



**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 **13<sup>th</sup>** meeting of the Executive Committee, 93<sup>rd</sup> SRC, held on 3<sup>rd</sup> September 2021, via Zoom.

---

**PRESENT:** Swapnik Sanagavarapu (Chair), Priya Gupta\*, Anne Zhao\*, Roisin Murphy^, Lauran Lancaster, Oscar Chaffey, Victor Liang and Cole Scott-Curwood.

Apologies: Grace Fei and Maria Ge

Minutes: Julia Robins

Meeting Opened: 1:13pm

\*^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 Grace Fei and Maria Ge

Moved:

Seconded:

The apologies were accepted.

### **3. Minutes**

Minutes of the meeting of the previous Executive meeting were held over.

### **4. Business arising from the minutes**

There was no business arising from the minutes.

### **5. Workplace Health and Safety Report**

*There was no report from the WHS Officer*

### **6. Correspondence**

*There was no correspondence*

### **7. Report of the President**

Swapnik Sanagavarapu gave a verbal report

- Special consideration process
  - o Working with the university to co-design the new special cons process

- Will need 10-60 students to offer feedback on the new system, we should make sure there are international students and students from the disabilities collective in there as well as a diversity of faculties
  - Discussion to make sure of diversity would like to see: first in family, international, Indigenous and disabled student's all represented
- We also need smaller group students who are interested in being involved in longer term development works, it would be a once a fortnight for 2-1 hours giving feedback
  - Cole Scott-Curwood expressed interested in engaging in the process
  - Priya Gupta suggested a google form to get people who are interested in the larger group
  - Anne Zhao said that some advertising for the larger groups and maybe just asking people
  - Swapnik Sanagavarapu noted that for the smaller group getting people we know are engaged and can participate the whole time would be good.
- We also need 2 student who will spend 15 minutes every day attending planning meetings and an hour or so at the end of the week.
  - Roisin asked if there was a possibility of rotating this between people
  - Suggestion of the 3<sup>rd</sup> person as a back up
  - Swapnik Sanagavarapu offered to be the third person
- Website
  - Still looking for a third quote
  - This is stagnating and needs to move forward
  - Studio 99 are only going to keep their offer open for a little longer
    - Lauren Lancaster noted we aren't likely to go with the for the lack of portfolio work
    - Swapnik Sanagavarapu agreed but noted since we've been unable to find a suitable company do we just let the project die?
    - Lauren Lancaster said the project shouldn't die as it needs to be done
    - Swapnik Sanagavarapu expressed concerns as to finding a company who can do what we want for the cost
  - Cost of Data entry is a component but to continue pushing for the price drop gets us less functional website
  - Hope to get something in place by the end of the year
    - Cole Scott-Curwood noted the USU has inhouse IT/Web design, would people be interested in looking at asking them
- New SRC Legal Service
  - We've hired Ehsan Jahanandish as the new solicitor, he's been working with us a a practical legal training student. We look forward to working with them
- ACNC
  - We've got a meeting with Tim Ayres next week to talk about the proposed changes and their impacts on our work
  - There a lot of things happening, but we've been told there's still quite a few steps before we have to launch a large-scale campaign
  - We're hoping we can do some strategy with this meeting letting people know what we need to keep doing our work.
  - We've also looking at joining with the hands off our charities group

Motion: That the report of the President be accepted.

Moved: Lauren Lancaster

Seconded: Anne Zhao

The motion was put and **CARRIED.**

## **8. Report of the Vice Presidents**

Roisin Murphy gave a verbal report

- Participating in Rad Ed week
- Will be working on the special consideration project now
- Rest is the same at council report

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

Moved: Swapnik Sanagavarapu

Seconded: Priya Gupta

The motion was put and **CARRIED.**

Roisin Murphy left the meeting at 1:57pm

## **9. Report of the General Secretaries**

Anne Zhao

- Not much to add from council report
- Working with Melissa de Silver on events for September
- Working on the Sydney International student Hub
- Working with Priya Gupta on getting the YouTube channel going
- Attending the usual committee meetings

Priya Gupta

- Same as council
- Rad ed week is taking up most of the time
- Working on the special consideration project

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

Moved: Swapnik Sanagavarapu

Seconded: Lauren Lancaster

The motion was put and **CARRIED.**

## **10. Report of the Administration Manager**

*The Administration Manger had nothing to report*

## **11. Report of the Casework and Policy Manager**

Max has finished his probation. We're working a question/answer thing with Anne Zhao all students are welcome to come.

Motion: that the report of the Casework and Policy Manager be accepted.

Moved: Swapnik Sanagavarapu

Seconded: Lauren Lancaster

The motion was put and **CARRIED.**

**12. SRC Legal Service Report**

*The President included the Legal Service Report in the President's report.*

**13. Approval of Payments**

**13.1. Invoices**

Purchase of Wi-fi range extender for working-from-home.

This lockdown, with two kids home-schooling I have had to move to a back room that has terrible wi-fi, it is especially frustrating working with InDesign off the server. Could you approve the purchase of a wi-fi range extender so I can stop pulling my hair out? The TP-Link - RE505X seems to be a good mid-range model, will perform doing InDesign without being too expensive. It is best priced at Bing Lee for \$139.

[binglee.com.au/tp-link-re505x-ax1500-wi-fi-range-extender](http://binglee.com.au/tp-link-re505x-ax1500-wi-fi-range-extender)

Motion: that the invoices be approved en bloc.

Moved: Swapnik Sanagavarapu

Seconded: Lauren Lancaster

The motion was put and **CARRIED.**

**13.2 Reimbursements**

Rory Larkins:	\$224.75	Calico
Mickie Quick:	\$75.86	Address labels and envelopes for bulk mailout of Honi Soit
Claire Ollivain:	\$30	GIPA Application

Swapnik Sanagavarapu spoke to the Honi postal costs adding that we started this with a sign up page on Facebook and we've been posting hard copies out to people, been nice for people to get a bit of campus life at home, been reasonably popular.

Motion: that reimbursements be approved en bloc.

Moved: Swapnik Sanagavarapu

Seconded: Lauren Lancaster

The motion was put and **CARRIED.**

**14. Any Other Reports**

**14.1. Report of the Women's Officers**

**Revisiting our previous request**

1. Women's current remaining budget, approximately \$2000. Given lockdown, having no in-person meetings or rallies means we won't be spending as much money on food or printing, if any. Therefore, estimated remaining costs:

1. \$400 for Camille Ayre
2. Approx \$100~ for NDA costs (materials for the covid safe stunt)

3. Approx \$500~ 2021 merch (tote bags, stickers, tshirts from other campaigns)  
= **\$1000**

Further, this payment is not to simply spend the Women's budget needlessly. It is in line with our initial budget at the start of the year, where we outlined the intention of paying artists for their work, especially for the two major works we would require for our major publications: Growing Strong and Women's Honi.

## 2. Camille's rate

- a. See attached "Art Commission Hours" document where Camille has cited up to 30 hours of work which is approx \$13 p/h.
- b. [Refer to National Association for Visual Arts](#): a peak body for accountability and fairness. The NAVA Code of Practice cites \$1,326.00 at a minimum for coloured illustrated covers for publications.
- c. The SRC paid Ellie Wilson \$300 for the *Growing Strong* cover this year. (Noted that Ellie's work was A4 and Camille's work is A3 - size changes most artists commission rates)
- d. A reminder that the SRC paid \$79 for a two hour parking ticket.

## 3. The precedent this sets = art as work

- . Quite simply: workers deserve pay. Drawing materials are not free, Adobe subscriptions are not free. Art is not always someone's hobby or "side hustle" and even if it were, it should not be exploited. This artwork was the final product of *many* hours of work (as documented in the extensive invoice). Speakers have been paid at hourly rates of multiple hundreds of dollars by the SRC, reflecting their years of experience. This artwork has not been commissioned by just anyone, but by someone with expertise, skill, and refinement in art that is valuable.
- a. What has been very important to the WoCo convenors this year has been the active care-taking (feeding, checking-in, driving, accommodating) of WoCo members and those who contribute their time to our projects. Paying artists is inextricably part of this.
- b. Art and design is gendered labour in the campus left. Most of the Honi covers (approx 80%) this year have been done by women. *Combust* art was entirely done by women and non-binary people.
- c. Amelia note: As a former Honi Soit editor and artist of multiple covers: exposure is one thing but I have spent entire weekends on covers which, had I had to work for rent and food and my education, would not have been possible whatsoever. While it is normal that writers and artists are not paid for Honi, it does not mean this normalisation is unworthy of challenge and critique, or change. This current structure upholds the elitism and whiteness of the paper and the creative and journalism industry by prioritising those who can afford to work for free (or for very little), and/or those who are socially mobile enough for their art to be recognised and encouraged.

## Rad Sex and Consent Week

1. A reminder that our budget for Rad Sex and Consent Week is quite significant and with it now being online, many physical costs should be expected to go towards paying people properly and merch. We don't imagine any individual cost will be greater than \$200. Other than this, the budget will follow that of our initial approved request, under the \$5,000 of unallocated SSAF.
2. We'd like to request funding from this allocated budget for Rad Sex and Consent Week (not the women's budget) for the raffle prizes totalling \$390, as listed below.

## New Break Down of Costs

### *Artists/specialist speakers:*

*4 x drag artists for drag video = \$800*

*Trauma-informed movement class = \$200*

*Max Black commission = \$300*

**Total = \$1300**

### *Raffle*

(We have extended the amount of funding allocated to raffle prizes to help boost attendance of events (a harder feat under lockdown).

Books (\$16 x 5) = \$80

Lingerie voucher = \$100

Lovehoney voucher = \$50

Max Black voucher = \$100

**Archer magazine subscription = \$60**

**Total = \$390**

### *Merch*

*Unsure. Design and quotes still pending*

Total = ?

**CURRENT TOTAL: \$1690**

### **ORIGINAL TOTAL EXPENDITURE:**

\$4725

Discussion:

Women's Officers spoke to their report.

Kimmy Dibben spoke to the report citing that these is precedent for paying this amount in the past, also adding that these were all budgeted for and accounted for at the beginning of the year. Kimmy covered the main points of the report noting they the department is still way within budget and that the SRC regularly pays speakers for an hour of their time, but the same value of time is not given to artists.

Amelia Mertha spoke to the report and spoke about how the rate was reasonable when compared with industry standard. Added that there is under recognition of arts funding and also noted that

Lauren Lancaster agreed with most of what was said and as someone who has done a lot of art for Honi and combust, and noted that no one has been paid for combust or most of Honi and that was not a precedent we want to continue necessarily. It was more concern about the cost

Oscar Chaffey wanted to note that it didn't feel like there was clarity around how the cost it did at the time seemed like an unprecedented amount for Honi, and it didn't feel like there was clear consultation with the collective and that was the past reasons we asked for more information and offered a lower price. Oscar agreed it was a feminised industry and that the costs were undervalued. On building Queer Honi we would have liked to pay everyone who contributed in some way, not just art. Autonomous editions of Honi are an extension of activism and generally would not agree with paying people for participating in activism, because it's important outside of paid labour.

Amelia Mertha, agree that activists shouldn't be paid but Camille isn't doing this as an activist this is her job. Everything else was created by collective members and collective members were not paid, Camille was an external person commissioned. If we had been laying out Honi in person we would have been providing food to the editors, if someone else has been the artist and asked the same about we still be here having this conversation.

Kimmy Dibben spoke about the conflict-of-interest suggestions adding that we often find people through our social networks in activism last year Georgia Mantle, who is a friend was asked to speak as an expert on abolition and was paid for that talk at rad ed week last year. We met Camille thorough her sister Payola, my friend who I met in the queer collective. Ellie Wilson was paid without issue at the beginning of the year, she is my girlfriend as well as last year's women's officer. This is about artists getting paid, we budgeted for this, this is not a member of the collective, this is a full-time freelance artist and this is a payment that is standard for her work. This fight seem inconsistent, this was never a secret we spoke to the collective and showed her portfolio we go over costs with the collective but we sometimes just do the boring work ourselves as we are paid to do it. It's a really beautiful piece and we should respect the artists commission.

Priya Gupta noted that the collective not knowing the cost was not meant as an attack on the women's officers and that it's not been a thing to consult the collective on the prices and hasn't been.

Swapnik Sanagavarapu all of the questions of the how we pay people, In the future we should have a clearer policy, we need for auditing purposed and making sure any conflicts of interested are declared upfront before things are approved so that it's as transparent as possible, as we should have a remuneration policy to make sure there is consistency across the SRC so that people can see and know what the standard is. Happy to approve the whole amount with the note that we need to create a policy around this.

Motion: that the report of the Women's Officers be accepted with all included expenditure.

Moved: Swapnik Sanagavarapu

Seconded: Lauren Lancaster

The motion was put and **CARRIED.**

## **15. Other Business**

### **15.1 Staff Leave**

Breda Dee: TIL, 31/08/21, 1 day, 7 hours  
Chitra Narayanan: SL, 26/08/21, ½ day, 4 hours  
Hani Bawazir: AL, 19/08/21, ½ day, 3 hours  
Jahan Kalantar: SL, 19/08/21, ½ day, 3 hours  
SL, 27/08/21, 1 day, 7 hours  
Laura Kitsos: CL, 30/08/21 – 30/09/21, 30 days, 50 hours  
CL, 02/09/21, 1 day 4 hours  
AL, 06/09/21, 1 day, 7 hours  
Max Schintler: SL, 30/08/21, 1 day, 7 hours  
AL, 24/09/21 – 27/09/21, days, 14 hours  
TIL, 27/8/21, 1 day, 7 hours

Motion: that the staff leave be approved en bloc.

Moved: Swapnik Sanagavarapu

Seconded: Lauren Lancaster

The motion was put and **CARRIED**.

There was some discussion around working on creating a proper payment policy for guest speakers and artists so there is consistency.

*The meeting was declared closed at 2:38pm*