

Student Council Motion

SC-8.3 Society inclusion officers (*amended**)

**additions/changes in red*

Proposer: Muhammad Sajid

What issue is your proposal going to address?

In events, a few students feel lonely and not feel much included and engaged, as in the stress of events some society members might forget to pay attention to all the members that are there. Coming to a society meet and greet and not being able to engage be an event committee mistake as also there have been a remark in different societies events that makes students feel uncomfortable, which includes events and also in social media groups.

Why this is important to University of Hertfordshire Students?

This is important to Our SU because we want to make all the students feel like they are welcomed, as there are students from different countries and backgrounds, we want all of them to have a mental satisfaction when they attend students unions events, and also we want them to know that SU is a safe space for everyone. we want to give students a message that Any kind of ideas are appreciated here and any kind of offensive comments are not welcomed in SU's events.

What action would you like the Students' Union to take?

Inclusion officers have a challenging job to do which is of great importance to society members. Every society and committee will have an Inclusion Officer. This is a core role that is a direct contact for students who might find it more difficult to sign up to societies and get actively involved. The Inclusion Officer has the important role of ensuring that anyone who wants to get involved can do so. Societies need to be accessible and welcoming to all students – so you may have to take a more proactive approach.

The Students' Union is here to represent and provide services for all students. It is crucial therefore that our societies and committees reflect the diversity of our membership and are inclusive and accessible to all.

All societies and working committees should be motivated to ensure that all students can get involved in their activities and events, as far as it is reasonably possible

Responsibilities of an Inclusion Officer are;

- Responsible for representing students in matters relating to equality of opportunities, and access to HSU and University communities and services.

- They are to be a voice for Mature Students, International students, Commuters, Post Grads and Students with Disabilities or/and Dependants.
- They will attempt to represent other groups of students that may be identified as “falling through the gaps” of HSU communities and services, as a consequence of their necessary lifestyle arrangements.
- To co-ordinate and run campaigns and events particularly relating to their cohort of students.
- Provide specific representation for their cohort of students.

Basic Things An Inclusion Officer Should Do...

- 1) Publicise the position to existing and new members during Freshers' and Refreshers' Week and at the Freshers' Fair and at society events and meetings. Promote that you are here to support members throughout the year and ensure everyone gets involved.
- 2) Work with other committee members to ensure that their area of work has taken inclusion issues into consideration e.g. meet and greets, evening meals, events, walks, AGMs, awareness weeks and socials – and that a range of events are organised.
- 3) Work in confidentiality when discussing students who have specific requirements or needs – use ‘the student’ rather than their name. If necessary, bring any questions on specific issues to the Activities Team for advice.

Considerations to keep in mind (more details below):

1. Students with low confidence
2. Students with Disabilities
3. International Students
4. Students of Faith with Specific Requirements
5. Zero Tolerance to Sexual Harassment
6. Dietary requirements
7. Supporting LGBT students
8. Students' Union Code of Conduct (excessive alcohol use)
9. Local/Commuter Students (time constraints)
10. Students with Families and caring responsibilities (time constraints)
11. Money constraints – make your events as affordable as possible!

The Inclusion Officer role will become one of four essential committee members on all HSU Societies **with more than 10 members** from 2020/2021. **For Societies with less than 10 members, the responsibilities outlined in this role will instead fall upon the Chair of the Society, who will receive specific training allowing them to take it on successfully.** We will be trialling Inclusion Officers in societies 2019/2020 with any groups who are willing to take up this new role early.

In addition, as Sports Clubs also experience similar issues around inclusion, we will lobby the University's Athletic Union to introduce this role within their Club committees as well.