely seen as individuals, with many being seen as part of a factional bloc.”

I agree with Cameron because the Council is overly tribalised and divided along factional lines. It begs one to ask: why bother being an engaged Representative when the factional head-kicker calls all the shots anyway? Why bother being there when your vote and positions on issues are pre-determined (except to supply quorum)? But also, why bother showing up when someone else can go in your place instead?

It is worrying that the SRC is something that is seen to be only done by student political ‘hacks’. It is worrying that most first-year students don’t even know we have a SRC. And it should be concerning that many students find it easier to complain on USyd Rants than get support from the SRC services or ask our organisation to fight for them.

Officer activeness

It is sadly not uncommon to hear that, year after year, at least half the Officers elected ‘don’t do anything’. Whilst there are some Officers each year who work incredibly hard, deliver outcomes for students and prioritise the organisation over other commitments, there are some notorious Officer positions that are tossed around by factions as bargaining chips in backroom deals for RepsElect, as rewards for campaigning or for a line item on a resume. It is an embarrassment to our organisation that that happens each year. I am being critical of all factions – this is done in the past few years by factions of all political perspectives. It is this reason that the SRC is generally seen as a pretty stagnant organisation with little connection or visibility to the wider student body. How can we be a student-led body if a large part of the elected representatives don’t do anything anyway?

With regards to stipends, it is extremely important that paid Officers (President, General Secretaries, Education Officers, Women’s Officers and, for the 91st Council, Vice Presidents) remember, not only the fact

that they are being remunerated from student money, but the tremendous duties and obligations that they owe to the organisation and the wider student body. They need to remember the uniqueness and significance of their powers, the hard-fought competition for their role and the trust that the Council and student body places upon them. That is why, in my opinion, a wilful neglect or a failure to fulfil the most basic duties and obligations of that position is analogous to robbing student money. It's important to remember that many students in the SRC (holding Officer roles or otherwise) and in the wider clubs and societies network (for example, in executive positions or in subcommittees) each year make a considerable contribution without being paid a cent.

I believe that it goes without saying that paid Officers can be easily expected to work beyond the bare minimum number of hours, should be active in helping unpaid Officers and need to report their progress regularly so that they can be held accountable. This accountability, mandated in the *Regulations* in the form of a report at every Executive and Council meeting and in regular reports in *Honi Soit*, is vital to not only justify the receipt of their stipend but for students to check and balance the work being done. Too often, reports are missing or not even heard. I fully expect paid Officers to commit to a report at every Executive and Council meeting. For the 92nd Council and beyond, I challenge all those involved in the SRC to lift their game and work hard to deliver for the students that elected them.

But I hope that those involved will seriously consider reforms to fix the system. Changes to part 1 section 3(a) of the *Regulations* will be incredibly difficult and any proponent would likely face tremendous resistance and fierce opposition. But it is not impossible. It has been done before. Before 2006, there were five Officers each (yes, five!) for Education, Welfare, Womens, Ethnic Affairs, Aboriginal Affairs, Overseas Students, Sexuality, Intercampus, Environment, Activities/Public Relations and International Solidarity. If each Officer was split and shared (this was a rare practice back then), there could be 110 co-Officers plus more. This has, obviously, changed. Another significant reform was made in 2015 in the National Union of Students where all state officers other than State President and State Education Vice-President were abolished and replaced with Campus Representatives. This included abolishing State General Secretary, State Welfare Officer, State International Students Officer, State Ethno-Cultural Officer, State Queer Officer, State Small and Regional Officer, State Women's Officer, State Disabilities Officer and State Environment Officer.

I would recommend that the Council consider a committee system to encourage participation of OBs from historically inactive roles. I support Max Hall and Laura Webster's idea of a Standing Welfare Committee, chaired by the Welfare Officers, that include the Student Housing, Global Solidarity, Social Justice, Mature Age Students, Interfaith and Residential College Departments. However, given the lack of participation of the Intercampus Committee, the Council may be cautious against the establishment of a committee. In my view, the issue facing the SRC is a lack of commitment by some OBs after elections are over and CVs are lined with titles. Whilst making committees can be redundant, it will be easier for OBs to do their job. Anything that makes it easier should be considered and encouraged.

Short of a major reform to the Officers in the *Regulations*, I would encourage a future Council to consider reforms to the stipend system. The stipend system is supposed to provide some compensation for the time and effort commitment towards the heavy workload of selected Officers. Far from compensating and thanking OBs for work done or their contribution to the SRC, the present system of prescribed stipends rewards those who so happen to strike a good backroom deal at RepsElect. I say this because any person who is elected at RepsElect to a paid Officer position would get that full stipend, no matter how much or little work they do. A

paid Officer could get elected and do no work at all, possibly jeopardising the organisation, yet pocket upwards of \$13,000 of student money and line their CV. Seriously, what measures exist against such a rort?

Yes, the Council can dismiss an Officer but this hardly ever occurs and, as explored above, several Council meetings are inquorate every year. And yes, the Executive potentially has the power to pause paying stipends² (but not dismiss the Officer) but, again, this is scarcely exercised. Moving to a timesheet system (similar to SUPRA) or requiring OBs to make stipend requests to the Executive (with justification of what has been done and what is in the works)³ should be considered by a future Council.

Council discussion and committee representation

Many people don't know that the President has the role of representing the views of the undergraduate student body on committees established by the University. There are over 18 committees that the 'President or their nominee' has a place and voting power. This can be an easy and effective tool to bring about significant policy changes or halt bad policies as policy proposals are taken up at these committees first for consultation. Issues this year include the 'Consent Matters' module, Student Charter, free speech and the right to protest, and student finances. Indeed, our wonderful caseworkers spend hours scouring through committee papers to prepare briefings, talking points and raise issues for the President or their nominee before each meeting.

Although these committees are filled with University staff, having an 'undergraduate voice' raise issues and ask questions is extremely important. If done effectively, it can shift the discussion in the room. And can powerfully lead to amendments or changes to proposals. It ensures that any changes to policy have our contribution towards them. And if the undergraduate voice presents ideas and solutions, it gives it an easy platform for consideration and further work. An ongoing problem is that Presidents and their nominees have skipped or missed committee meetings. Most are even said to be unprepared and haven't bothered to read all the committee papers before going in. This is an ongoing problem that has run over some Presidents and nominees. Not only does that mean the undergraduate voice is lost, it is a sign of tremendous disrespect to the work that has been put in the past to place that voice there. For undergraduate students, they rely on the SRC to advocate for them. Without that advocacy to the University, one can question: what is the point of the SRC?

When committees are attended, the President or their nominee are usually asked for the views of the undergraduate student body on certain issues or specific policy. Whilst I recognise that the President is democratically elected by the student body and that Officers are elected by the Council, it is concerning that the Council is rarely consulted. I have made an effort this year to bring major policy issues from my committees to the Council in the Vice President's report for discussion to collect the views of the elected Representatives in the Council. I firmly believe it is better bring the views *and discussion* from a body of elected Representatives, rather than only bringing one person's view into the matter. That way, the Council can live up to its name as the 'Students' Representative Council'. It is a shame that, out of ten ordinary meetings in

² I note that this is not settled and I, myself, have not reached a definitive legal conclusion on the matter. Consideration will need to be given to pt 5 s 5 of the *Regulations* and other clauses in the *Regulations*, as well as the history. However, as a matter of policy, I would support empowering the Council and Executive to be able to pause paying stipends.

³ I note that a similar system was explored for O Week Convenors and was not successful.

the 91st Council, we have had three were declared inquorate,⁴ three did not proceed to reports⁵ and another two accepted reports but did not proceed to hearing or discussing the contents of them.⁶ That means only two ordinary meetings have had reports properly heard, discussed and accepted. I hope that future committee attendees will take this up and bring the recorded discussions from the Council to University bodies and committees.

Mental health in the SRC

I want to draw attention to the issue of mental health amongst members of the Council including Representatives and Officers. Many members from all factions have spoken to me, often privately, about mental health issues they have faced. I, myself, have experienced tremendous stress, anxiety and panic attacks throughout this year as a result of actions or words spoken by other members of the Council. The Council, year after year, have passed motions calling on the University to address the mental health issues facing students. It is a place of common ground amongst all factions that this is a serious issue.

Sadly, there are some on the Council, whether that is in meetings or on the election trail, who cross the line from passionate debate into harassment and intimidation. Thankfully, they are a minority. I understand that it can be unintentional. But it does concern me when the object is to bring someone down. Deliberately saying blown-up nasty comments to make someone feel unworthy does not contribute to policy debate or assist the student body. Beyond that, I was horrified when members of the Council – right up to the presidential level – engaged in a physical altercation this year. And I was left surprised and shaken when there have been several concerted efforts to harass another student by shouting them down. This is a poor reflection on our organisation. The SRC should support a safe campus for everybody. Harassment, intimidation, bullying and discrimination should have no place on our University, particularly in our student unions.

Sometimes it is justified by saying that members of Council should not take political criticism personally and that some things would only in the context of a meeting and not done publicly. The part that strikes at my concern here is not political debate. It is when political criticism becomes personal attacks. For example, at the May Council meeting, a prominent member of the incoming Council loudly called me a ‘fucking piece of scum’. In a message sent by a paid Officer of the incoming Council, I was told that the SRC would be ‘better off’ if I ‘fucked off’ and was ‘dead’. A contest of ideas must be robust but it should not descend to aggression and intimidation. Merely because a person is in a meeting should not justify an intentional infliction of mental stress.

I hope that all those involved in the SRC and in student politics reflect on their actions and their behaviour. Whilst there may be times to fight on an issue, all students ultimately benefit greater when elected Representatives are focused on consensus-building. Instead of treating the other side as an enemy, members of the Council are better served in achieving their goals by talking to each other and making compromises to get things done.

Budgets and spending

⁴ June, July (ordinary) and October meetings.

⁵ May, August and November meetings.

⁶ February and September meetings.

I am delighted that the General Secretaries was able to deliver a sizeable budget surplus this year. This is rare for the SRC. It demonstrates the work that was put in for our SSAF allocation and the special attention paid to financial management this year. I believe that, at initial stages, the SRC should keep surpluses in reserve in case future SSAF allocations are not favourable or fail to meet our annual increases in staff wages and other costs. However, over time, the Council should consider allocating budgetary surpluses to remunerate unpaid Officers or establish a scheme for Cabcharges or fare reimbursements for *Honi Soit* editors and Representatives to return home safely when it is very late at night after a Council meeting or some other SRC commitment.

In closing, I want to thank the 91st Council once more and the staff. I wish the 92nd Council and all future Councils the very best. When the Council and President are strong, the organisation and student voice will be strong.

Motion: that the report of the 91st Vice Presidents be accepted.

Moved: Felix Faber

Seconded: Vivienne Goodes

The motion was put and **CARRIED.**

Felix Faber gave a verbal report.

- Had final handover meeting for former Vice President Dane Luo
- Attended NUS National Conference.

Motion: that the report of the 92nd Vice Presidents be accepted.

Moved: Liam Donohoe

Seconded: Vivienne Goodes

The motion was put and **CARRIED.**

10. Report of the General Secretaries (91st Council)

Budget

There is one aspect of this year's budget that must be noted for the incoming executive, the contestable money for Recruitment Month. Unfortunately, this initiative did not happen this year and therefore the money will roll over into next council's budget. I would recommend that this initiative is planned as soon as possible as it is a large project that will require a lot of external partnerships and internal collaboration.

Achievements

This year we have achieved:

- internal changes to the Legal Department that included updating the role of Principal Solicitor and a clear governance structure;
- Bargaining negotiations with staff representatives around their EBA;
- Highly successful Orientation Week;

- Ongoing Satellite Campus visits, spearheaded by Mel and Sharon and the Case work team and assisted throughout by the Vice President Dane;
- Introduction of Request and Reimbursement Policy;
- Creation and execution of the 91st council's budget with the help of Chitra Narayanan (appears to be on track to achieving a surplus);
- Assisted in both research projects run by the Casework and Policy Departments;
- Representation of the SRC on Working Group Committee for Student Life

Motion: that the report of the 91st General Secretaries be accepted.

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED**.

The 92nd General Secretary Abbey Shi had nothing to add.

11. Report of the Administration Manager

Chitra Narayanan entered the meeting at 2:40pm

Chitra Narayanan said she didn't have much to report but just wanted to introduce herself to the executive and that it would be good if the General Secretaries and the President could meet with her to go over the budget in the new year and start planning the contestable SSAF projects for the year.

Motion: that the report of the Administration Manager be accepted.

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED**.

12. Report of the Casework and Policy Manager

There was nothing to report

13. SRC Legal Service Report

Requesting a subscription to the Sydney Morning Herald. \$160 for 12-month subscription starter digital package.

The chair moved to note the report saying there was not enough information as to why the subscription was needed.

The report was noted.

14. Approval of Payments

14.1. Invoices

Honi Soit T-shirt 35 (design included in invoice)	\$624.70
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Motion: that the invoices be approved en bloc.

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED.**

14.2 Reimbursements

Altay Hagrebet (ACAR):	\$12	LED candle packs for Trans day of remembrance
Sharon Maher (Staff):	\$26.05	Uber to and from ATO tax help function
	\$25	Dendy voucher for induction
Melissa de Silva (Staff):	\$59.90	P2 Masks
	\$77.25	Honi induction food
	\$294.95	Food for general induction
Mickie Quick (Staff):	\$14.30	Stock photo for wall planner
James Newbold (EAG):	\$22	Facebook ad for Radical Education Week.

Motion: that reimbursements be approved en bloc.

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED.**

15. Any Other Reports

15.1. Report of the Report of the Women's Officers (91st)

Women's Officer Executive Report 25th November 2019

The #MeToo Movement Sydney Peace Foundation

The Sydney Peace Foundation is awarding the 2019 Sydney Peace Prize to Tarana Burke and Tracey Spicer AM on behalf of the #MeToo Movement. Gabi met with Katie Gabriel from the Sydney Peace Foundation and has requested that both the Women's Officers and Sexual Harassment Officers of the SRC are included in any of the round table discussions that occur in light of this event with community organisations and policy makers. We attended to Gala dinner and heard about the powerful work of Tarana Burke.

"For empowering survivors of sexual harassment and violence, and elevating their voices; for championing truth and justice; for highlighting the breadth and impact of sexual violence worldwide; and for launching a demand for change that is sweeping the world."

Safer Communities Meeting (USU, SUPRA and SRC Engagement):

After Gabi's submission to SCAG regarding addressing bullying, discrimination and anti-racism policies of the university Jacky and Gabi had a meeting with Connor Wherrett (USU President) to discuss a unified strategy to propose as the student representatives at the meeting in October. We raised our concerns with the conduct of campus which triggered another meeting with CIS representatives chaired by Susanna Scarparo. This meeting will hopefully act as a catalyst which will enable the parameters and function of the Safer Communities Advisory Board to be revised. There were also a number of key action items which have been included in the minutes (and can be sent through the executive upon request) for CIS to investigate and report back on. This will be an ongoing issue and one which is imperative that student activists and representatives are fully across and well-briefed before attending future meetings.

Sanitary Item Project:

We have extended our locations to include also the SSB and New Law Buildings. We intend to extend to Eastern Avenue and Carslaw Bathrooms. We are very much wanting to continue this service next year and would like to organise a meeting with the incoming Women's Officers to do a handover of the Women's Officer role in general.

Verve Super

It has been reported that Australian women retire with 47% less superannuation than men. By 2025 Australian Women will hold 1.5 trillion in superannuation. Many young people are unaware of the way their superannuation account functions let alone where their superannuation is being invested. Verve Super's purpose is to be a superannuation fund that is 100% focused on serving women and ethical investment. Gabi has spoken to co-founder of Verve Super, Zoe Lamont, about a potential partnership with the SRC in future years in raising awareness about the so called 'retirement gap' in Australia and equipping and empowering more students with financial literacy skills.

Motion: that the report of the Women's Officers (91st Council) be accepted.

Moved:

Seconded:

The motion was put and **CARRIED.**

15.2. Report of the Welfare Officers (91st)

I would like to request as Welfare Officer that \$1500 from the remaining Welfare budget is used to fund flights and registration for activists who wished to attend the NUS National Conference but have been unable to secure funding due to the constraints of the EAG, including myself.

It's important that this is added to the agenda for the Exec meeting today as this is our last opportunity to discuss the approval. I would like to send apologies for not being able to attend due to work. Lily Campbell will be there on my behalf to meet and discuss the funding.

I would also like to submit the following for consideration to the Exec:

"Due to financial constraints, the EAG has been unable to reimburse costs for activists wishing to attend NUS National Conference. As Welfare Officer, \$1500 from the Welfare budget would fund myself and the other activists who have been unable to secure funding.

Myself and the others wishing to attend have been highly active in the SRC all year, in numerous campaigns addressing not only the state of welfare for students in this country but against racism, for the environment, women's rights and a multitude of other issues. It would be highly unfair for us to miss out on bringing this contribution to the peak representative body for students simply due to our personal financial circumstances.

Given the funding left in the Welfare Office, it is the responsibility of myself and the SRC to dedicate this money to helping activists, especially those from disadvantaged backgrounds, participate in student unionism and get a chance to have their voices heard."

The report of the welfare officers was noted.

15.3. Report of the Report of the Electoral Officer 2019

Report from Casper Lu

I just wanted to ask if you could put these two requests to the executive at their meeting on Monday regarding wages?

1. The first request is in regards to the Deputies. I note that they are paid at the same rate as normal PBAs, even though they have responsibilities beyond this, so I wanted to ask if the executive would approve retroactively paying them as if they had been classified as Casual Level 2 instead of Casual Level 1 under the EBA?

2. The second request relates to the EO. I note that this year, the voter turnout was incredibly high, and there were a significant number of complex issues, which took up a significant amount of time. Could I request that the pay of the EO be commensurately increased **only** during the pay cycles that the deputies were paid more in aggregate?

I believe that this will have occurred during weeks which include polling and counting days. The formula I suggest first takes the aggregate pay of the highest paid deputy during these pay cycles (including the Casual Level 2 increase if approved). I would then request increasing the pay of the EO by the difference between that amount and the \$1500 paid to the EO for each of those pay cycles.

Felix Faber asked if Casper Lu could provide the additional duties and responsibilities of the deputies and what the costing of that would be.

The executive noted the report of the EO. Requested more information be provided before making a decision.

There was a 15-minute break at 2:56pm.

The meeting resumed at 3:11pm.

15.4. Report of the Report of the Publications Managers

1. Extra days

Mickie will be away for most of January, returning on the 20th and I think I will need to come in an extra day or two to cover some of this leave. The days will be Jan 13th and 14th. By this time some of the key student OBs and staff will be back from leave with training scheduled and a number of projects needing to be completed by the end of the month.

2. Publications Phone

SRC Publications Managers will need to get a secondhand iPhone to use for some of the SRC Social Media and content creation apps. Increasingly, IOS or Android is required to run certain apps, for example Instagram, Switcher studio (video streaming), and other video content creation apps such as Adobe Premiere Clip. We want to be able to use these apps for SRC Social Media content as well as introduce these tools Honi editors and assist student activists where needed. Price on EBay

3. AFTERS Training

SRC Communications Managers would like to attend a 1 day course at AFTRS on Mobile Content Creation with the aim to offer short workshops to editors, and activists who may wish to publish video content. Mobile content creation is a growing form of short form video

production that can be useful to students in a number of areas.

Course Details

<https://www.aftrs.edu.au/short-course/mobile-content-creation/>

Cost: \$500 x2 = \$1000

4. SRC who's who board

A number of staff would love to see a photo board of 'Who's Who in the SRC' so that everyone can put names to faces that they see in the SRC. I had done a preliminary design a couple of years ago, but it never got developed because of the difficulty of obtaining everyone's photo prior to going to print. In order to revive this useful project, we have come up with the idea of a base template sign that has position titles and is colour coded by group, but is printed with no photos. The sign is then populated each year with instant photos of current staff, executive and office bearers.

I have looked into the set up for producing photos, and rather than acquire an instant photo camera I think a much better option is to acquire an instant photo printer. The Fujifilm Instax Mini Link Smartphone Printer prints onto instant photo paper from a smartphone using Bluetooth. This way the people of the SRC can print their photo themselves with a selfie, or a stored photo. The printer is perfect for making a split collage of 2 photos onto one print, which is needed in the cases where Office Bearer positions are shared.

The Fujifilm Instax Mini Link Smartphone Printer is \$169 at JB Hi-Fi. The Instax Mini Film is cheap when bought in bulk (76c per print) with the 100 Pack, \$76 at Officeworks. The base sign would cost \$320 for 1000x1300x3mm printed on Aluminum Composite Material panel, and will last for many years. If new SRC positions are created in the future, a small sticker can be added to the sign.

Liam Donohoe said he would like to note the request for a phone asking that the publications managers find the phone and the cost first and the executive can decide via circular short notice if needed.

Motion: To accept the publications report including expenditure for sections 1, 3 and 4 but that section 2 be noted until a finalised cost is given.

Moved: Vivienne Goodes

Seconded: Felix Faber

The motion was put and **CARRIED**.

16. Other Business

16.1 Staff Leave

An Li:	Annual/TIL, 17/12/19 – 20/12/19, 4 days, 28 hours
Laura Kitsos:	TIL, 13/12/19, 1 hour
	TIL, 11/12/19, 1.5 hours
Mickie Quick:	Annual, 07/01/20 – 15/01/20, 5 days, 28 hours

Motion: that the staff leave be approved en bloc.

Moved: Vivienne Goodes

Seconded: Felix Faber

The motion was put and **CARRIED**.

16.2 Swipe card access

Motion: to approve that all elected members of Council have swipe card access on completion of required training.

Moved: Liam Donohoe

Seconded: Felix Faber

The motion was put and **CARRIED**

16.3 Circular motions

CARRIED 12/12/19 - \$339 QuAC mardi gras float

CARRIED 17/12/19

Rad Ed week Speaker costs - Will Edwards	\$200
Rad Ed week Speaker costs - Margot Beavon-Collin	\$200
Rad Ed week Speaker costs - Ken Canning	\$300
Rad Ed week Speaker costs - Grandmothers Against Removals	\$300

16.4 Year Ahead

Liam asked the executive to take some time to think about what they want to do for the year and particular January and also things that we want to put in the SRC Welcome Week bags.

Secretary to Council reminded the Executive that if they are wanting to import items from China they will need to order them early January so that they aren't held up during Chinese New Year.

The meeting was declared closed at 3:28pm