

## WOMCAM X DRAG FORUM - (23/11/2023)

*Please put your initials and college in brackets when adding items to the agenda, and include a brief text description of content, including any relevant content notes, and actions (e.g. **approve, discuss, note**).*

Chair: Women's Officer (RF)  
Co-Chair: Welfare and Communities Officer (HB)

### Agenda Items

#### 1. Introductions (EM/RF)

##### - **Womcam safespace policy**

- *The Women's Campaign does not tolerate any form of harassment or discrimination at any of our events (online or in person). This includes but is not limited to racism, xenophobia, islamophobia, antisemitism, ableism, homophobia, misogyny, sexism, misogynoir, transphobia and transmisogyny.*
- *The Women's Campaign retains the right to remove you from any of our spaces if you violate this safe space policy and make anyone in the space feel unsafe, harassed or discriminated against.*

##### - **Minuting**

- If you would like your role or initials or pronouns to be minuted please provide these before you speak
- Alternatively it is absolutely fine to not want to be minuted - but please let us know
- Otherwise all comments will be minuted as 'Student Member'

#### 2. The Role of DRAG and its history (RF)

##### a. **Note**

- b. This forum is an opportunity to feed into disciplinary policy in the university - center student voice and lived experience, formulate demands - what we think should change
- c. 9 original DRAG demands fed into a review - first step: resulted in the creation of a Racial Harassment Advisor. Everyone now has access to the papers not just respondent student
- d. Not practicing what they preach
  - i. We can challenge where they fail
  - ii. Imagining something different
- e. HB and RF have a meeting with chair and treasurer of STC and the deputy head of OIS (Office for intercollegiate services)- OIS wanted a formal approach
- f. Lack of a cohesive approach across colleges - Johns paying for a KC to review their policy - joined up cross-college approach

#### 3. Our Demands (RF/ HB)

##### a. **Discuss and Approve**

b. RF suggests transparency and accessibility of complaints procedure is important

1. OIA - office of the independent adjudicator
- ii. OIA complaint form can be submitted within 12 months of procedure completing

Questions and Notes from Student Members:

- iii. Will colleges put it on their website? -
- iv. Can students sue the college/university?
- v. Can we find out what's happening behind college doors?
- vi. Do all colleges have panels/ student reps?
- vii. Are there similar confidentiality clauses and non-contact orders at all colleges and between colleges?
- viii. People's opinions and experience on college procedures - is there common knowledge about how they work or how to find out information about them?
  
- ix. Colleges don't have robust policies - or they may have different policies
- x. Colleges/ we need to create safe space where students feel comfortable sharing their experiences
- xi. Some college dean often create their own records - colleges don't keep long-term records
- xii. Having procedure on the college website - clearly demarcated and accessible is essential
- xiii. We could look into which colleges have panels and how it works
- xiv. Relationship between the college and the university - keeping them separate and that the college responsibility does cap - demands of the uni important - but college walls don't separate you from the outside
- xv. The policy by colleges is that anything that would lead to a prison sentence - is forward onto the university - vague definition - up to the dean's discretion
- xvi. Have to give a lot of info = requires a lot of trust - have to provide a summary - response no -

### **What should it be like and what currently is perceived to not be working?**

- Students have ready access to this process - what is possible at university and college procedures - part of induction process (JCR, DoS)
- Student disciplinary training/briefing (training on how colleges work) - briefings, including language - debriefing after the procedure
- Useful for colleges to have: Training - by the HVSS - myth busting on sexual misconduct and abuse and language used - victim blaming - crib sheets
- Equally represented - can't buy representation (e.g. private lawyers)
- Robust guidelines - no case-by-case basis - 'group of fellows get together' - good for fellows too
- Transparency and communication - timeliness - procedures are going on for far too long - expectations
  - Clearer communication between porters/dean/OSCCA -
- College dean training - how they speak to people - trauma informed

- Training for college staff
- Timelines to be expanded and clear (at Trinity Hall, last 3 months only) - central university - no deadline
- Porters having training - recruitment also focused on safeguarding backgrounds
- Currently there is a perceived duty on the part of colleges to back up responding student - victim blaming -
- There is a perceived pressure to share information with other members of staff particularly for extensions and academic support - feeling pressured into telling more members of staff - spreading of information without agency given to the victim- increased paternalism (highly misogynistic)
  - Can't separate welfare from academic

#### **How to collect student opinion:**

- List of demands?- - in 2021 each demand was broken down into specifics
- A form or survey - anonymous - intentional about questions
  - best practice approach and mix - what has gone wrong - what we recommend
- Can this be a cross J/MCR initiative - sign on for poster promotion

#### **4. Sabbatical Officer Accountability (RF)**

- Ask your Sabbatical Officer any questions about their work, priorities, campaigns etc**
- None

**AOB**

**ACTION POINTS**