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## Flinders University Student Association Student Council Meeting

### Minutes of the meeting held on 18<sup>th</sup> March 2021

Council Room, Registry Building, Flinders University Bedford Park Campus

18:30

**Present:** Sean Henschke (Student President), Molly Turnbull (General Secretary), Benika Bhoola (Education Officer), Jesy Murphy (Welfare Officer), Rubayat Sarwar (International Student Officer), Shanii Sparrow (Queer Officer), Keenan Smith (First Nations Students Officer), Ange Nishimwe (Social Activities Officer), Darlyn Tan-Sik (General Councillor), Callan Alexander (General Councillor), Ben Smith (Manager, Student Engagement), and Stacy White (Minutes).

#### **Meeting Opened: 6:40 PM**

#### **1. Acknowledgement of Country**

It was acknowledged that the Student Council meeting was taken place on the land of the Kaurna people.

#### **2. Apologies & Welcome of Guests**

**Apologies:** Rachel Hemer (General Councillor), Luca Sardelis (Women's Officer), Amy Tschirn (Environment Officer), Emily Williams (Postgraduate Students Officer), Anu Francis (Disabilities Officer), Rafael Aquino (General Councillor), Kaylen Scurrah (General Councillor), and Ethan Zimmermann (Mature Age Students Officer).

#### **3. Name & Pronoun Round**

Those present introduced themselves and their pronouns.

#### **4. Previous Minutes**

**Motion:** Student Council accepts the minutes of the August and December 2020 meetings, and the February 2021 meeting.

**Moved:** Sean Henschke (Student President)

**Seconded:** Benika Bhoola (Education Officer)

*All in favour*

**Motion carried.**

#### **5. Executive Decisions**

**Motion:** Student Council ratifies the decisions made by the Executive since the last full council meeting.

**Moved:** Sean Henschke (Student President)

**Seconded:** Benika Bhoola (Education Officer)

*All in favour.*

**Motion carried.**



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## 6. Reports

**Motion:** Student Council accepts the submitted reports and will defer outstanding reports to the Executive.

**Moved:** Sean Henschke (Student President)

**Seconded:** Jesy Murphy (Welfare Officer)

*All in favour.*

**Motion carried.**

## 7. Matters for Decision

Sean Henschke (Student President) called for starring of matters.

Starred items: 7.1, 7.2, 7.3, 7.5, 7.6, 7.7, 7.11, 7.14, 7.15, 7.16, 7.17, 7.18, 7.20.

### 7.0 Matters left un-starred to be moved en bloc:

#### 7.4 Harmony Day – Rubayat Sarwar

**Preamble:** Harmony day is observed in Australia on every 21<sup>st</sup> March to celebrate Australian multiculturalism, and the successful integration of migrants into the community. Australia is one of the most successful multicultural countries in the world. All people who migrate to Australia bring with them some of their own cultural and religious traditions, as well as taking on many new traditions. Collectively, these traditions have enriched this nation. As 85 per cent of Australians agree multiculturalism has been good for Australia, we should celebrate this.

I want to organise an art workshop for international students on this occasion. They will paint as their traditional arts and we will show up the harmony among races through our arts. I will arrange this workshop at Oasis, and I will provide canvas, paints and other tools. I will ask 10 international students to join in. I will ask students to participate through our International students' collective page. First 10 respondents will get this opportunity.

One of my art exhibitions is running at ISS (International Students Services) now. A lot of students are getting inspired from it.

**Platform:** FUSA recognises the importance of embracing the inclusive and diverse multicultural environment at Flinders University.

**Motion:** Student Council endorses the International student officer to get involved in the program with thoughts, ideas and activities which will confirm FUSA's engagement with a broad interest. Total expenditure of \$300 will come from the International Student Officer's initiatives budget.

#### 7.8 Pretty fly, for a pride ally – Darlyn Tan-Sik

**Preamble:** In the past year, Flinders University has released a Flinders Queer Report with twelve recommendations that showcase ways that the university strives to be more queer inclusive. One of these recommendations is "Flinders University Actively [promoting] diversity and inclusion in the queer community on campus through a commitment to visibility via public displays of support throughout the university" (Henschke, Hemer, Martin, Cheetham, Perry & Deller-Evans, 2020). A clear



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way of following this recommendation would be raising a Pride Flag among the Flinders University campuses to actively promote the support and acceptance of the queer community.

**Motion:** FUSA Student Council approves and endorses for Pride Flags to be raised at all Flinders University campuses.

FUSA Student Council endorses Student President, Sean Henschke to send appendix 4 request to properties facilities development.

### 7.9 Postgraduate Student Spill the tea

**Preamble:** To provide a support group for postgraduate students, where they can meet, discuss and exchange journal articles. This will allow them the opportunity to meet colleagues, and students from cross-disciplines bridging the gaps from masters and PhD. The idea is to have the postgraduate association/postgraduate officer present to collect any queries or concerns about common issues with study and resources, to read a journal article and come back monthly to talk about the previous month article. It will also provide a platform and build a community for postgraduate students to exchange their ideas and talk about their research. By building shared goals, mutual accountability and communication across disciplines will bridge the isolation felt by students as postgraduate study with supervisors can be distance, online education or other commitments affect the student's ability to engage with the university.

This will be a continuous event occurring once a month and the money will be to provide beverages and light morning tea to the participants of the events.

**Motion:** Student Council to approve the expenditure of \$200 from the Postgraduate Students Officer Initiatives.

Postgraduate Student Officer to work with FUSA events and media for this event.

### 7.10 Affiliation Application Maniac Dance Club – Molly Turnbull

**Preamble:** Maniac Dance Club are applying for Financial Affiliation. This club has appropriate executive composition and meets all FUSA regulation requirements for their constitution, AGM minutes, Membership list and Bank Account.

**Motion:** FUSA Student Council approve the Maniac Dance Club for Financial Affiliation.

### 7.12 Affiliation Application Flinders University Amnesty Club – Molly Turnbull

**Preamble:** Flinders University Amnesty Club are applying for Financial Affiliation. This club has appropriate executive composition and meets all FUSA regulation requirements for their constitution, AGM minutes, Bank Account. The club's membership list does not have the date of application listed for its members.

**Motion:** FUSA Student Council provide conditional Financial Affiliation of the Flinders University Amnesty Club; on the condition that an updated Membership List with the dates of application for each member are provided to FUSA's Clubs Officer via adam.rau@flinders.edu.au.



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### 7.13 Affiliation Application Flinders University Disabilities Collective – Molly Turnbull

**Preamble:** Flinders University Disabilities Collective are applying for Financial Affiliation. This club has appropriate executive composition and meets all FUSA regulation requirements for their constitution, AGM minutes, Bank Account. The club's membership list does not have the date of application listed for its members.

**Motion:** Student Council conditionally approve the Flinders University Disabilities Collective as a Collective, on the condition that an updated version of the membership list with the dates the members applied is sent to the Clubs Officer.

### 7.19 Gender Neutral Language Guideline Document Creation and Dissemination – Callan Alexander

**Motion:** The use of gendered language is one of the ways in which gendered power dynamics can be upheld within society. To dismantle unjust power structures, FUSA calls on Flinders University staff to review and address the use of gendered language in teaching materials. In accordance with recommendation 4 in the 2020 Flinders Queer Report (see Appendix 5), Flinders University staff should strive to create a more inclusive teaching environment by adhering to using gender neutral language where appropriate. A document outlining correct and appropriate usage of gender-neutral language will be created and disseminated by FUSA Student Council members and members of the Queer Collective to staff and students at Flinders University. Through changing the language used in teaching environments, a more inclusive and accepting atmosphere to women and gender diverse students is hoped to be achieved.

**Motion:** FUSA approves the creation and dissemination of a document to staff and students outlining guidelines on how to use gender neutral language in lectures, tutorials, workshops and other such teaching environments in accordance with recommendation 4 in the 2020 Flinders Queer Report.

**Motion:** Matters left un-starred to be moved en bloc.

**Moved:** Sean Henschke (Student President)

**Seconded:** Ethan Zimmermann (Mature Age Students Officer)

*All in favour.*

**Motion carried.**

## 7.0 Starred Matters for Decision

### 7.1 FUSA and O'Week – Sean Henschke, Molly Turnbull & Benika Bhoola

**Preamble:** O'Week is a time for new and returning students to broaden and strengthen their relationships with our community. As those who are best placed to determine what students want from their university, FUSA has and shall continue to play an integral role in the delivering of activities and events such as O'Week.

FUSA staff are required to spend months of work preparing for O'Week. A large sum of student money provided to FUSA is allocated to O'Week. Our logo appears alongside O'Week material. It is not unreasonable for the everyday student to assume that O'Week is strictly a FUSA event.

As the governing body of FUSA, Student Council has set an incredibly clear and consistent precedent that our number 1 priority is to ensure a safe and welcoming experience for new and returning students. As such, the capacity to interact with students and O'Week activities is only provided to



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clubs who are registered or affiliated to FUSA or FlindersOne and private companies that provide products or services that are of interest to the student community. This is to ensure that those who participate can be verified and supported by their most relevant body.

At the Semester 1 O'Week last year, the Director, Student Services and Acting Manager, Student Engagement, overruled the direction of Student Council and granted a stallholder and roaming permit to student groups who did not belong to a club that was registered or affiliated to FUSA or FlindersOne. This action was met with the universal condemnation of Student Council – the minutes of this remain unpublished in violation of our Constitution.

History has repeated itself. Groups of students have once again been invited to participate in O'Week activities despite not being registered or affiliated with FUSA or FlindersOne. This is incredibly concerning considering multiple complaints of inappropriate conduct on campus have been raised against a student who was invited to participate in O'Week.

The FUSA Clubs, Collectives and Academic Associations Regulations clearly state that the responsibility of registering clubs is that of FUSA, and the process for approving affiliation involves the FUSA Clubs & Events Officer, FUSA General Secretary and if required Student Council. Nowhere in any FUSA Regulations, or our Constitution, is the Director, Student Services, or Manager, Student Engagement empower to make determinations regarding our clubs' community.

**Discussion:** Ben Smith (Manager, Student Engagement) spoke to the motion and concerns of Student Council. He commented that there were factual inaccuracies in the preamble. FUSA has always played an integral role in Orientation, but O'Week has never been a strictly FUSA event.

Up till last year any group that wanted to provide something during O'Week was able, this enabled potential clubs to get interest and members. For example, the Saudi Club who use O'Week to try and re-establish their club. We have historically welcomed a wide range of student groups.

In the club regulation there is a difference between registered clubs and affiliated clubs. Student groups of 5 or more are supposed to register with FUSA, as a WHS requirement. It is not the most satisfactory approach, as there are no means of compliance.

Regarding the 'overruling Student Council' and 'permitting a student group who were not registered or affiliated' a presence during O'Week - Ben presumes this refers to the Bob Hawke Appreciation Society, which at the time was a registered club and still is. There is no mechanism in the regs for de-registering a club once it is registered.

Regarding the 'universal condemnation by Student Council' for previous minutes remaining unpublished. These remain unpublished because they name a person and remarks are disparaging and inappropriate, this is to protect everyone involved. Ben stands by this and must consider the person, their station, and the University, with his decisions. He is willing to have a conversation regarding the publication of these minutes.

Ben does not agree with 'history repeating itself' statement, it has not repeated itself. We agreed to have only affiliated clubs during O'Week. This was a practical decision, not a rule, regarding running events and trying to be inclusive of students.



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Regarding 'multiple complaints' regarding 'a student', if a complaint has not been formalised, we cannot take action. Action cannot be based on a story that has not been investigated, and the complainant not given an opportunity to respond. It is to be noted that the club concerned is to be affiliated tonight, in these minutes, on advice by the Clubs Officer.

Regarding the motion requesting his job description: Ben is more than happy to show his job description which defines the relationship between himself and the University, it is up to his manager to determine if he is meeting the requirements of the job. Student Council should be more concerned with the constitution, referring to item 10. Student Council is responsible for strategic oversight and Ben's job is to manage; this to be done together in consultation.

Ben will address the 'legal advice' issue in item 7.2.

Regarding the open letter to clubs. It is Ben's understanding that all clubs that applied for a space at O'Week had the opportunity to participate. Ben is not sure about the 'at the expense of registered and affiliated clubs' and also not sure what the 'miscommunication and misdirection' is referring to. Regarding an open letter to clubs, please be cautious making claims that cannot be backed, that target your own team, the FUSA team.

Ben encourages Student Council to see him or the Clubs Officer, his door is open, for discussion around this, and to resolve any issues internally.

Ben does not believe there is are clubs that are requiring an event, as stated in the proposed open letter. He is happy to talk about it if this is the case.

Ben feels that there is a disconnection with the progress that Student Council has been made this year, this motion feels like an agenda from the past. He is concerned about the tenor and tone of it. He would like to have discussions regarding this.

Ben would like all his concerns placed in the minutes.

Molly Turnbull (General Secretary) responded mentioning that she spoke to Ben during O'Week who said that Flinders University was in charge of the registration of clubs, but it states in 2.1 of the regulations that clubs must be registered by FUSA.

Ben responded that this was a requirement that was placed in the regulations by the University. FUSA is responsible for managing the register.

Molly: It also states in 2.2 that we, with assistance, should manage clubs during events and all activities. Why are we not doing that?

Ben: it [the regulation] requires us to be aware of all clubs on campus so that we can assist.

Molly asked if this means that they should register if they are going to roam around, do they not have to register?

Ben said that does meet the criteria of an event. Registering is for WH & S purposes. Ben commented on power. Disaffiliation of a club gives FUSA less power over them, but if they are registered or



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affiliated there are rules. A group without any ties does not need to comply with anything, FUSA has no power over them.

Molly spoke of clubs with members that include non-students.

Benika Bhoola (Education Officer), spoke about Ben's role of managing and that he should not be able to change a strategic decision regarding participation of clubs in O'Week, regarding numbers, regarding COVID and other things. She believes there has been a breakdown in communication between Ben and Student Council. A decision was made that only affiliated clubs were to participate in O'Week, so she does not see how it would be in Ben's job to change this decision and allow a non-affiliated club to participate.

Ben asked if Benika was referring to the Amnesty Club, she agreed it was. He stated that he had asked for clarification, via email, regarding the status of this club. He understood that the club had applied for affiliation last year.

Benika mentioned how Sean and Molly were unavailable for response at this time. Affiliation had not been granted to this club at the time.

Ben stated that as Student Council had not been able to provide a response regarding the affiliation of the club we felt it was only fair that the club could register for a stall, seeing they had applied for affiliation and it was still pending. Ben, spoke about the complexities of organising O'Week. The club is now affiliated, as per these minutes, so he cannot see what the issue is.

Sean Henschke (Student President) clarified that he had spoken to David (admin) about where club affiliation was at during O'Week. This had been delayed during the lead up to O'Week, and the process put on hold. Sean had some issues around the wording of the membership. David was to follow up, but this was delayed because of work commitments and staff leave and David did not go back to Club work. Sean was then able to follow up with the club, the wording was resolved, then following that he was absent the Darwin trip.

Ben spoke about the O'Week process, and operational decisions while juggling agendas. He stated he was unsure that seeing this club is about to be affiliated, what the concern is.

Sean indicated that this was about processes for future years.

Ben said that if this is about processes then we should have a clear indication from Student Council where each club is at in the affiliation process.

Benika said that this is the second year that something like this has happened, and that there is a misunderstanding and conflict here. These motion points are just asking for Ben to provide his job description so Student Council can better understand how they need to work with him, and how he fits into this. Benika said she does not know how obtaining the legal advice is threatening in any way, they just want an understanding and communication, so this does not reoccur in the future and how we can work together.

Ben is happy to have conversations with Student Council about this, for a better understanding about his role. He is not happy about the inaccuracies found in the agenda, and he is not sure that an open letter to clubs about this is the way to go.



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Benika understood that FUSA was going to be more open with clubs. Also, that Student Council has had to respond to clubs commenting about other clubs having stalls, and some missing out.

Ben asked what club missed out.

Molly talked to a couple of clubs who said they were not able to have a stall on the days they wanted.

Ben said there were a certain number of stalls available, and some days were not available to everyone that wanted. It was huge logistic exercise, and some days did not work out for everyone's requirements. He does not think this operational logistical matter should be part of Student Council motions.

Benika asked if it would make more sense for affiliated clubs to take preference over non-affiliated clubs.

Ben agreed, and noted the club in question is now affiliated.

Shanii Sparrow (Queer Officer) added that these processes are designed to give equality to all clubs. It was not fair that a non-affiliated club had preference. Amnesty club was not affiliated at the time. They believe that it is important for Student Council to be transparent with students and clubs about what happened, how to fix it and that it won't happen again.

Ben clarified that he and the Amnesty Club were not trying to subvert Student Council, it was operational decision was made in response to not receiving enough information about where the club stood. Hopefully there will be an improvement in processes.

Benika mentioned the Maniac Dance Club that are not affiliated and were not allowed to 'jump the queue'. Student Council need more information to understand everyone's roles, so they know for future.

Ben hopes that we can all agree strategically, that to be inclusive during O'Week of as many groups who want to participate as possible is a really good thing.

**Motion:** Student Council directs the Manager, Student Engagement table an official record of their job description at the next meeting of Student Council to avoid misunderstandings and conflicts of direction at future O'Weeks

Student Council requests that all legal advice provided to the Director, Student Services and Manager, Student Engagement regarding O'Week in 2020 and 2021 be tabled at the next meeting of Student Council

Student Council directs the General Secretary to write an open letter outlining to our club's community that due to miscommunication and misdirection of University Staff groups of students were invited to participate in O'Week at the expense of registered and affiliated clubs

Student Council directs the General Secretary and Clubs & Events Officer to contact all registered and affiliated clubs who did not participate in O'Week activities and arrange an event to provide them with the opportunity to engage with our student community.



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**Moved:** Molly Turnbull (General Secretary)

**Seconded:** Shanii Sparrow (Queer Officer)

*All in Favour.*

**Motion carried.**

## 7.2 but did you get advice from Legal? – Benika Bhoola

**Preamble:** FUSA's main objective as an association is to support students and to continue to advocate for their rights and needs. However, the reoccurring issue that keeps being raised is that information given to members of staff is often not passed on to Student Council.

As can be seen in the motion "FUSA O'Week" a lack of communication between the Director, Student Services and Manager, Student Engagement and Student Council has caused significant tensions over the last two years which has directly resulted in elements of O'Week being negatively impacted.

As the governing body of FUSA, Student Council was elected by students to represent them. However, Student Council cannot make informed decisions without having access to the full information required to make those decisions. Student Council respects that at times FUSA staff will need to get legal advice, but unless Student Council receives copies of that legal advice, it is not possible for Student Council to successfully set the most effective direction for FUSA's future.

**Discussion:** Ben Smith (Manager, Student Engagement) understands SC concerns that saying you have 'legal advice', can be concerning as it can be used to shut down conversations. On the other hand it can be tricky when individuals are obtaining legal advice, as it may be it can be private and confidential to them. We struggle to get legal advice around some matters such as club regulations, but for other matters such as contract we regularly get legal advice.

Regarding the legal advice regarding student freedom of speech, that Ben assumes this is about, and the question of if a group of students can participate in a political activity on campus during orientation; the legal advice was around the principle of freedom of speech and political freedom of speech on campus, which includes the freedom to join clubs and societies on campus. The University has to respond to government requirements with their own policy and procedures. There is scrutiny on the University - that they don't stifle freedom of speech. Ben invited the Student President, General Secretary and Education Officer to meet with us and the legal counsel to be briefed on the advice received. The opportunity was there to hear the same legal advice that Ben received. He is unsure as to how he can progress this issue any further.

Regarding the Bob Hawke Appreciation Society sharing pamphlets around campus. He questioned how it would look if security guards were to forcibly remove them from campus.

Ben pointed out that once a club has been disaffiliated there that there is less control over what they do and how they act on campus.

Benika Bhoola (Education Officer) wanted to make it clear that this was not about a particular group or situation, this was not what this motion was about. It was about when Student Council goes to Ben or another staff member with an idea and they are told that there has been advice from 'legal' and it cannot happen, and the conversation has ended there. If Student Council are not given the same information, it does not mesh well for decision making and working as a FUSA team. Student Council should be part of this conversation and access this legal advice, so correct decisions can be made.



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Ben does not believe he or other staff have received legal advice apart from contracts for musicians, and the Bob Hawke Appreciation Society. Can he be given any examples from Student Council?

Benika said that it is a matter of communication between us, and Student Council cannot operate correctly, and this can affect student well-being.

Molly Turnbull (General Secretary) stated that a club is not mentioned anywhere. She also said agreed with Benika about going to Ben with something and being prevented with a phrase of 'legal advice'. They never see the 'legal advice'.

Ben asked for some specific examples.

Benika spoke about O'Week ideas and being shut down. She also said it was not specific issue it is about moving forward this year and into the future and working as a team.

**Motion:** Moving forward Student Council requires that Student Council receive a complete copy of all legal advice that FUSA obtains.

Student Council requires that all legal advice provided to the Director, Student Services and Manager, Student Engagement since December 1st, 2020, be made available to Student Council by the next Student Council Meeting.

Student Council requests that all legal advice be given to Student Council within 5 working days of it being received.

**Moved:** Benika Bhoola (Education Officer)

**Seconded:** Ethan Zimmermann (Mature Age Students Officer)

*All in Favour.*

**Motion carried.**

### 7.3 Speaking rights should be used to empower, not showboat power.

**Preamble:** On March 9th, the Flinders International Women's Day event was held in the Bedford Park Plaza. MC'ed by the Women's Officer, the event consisted of live music, guest speakers, included opportunities for attendees to receive informational packages addressing

The event was organised by the Office of Communication, Marketing and Engagement (OCME) in collaboration with FUSA. FUSA Women's Officer and Event and Projects Officer was asked By OCME to choose the Key speakers for the International Women's Day event. OCME then told FUSA that the Vice-Chancellor would be present as a key speaker, to which FUSA expressed concerns about him being a male and speaking first at the event. FUSA feels that this event was a space for women to be given a platform to speak out about their life experience being a women and while FUSA understands that Vice-Chancellor spoke about women's achievement that the event was not an appropriate place for him to be given a platform to speak on his views.

The Vice-Chancellor already has a wide and influential platform and should be instead using his existing platform to bring light to these issues, instead of taking up space and valuable speaking time that could have been used to give another women a chance to express their views and contribute to the important conversations happening on International Women's Day.



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**Discussion:** Benika Bhoola (Education Officer) spoke in support of the motion and wanted to ensure everyone was aware of the circumstances, and the discomfort of those present at the event.

Ben Smith (Manager, Student Engagement) commented that he understood these concerns. He understood that Luca did speak first on the day, and the Vice Chancellor was first as guest. He is concerned about the words used in the motion, and appeals to the Student Council change this to more professional language. We all need to work with the person concerned and it would not be wise or professional to have this motion and language as it is. The wording implies 'contempt' which is inappropriate and unprofessional when talking about another individual. In political terms, if Student Council are seeking incorporation, they should be seeking support and collaboration from the Vice Chancellor and not 'burn any bridges.' Ben believes that the Vice Chancellor does genuinely care about the issues, and was trying to contribute in his own way.

Benika spoke in support of the wording, stating it is not our place to amend words when the author is not here to support their motion. Benika said that originally the word 'contempt' was not going to be used because it was too strong. They did not mean disgust, and the word was believed to be appropriate. She reiterated that he did have some important things to say but he should be using the existing platform he already has to say many of these things.

**Amendment:** Benika moved to remove the word (Students) from the preamble and leave wording as 'Vice Chancellor' which is correct title and person referred to.

**Motion:** Student Council acknowledges the confusion and discomfort that a male speaker at the Flinders International Women's Day event caused for some people in attendance.

Student Council expresses their disgust at the fact that the Vice-Chancellor was given a speaking position at the Flinders International Women's Day event, against the expressed concerns of both the Welfare Officer and President of the Women's Collective, and Women's Officer.

Student Council advises that the Vice-Chancellor instead of insisting to speak at an event created to platform disadvantaged minorities, uses the platform he already must voice his opinions and bring light to current issues.

**Moved:** Benika Bhoola (Education Officer)

**Seconded:** Darlyn Tan-Sik (General Councillor)

*All in favour.*

**Motion carried.**

#### 7.5 Give financial assistance to those who need it most – it's a no brainer! – Anu Francis

**Preamble:** Each year Flinders University offers an array of scholarships and grants to assist a variety of students to ease the financial strain whilst studying or to travel abroad for their studies. Whilst these scholarships/grants are diverse in their offerings and criteria, in recent years there has been a notable lack of assistance for students with disabilities and for continuing students from low-socioeconomic backgrounds.

A recent article entitled 'Disabled young people living on poverty-level benefits rises 300% in Australia', in which both the Children and Young People with Disabilities Australia (CYDA) President and the FUSA Disabilities Officer were interviewed for, highlights the disproportionate number of



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students with disabilities aged 20 to 25 who rely on youth allowance. This, when combined with the un- and under-employment statistics for people with disabilities highlight a demographic of Flinders University students that are in dire need of financial assistance; a need that is currently failing to be met year after year.

Another need that is going unmet is that of continuing students from low-socioeconomic backgrounds (many of whom will also have disabilities), who may gain access to a Student Access Scholarship in their first year (if they are aware of this in time to apply) but are then ineligible for the vast majority (if not all) of scholarships/grants for the remainder of their time at university, despite demonstrating the greatest financial need.

**Discussion:** Ben Smith (Manager, Student Engagement) spoke of the budget for emergency assistance, and that students with disabilities are, and will continue to be, included.

**Amendment:** Sean Henschke (Student President) moved that the wording of the motion should be changed from FUSA endorses to FUSA encourages.

**Motion:** FUSA encourages Flinders University to allocate funding for the provision of scholarships/grants to students with disabilities from low-socioeconomic backgrounds, as well as for continuing students without disabilities who are from low-socioeconomic backgrounds.

Article: <https://www.theguardian.com/australia-news/2021/feb/22/disabled-young-people-living-on-poverty-level-benefits-rises-300>

**Moved:** Callan Alexander (General Councillor)

**Seconded:** Ethan Zimmermann (Mature Age Students Officer)

*All in favour.*

**Motion carried.**

## 7.6 BYE-BYE STRESS, HELLO PUB-CRAWL – Ange Nishimwe

**Preamble:** University students spend a large proportion of their degree doing purely one thing. Studying. Watching lectures, attending tutorials, revising for exams, etc. Hence, a barrier that all university students inexplicably experience is stress. Stress from a range of different things that all ultimately stem from the strain of studying and trying to maintain a standard work/life balance.

Throughout 2020 students were faced with an overwhelming amount of stress due to the global pandemic. What added to that burden was the fact that they had no proper means of releasing their stress or experiencing a “normal” university social life as the array of different social activities on offer were no longer available.

One of the most iconic and anticipated events in student social calendars are pub crawls. This year alone, several pub crawls have already been successfully held with a significantly high turnout. Some primary examples being the Summer Crawl that hosted 2,000+ individuals for their ‘BACK TO UNI PUBCRAWL’ that occurred on the 12th of February and USASA’s upcoming ‘Neon Night Crawl’.

Flinders has had a long, extensive history of hosting some of the most successful pub-crawls in the state and it would be unjust if they were halted. To celebrate the significant fact that students were able to overcome the difficulties of the pandemic, support local businesses and allow students to



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experience a well-rounded school life whilst engaging in the community it is increasingly evident that the annual pub crawl must be held.

**Discussion:** Ange Nishimwe (Social Activities Officer) spoke in support of their motion, also saying that it is Social Activities Officer's responsibility to organise the FUSA pub crawl and has received minimal responses to email enquiries regarding this. The delay in ability to begin organising this is affecting her studies.

Ethan Zimmermann (Mature Age Students Officer) spoke in support of the motion and the benefits of pub crawl relieving the stress of Uni life.

Molly Turnbull (General Secretary) noted that other Uni's and organisations have been having pub crawl and is unable see why we cannot.

Ben Smith (Manager, Student Engagement) spoke of the rhythm of FUSA life throughout the year, and staff are pushed over their limits at current times. It can be difficult for staff to keep on top of requirements of Student Council. At present our team is short staffed and stretched to their limits.

Ben said to please come to him with any queries regarding event requirements. There are some concerns regarding the safety of pub crawls and there are strict WHS requirements around all events. It is hard to control the safety of some activities. It is out of the scope of professional staff to manage a pub crawl event. This does not stop a pub crawl being organised and managed by Student Council, and some concerns will need to be worked through. Ben is happy to have conversations around this and be transparent about his decisions around this. He is aware of the need for Student Council to raise funds and is happy to look at an alternative source with them regarding this.

Ethan is aware that staff are burnt out, as he is too. He suggested that more student volunteer/supervisors could be used for the event.

Benika Bhoola (Education Officer) is also aware of staff under stress at present and suggested that it could be later in the semester. Regarding WHS, we have held these in previous years without any incident. People understand what they are getting into when participating in these events.

Sean Henschke (Student President) mentioned that last pub crawl in 2019 organised by the Social Activities Officer, and staff were not greatly involved, just with ticketing, ordering and graphic design. The Social Activities Officer ran the event.

Ange would like clarification as to why WHS are not allowing the running of the event.

Ben said he was not aware that Ange had not been informed of this, and apologies for any miscommunication. His door is open for discussion.

**Motion:** Student Council approves of the Social Activities Officer collaborating with FUSA Events and Media staff to organise a pub crawl for Semester 1.

Student Council to ensure that there are safety measures put in place for students and other attendees of FUSA pub crawl events.



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**Moved:** Ange Nishimwe (Social Activities Officer)

**Seconded:** Ethan Zimmermann (Mature Age Students Officer)

*All in favour.*

**Motion carried.**

### 7.7 Plushies cure everything <3

**Preamble:** There have not been many events recently to promote mental health and with COVID restrictions being lifted a little bit, it might be a nice idea to have a fun event that promotes the improvement of mental health. Plushies are an item that you can hug and keep with you and are an item that people might have relied on a lot during COVID due to social distancing. An event which allows students to have a social event with their plushies and would be a lovely transition out of strict social distancing rules. A picnic type event would be a good event as FUSA can provide a little bit for the event but most of it will be provided by the students, so it is much easier to stay COVID safe.

**Discussion:** Jesy Murphy (Welfare Officer) spoke in support of her motion, and how the plushies were good for mental health and people with sensory issues.

**Motion:** FUSA Student Council approves the Welfare Officer to run an event focused on the improvement of student's mental health using their own or provided plushies in the event.

**Moved:** Jesy Murphy (Welfare Officer)

**Seconded:** Ange Nishimwe (Social Activities Officer)

*All in favour.*

**Motion carried.**

### 7.11 Affiliation Application Palestinian Students Association – Molly Turnbull

**Preamble:** Palestinian Students Association are applying for Financial Affiliation. This club has appropriate executive composition, AGM minutes, meets requirements, Membership list, Bank Account, the club has copied the constitution of the International Postgraduate Students Association (FLIPSA) almost verbatim, and has references for FLIPSA and its activities throughout the document. The club has also kept the executive position structure of FLIPSA, however did not fill these roles in AGM. The club is consequently already in breach of the constitution that it has supplied.

**Discussion:** Molly Turnbull (General Secretary) would like the club to reapply for affiliation with a constitution that is their own.

**Motion:** FUSA Student Council reject the application for Financial Affiliation and invite the club to reapply when it has updated its constitution accordingly.

**Moved:** Molly Turnbull (General Secretary)

**Seconded:** Benika Bhoola (Education Officer)

*All in favour.*

**Motion carried.**



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#### 7.14 Cool Art for the Club Space – Molly Turnbull

**Preamble:** The wooden wall in the club space needs some sprucing up with some amazing artwork and putting the club's awards on display on the wall. This artwork will be designed by the General Secretary and the FUSA media team, then will organise an event like a pizza painting night for clubs to get involved in. This could also help clubs to feel as if space is theirs and will be more willing to utilise this area in the future.

**Discussion:** Molly Turnbull (General Secretary) spoke about painting the wall in the club space and getting clubs involved and engaged with this.

Ethan Zimmermann (Mature Age Students Officer) spoke in support of this motion.

Ben Smith (Manager, Student Engagement) agreed that the space needs development and advised to consider the broader plan, as per email sent to Molly. A meeting regarding this development would be good.

Sean Henschke (Student President) is happy that Molly is forwarding plans that began with this role as General Secretary last year.

**Motion:** Student council to approve \$700 to be used for this project to come from the General Secretary initiatives budget.

**Moved:** Molly Turnbull (General Secretary)

**Seconded:** Ethan Zimmermann (Mature Age Students Officer)

*All in favour.*

**Motion carried.**

#### 7.15 Victoria Square – Sean Henschke

**Preamble:** The University has 3 satellite campuses, these include Tonsley, Sturt and Victoria square.

Student council have worked hard to establish spaces and connection on all satellite campuses.

The Student President is working on finalising a proposal to PFD upgrade the student space on floor 6 of Victoria Square to include club spaces, improved faith room facilities, bookable study rooms and social spaces for students. Though to ensure these upgrades and spaces our visibly student spaces it is important we make FUSA visible. The Student President is continuing to work with the Communications and Media Coordinator to establish these changes.

**Discussion:** Sean Henschke (Student President) spoke of connecting campuses and is writing a paper to go to the infrastructure committee. In Victoria Square, academics have taken over some student and club spaces. Sean is looking at making bookable student and club spaces to help encourage students to meet and stay on campus at Victoria Square.

Shanii Sparrow (Queer Officer) spoke in support of the motions. They have spoken to city students who think this is a cool idea.



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Ben Smith (Manager, Student Engagement) said it was great to see expansion of engagement to other campuses. Looking at the SSAF bid for next year, resources could be considered and Student Council could consult with him about this.

Sean did not think this it needed to be resourced greatly.

**Motion:** Student Council Approves \$1,000 from flexi fund towards upgrading the Victoria Square Spaces.

Student Council supports continuing to expand connections to our satellite campuses

**Moved:** Sean Henschke (Student President)

**Seconded:** Shanii Sparrow (Queer Officer)

*All in favour.*

**Motion carried.**

#### 7.16 Space for Mature Age students. – Ethan Zimmerman

**Preamble:** Mature age students make up one of the largest groups at Flinders but have limited community resources. The Mature Age Officer has met with the library to resources establishing a mature age study space and a Creche on campus. These two projects will create much needed support and connections for Mature Age students

**Discussion:** Ethan Zimmermann (Mature Age Students Officer) spoke about the need for a quieter space for mature age students to get away from the hustle and bustle of University life. He has had a meeting with Library staff regarding this. Ethan is putting together a forum to find out what mature age students need, so we can support the library with this project.

Molly Turnbull (General Secretary) spoke in support of the motion, and also a discussion with Library staff about an area to bring children that is secure.

Ben Smith (Manager, Student Engagement) said it was great idea for a forum and to find a space for mature age students. He cautioned about starting a creche, as this is a big undertaking.

Molly indicated that the creche might be something that the Library is starting.

**Motion:** FUSA supports the establishment of a Mature Age Study Space.

FUSA Supports the establishment of a Creche for students who are parents and bring their kids to school.

**Moved:** Ethan Zimmermann (Mature Age Students Officer)

**Seconded:** Molly Turnbull (General Secretary)

*All in favour.*

**Motion carried.**



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### 7.17 Wage Theft Campaign – Sean Henschke

**Preamble:** As our recent Facebook post detailed “The stark reality is that underpayment of International Students is systemic and widespread. 77% of International Students are paid below the minimum casual hourly wage of \$19.84/hr. 26% of all international students earned half the minimum casual hourly wage or less. 18% of International Students engage in unpaid work. In 2020, there were over 680,000 international students in Australia. Over half of those in paid employment are in the food, accommodation and retail sector where casual work and cash payments are common. Many International Students are reluctant to complain about fear of adverse consequences and are often told by their employers to not complain. In many cases International Students are not aware of who they can turn to for trusted help. FUSA is committed to support students and the student president have been working with the Postgraduate officer, Cappa, leaders in the international community and those who have experienced wage theft to develop a campaign

**Discussion:** Jesy Murphy (Women’s Officer) spoke in support of this motion, saying it was something that we should not have to do.

**Amendment:** Sean Henschke (Student President) added to the motion, that the \$1000 was coming from the Flexi Fund.

**Motion:** FUSA Student Council Supports running a campaign on Wage theft.

FUSA student council allocates \$1,000 towards a wage theft campaign from the Flexi Fund.

**Moved:** Sean Henschke (Student President)

**Seconded:** Jesy Murphy (Welfare Officer)

*All in favour.*

**Motion carried.**

### 7.18 Sean Regional Campus Plan – Sean Henschke

**Preamble:** The Student President and Director of student service attending the Flinders NT campuses across February, which met the commitment to visit every regional campus in this term’s Student Council. Student Council have also visited SA Flinders University’s regional campuses in Renmark, Mt Gambier, Murray Bridge, Darwin in a concerted effort to establish community links between the regional and metropolitan campuses. These visits demonstrated a great need for connection between the services offered by FUSA and those attending the regional campuses. Attached in appendix is a plan forward to cement these new founded connections and establish normal interaction and connection between FUSA and the regional campuses. The establishment and maintenance of such community links will provide students studying at Flinders University’s regional campuses increased resources through student assist, club funding and greater access to FUSA campaign materials.

FUSA’s increased presence at regional campuses aims to also increase and foster student social engagement at regional campuses.

**Discussion:** Sean Henschke (Student President) spoke regarding recent visits to remote campuses, and how FUSA can be promoting connection. Sean showed a PowerPoint of current activities and future intentions, also purchase requests obtained from students. Sean is planning visits in the future and show proposed estimates of costing. Sean invited expression of interest from Student Council members interested in visiting some remote campuses.



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Ben spoke in support of this motion. He mentioned that items to be purchased should not be domestic items that might not last, but of better quality and durability.

Ethan Zimmermann (Mature Age Students Officer) spoke in support and the desire to reach out to mature age students at these campuses.

**Amendment:** Sean Henschke (Student President) removed 'Callan \$1000' from the wording, making it \$1000 from the Flexi Fund (for Callan)

**Motion:** Student Council endorses the FUSA regional Campus Plan.

Student Council Approves \$1,400 from the flexi fund towards creating student friendly spaces.

Student council approves \$2,400 from the Student Events Budget towards Community Building projects.

Student Council Approves 1,000 from education officer budget, \$1,000 from the social activities travel budget, 1,000 from the General Secretary from the \$1000 flexi fund budget (for Callan) towards regional campus travel.

Student Council Encourages student assist staff to accompany student council on further visits.

**Moved:** Sean Henschke (Student President)

**Seconded:** Callan Alexander (General Councillor)

*All in favour.*

**Motion carried.**

## 7.20 Subtitles are cool, USE THEM! – Callan Alexander

**Preamble:** The increase in online learning produces unique issues for accessibility for student learning at Flinders University. Currently those students with hearing impairments are being faced with increased and unjust barriers in the form of a lack of subtitling options for online lectures, workshops and tutorials. Current students studying at Flinders University have raised the issue of a lack of subtitling options on platforms such as the Facebook group 'Overheard at Flinders University' (see appendix 6), however this has been a known issue for some time now. With the recent Covid-19 pandemic, resources have been spent by the university to increase the amount of student learning and engagement that can be accomplished online. With more and more time passing since the beginning of the pandemic and the subsequent shift towards online learning, the crucial need for these increased online accessibility options becomes more evident. Programs exist presently that can achieve the goal of creating subtitles for online materials, the responsibility now lies on Flinders University to seize the initiative and implement these crucial accessibility options. Members of student council will lobby the university to implement the changes proposed in this motion.

**Discussion:** Callan Alexander (General Councillor) spoke in support of his motion and about the lack of subtitles on learning materials. He believes it is an embarrassment to the University that this has not happened sooner.



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**Motion:** FUSA approves the implementation of subtitling options for online teaching materials, including the implementation of live subtitling software to be added to Collaborate to reduce the likelihood that students with hearing impairments participating in online tutorials are not left at a disadvantage.

**Moved:** Callan Alexander (General Councillor)

**Seconded:** Ange Nishimwe (Social Activities Officer)

*All in favour.*

**Motion carried.**

## 7. Matters for Noting

7.1 MSE reports to Student Council for February

## 8. Matters for Discussion

8.1 Pronoun and name list for Student Council and FUSA staff – Benika Bhoola

8.2 In camera Item

**Meeting Closed: 9.15 PM**