

JCR Meeting Minutes

Short-hands:

POI: Point of Information

Q: Question

A: Answer

P: Proposer/Seconder

Meeting started: 20:16

Numbers in Attendance: 30 – quorum achieved

Order of Business:

1. Matters arising
2. Reports & Officers' question time
3. Motions
 - a. Tick, Tick... Boom! Production Funding
 - b. Cycle Safety
 - c. SEHRFC Mixed Touch Tankard
 - d. Swimming Cuppers Tankards
 - e. Non-Disclosure Agreements (NDAs) in cases of sexual assault and misconduct
 - f. Tables and Chairs Outside
 - g. Harassment Policy
 - h. HALLmarks Project
4. Any other business

3. Motions

a. Tick, Tick... Boom! Production Funding

The JCR notes that:

- A student production of Jonathan Larson's semi-autobiographical Tick, Tick, Boom! Will be staged at the Michael Pilch Theatre in 5th/6th week of Trinity Term 22.
- The show is being co-produced by two student production companies: Half Rhyme Productions & Jazz Hands productions, the latter which was co-founded by a St Edmund Hall JCR member and Almuna.
- Tick, Tick...Boom! Has St Edmund Hall involvement in the crew, including both the show's producer and welfare officer (Max Falk and Ben Luckraft).
- The musical was recently adapted into a successful Netflix film and, covering themes such as existential angst, the valuation of art & LGBTQ+ narratives, it is likely of interest to an Oxford student audience.

The JCR believes that:

- Providing funding for drama allows students to continue to pursue creative endeavors, which is particularly important in light of the hiatus in performative arts following COVID-19.
- Tick, Tick...Boom! In particular aims to introduce new faces into the Oxford drama scene through open crew-calls, and the JCR wishes to facilitate this increased accessibility. Oxford producers are specifically in need, and the JCRs funding helps to support a new producer's debut project
- The St Edmund Hall JCR has a fantastic track record of supporting the arts (2nd May 1997, Checking Out, Persephone), which should continue to be upheld to allow students with ambitions to pursue industry-relevant careers can get appropriate experience.
- Staging a musical is relatively expensive, particularly because of the costs of rights, orchestral & rehearsal materials. The Oxford drama scene relies on composite JCR funding to cover some of these upfront costs before receiving ticket income
- No student would personally be profiting financially from the show, and any money raised would allow for re-investment into further theatrical projects by Half Rhyme Productions

The JCR resolves to:

- Donate £300 to help realise the production, allowing contribution to venue hire fee, rights cost, marketing and departmental costs such as lighting, sound & costume.

Proposer: Ben Luckraft

Secunder: Ellie Cassidy

P: Max and I are involved in a production of Tick, Tick... Boom! Max is directing and I'm the welfare officer. We're asking for £300 to immediately go to venue hire. Max can explain any production related questions and where the money will go.

Q: what is Tick, Tick... Boom?

A: It's a musical. It's semi-autobiographical about a person called Jonathan Larson who wrote Rent, another famous musical. This was before he wrote Rent, so it's about his story, about becoming in musical theatre and struggling to become a successful composer. It's really intimate, it only has a three-person cast. It's a really cool venue. In general, the Oxford system for putting on drama requires JCR funding. That's the only way you can put it on. That's because rights themselves, just to source material, costs about £1500 pounds. We're in the middle of our run right now, if anyone's interested in in coming to see it. It's at the Pilch and it ends on Saturday. We have 5 shows next week. We've already had 3. The grant money would be really useful for paying off either the rights fee or the venue hire fee, which is just a flat fee that you have to pay upfront at the end of the run.

Q: Do you charge entry?

A: Yes, student tickets cost £7.

Q: How much money do we have?

POI: We have enough for that. We have more than £5000 pounds for this term, but this may have to include freshers' week stuff.

Abstentions: 1

Against: 1

Motion passes

b. Cycle Safety

The JCR notes that:

- Cycling in Oxford is dangerous with 3345 accidents in the city between 1999-2020 and 16 fatal accidents in the last 20 years, two of which came within a month of each other earlier this year (both members of Oxford University).
- At present no information (that I'm aware of) is given to students when they join the college regarding cycle safety and key road features such junctions and roundabouts which students, Teddy students included, regularly fail to navigate safely.

The JCR believes that:

- Information regarding how to properly cycle on the road, avoid potential dangers and use of safety equipment such as helmets and lights should be given to students joining the college to improve the safety of our community.
- This knowledge should help reduce the number of accidents (some are unfortunately unavoidable as cyclists) and avoid unnecessary tragedies.

The JCR resolves to:

- Along with workshops on fire safety and consent given to freshers, cycle safety should be added, it doesn't need to be long but just needs to touch on the points above so that students can make better informed decisions when cycling in future.

Proposer: William Metcalf

Secunder: Srija Ghosh

P: I just wanted to get the ball rolling on whether something to do with how to ride a bike in Oxford might be useful for freshers and people at the college. Just as you do a 10-minute talk on it, and you never need it again. I've seen countless Oxford, and Teddy, students riding around without brakes on their bikes, or just bombing through zebra crossing, riding the wrong way down the road. No lights at night and no helmets. Most of the people here are here because of their brain, so you kind of want to keep it. I was just looking into this as something to propose to the college along with the other safety talks.

Q: Is this going to be a professional speaker?

A: Yes, it would have to be. It would be a massive liability issue for me to do it. You wouldn't get a student to do a fire-safety talk.

Q: Would you want it to be in freshers' week?

A: It would be good if it were a freshers' week event, but you'd probably need even like a long email to the members of the college because there's no point telling all the freshers but not the people at the college. You may as well do both.

Q: So, do you want to just send an email?

A: I'd probably ask the person at the freshers' week event for some good points.

Q: Is the motion to ask college to do it or is it for the JCR to pay for it.]

A: I didn't know how to ask it. So, this is me trying to bring it up because no one else seems to have ever thought about it. Everybody here cycles so I just thought it would be a sensible idea.

Friendly amendment: for the JCR to endorse the President bringing up this issue with college

Abstentions: 0

Against: 0

Motion passes

c. SEHRFC Mixed Touch Tankard

The JCR notes that:

- SEHRFC won mixed touch rugby cuppers on Saturday of 3rd week, beating Worcester in the final.
- Traditionally, the JCR has bought a cuppers winning captain a tankard, and filled it with a drink of their choice.

The JCR believes that:

- Rewarding cuppers victory is a tradition we should continue
- Winning mixed touch rugby cuppers, and beating Worcester to avenge last year's final defeat, is a great achievement

The JCR resolves to:

- Buy a tankard for the mixed touch rugby captain, Hector Skipworth, and fill it with a drink of his choice.

Proposer: Adam Hawkins

Seconder: Harry Mehta

P: I'm proposing a motion to get the man sat to my left a tankard. A few weeks ago – I don't know if people saw, it was on the JCR page – SEHRFC won the mixed rugby touch cuppers. It was a really good day. We beat Worcester in the final who beat us last year, so it was quite nice to get some revenge. It got a lot of people involved and people who hadn't even played any rugby before got involved and had a really good time. It's traditional in the JCR that if you are a captain who oversees a cuppers victory in some kind of sport, amongst obviously other things that we get tankards for, that we buy a tankard, engrave it with the name, sport and year and then fill it with a drink of their choice from the bar. So, I'm proposing that the JCR does that for Hector, who was captain of the mixed touch team.

Q: Can I ask Hector for 3 words on how the victory made him feel?

A: Ecstatic, happy and satisfied.

Q: What will be the drink of choice?

A: Carlsberg

Murmurs of disagreement

Friendly amendment: get Hector a tankard, fill it with Tetley's, and pour it down his shirt

Q: Why did you lose last year?

A: I didn't play last year. We lost because New cheated last year.

Abstentions: 0

Against: 1

Motion passes

d. Swimming Cuppers Tankards

The JCR notes that:

- Teddy Hall heroically won swimming Cuppers on the 9th of March. Without the leadership of our swimming captains, Adam Hawkins and Lauren Irwin, we would not have achieved this glory.
- Cuppers winning captains are traditionally bought a tankard by the JCR.

The JCR believes that:

- Teddy Hall has a great history winning Swimming Cuppers and this was upheld by our swimming captains this year.
- Rewarding Cuppers victories is a tradition that we should continue.

The JCR resolves to:

- Buy a tankard for the swimming captains, Adam Hawkins and Lauren Irwin.

Proposer: Hector Skipworth

Secunder: Mauricio Alencar

P: On a similar note, my motion is: we won swimming cuppers last term. Without the leadership of our swimming captains, Lauren Irwin and Adam Hawkins, this would not have been done. Teddy Hall has a great history of winning swimming cuppers, and this was upheld. We hope to continue this going forward. Winning cuppers captains are traditionally bought tankards by the JCR which are put in the JCR & filled with a drink of their choice. Lauren already has one, but it will be good for Adam to be able to come back to Teddy Hall and have a tankard that he can drink out of.

Q: If someone already has a tankard, do they get another one, or do they get the same one engraved twice?

A: It's atypical as it's rare you have someone with as much talent as Miss Irwin.

Q: What's the captain's current favourite stroke of choice?

A: Adam: I'm a butterfly man, personally.

A: Lauren: I'm backstroke.

Q: What drinks would you have in the tankards?

A: Adam: Tetley's

A: Lauren: Double vodka coke

Friendly amendment: buy a tankard each winning captain to be filled with half of each drink of choice – half-Tetley's and a single vodka, half-coke

Q: Can we have 3 words from each captain on how the victory felt?

A: Adam: Wet, bit cold

A: Lauren: Really quite cold

Abstentions: 1

Against: 0

Motion passes

e. Non-Disclosure Agreements (NDAs) in cases of sexual assault and misconduct

The JCR notes that:

- The extensive use of NDAs at all stages of university complaints processes – whether as a requirement to bring a complaint, a prerequisite to mediation, a requirement for complainants to see their decisions, or as an outcome of settlement – is well established.
- We are aware that non-disclosure clauses also appear in no-contact agreements between students.

This JCR believes that:

- This practice is unnecessary and immoral.
- Victims often seek and deserve confidentiality, but they should not be permanently prevented from speaking about their experiences or forced to agree to protect the offender in exchange for their own privacy.
- The use of NDAs allows perpetrators to continue to harm others, either at their own university or another one.
- It also chills the climate for anyone who might wish to bring forward a complaint, knowing that they will face a demand that they sign on to an NDA at some stage of the process.

This JCR therefore resolves to:

- This JCR mandates the principal of St Edmund Hall, Katherine (Kathy) Willis, to sign the pledge promoted by Minister Michele Donelan, Maria Miller M.P., and the Can't Buy My Silence Campaign, to stop using NDAs in complaints of sexual harassment, bullying, and other misconduct.

Proposed by: Isabella Giaquinta

Seconded by: Ella Tan

P: Hi everyone. My name is Isabella Giaquinta and I am a third year visiting student. This proposed JCR motion is extremely important to me and many of the people here today. With that, I appreciate you being here to support us. Before I begin, I want to disclose that I will be covering sensitive topics ranging from sexual harassment to rape and assault. This information may be overwhelming and if at any point you find this to be triggering, please feel free to leave the meeting. Also, please know there are resources available such as the peer supporters and welfare officers, in case you need someone to talk to. This past Sunday, Oxford students joined 'Not here not anymore' at the Radcam to protest Oxford University's treatment of sexual harassment and assault survivors. Unfortunately, Teddy Hall is not immune to these issues. In my short time here, I have seen first-hand how rape culture permeates our community. This is an issue that affects each and every member of the Hall and action is necessary to further prevent sexual violence among students and protect survivors. To take up your place to study at one of the most prestigious institutions in the world should not mean you forfeit your right to learn in a safe environment. Education should not cost an exposure to danger. Sexual misconduct violates the university's rules and

yet we see time and time again that those who break these rules are left unpunished. Recent cases at LMH and Balliol have revealed how Oxford colleges work to silence victims of assault to preserve the college's reputation.

Non-disclosure agreements, or NDAs are one-way colleges have silenced victims in the past. In Oxford and in cases of sexual assault, an NDA clause will often be part of a much longer agreement that a college will have survivors sign to either start an investigation or put in place a no-contact agreement between the perpetrator and the victim. They are often very hard to identify because the legal language is dense. Many survivors have reached out to the campaign in the past few months not realizing that they've signed NDAs and being terrified of talking about what happened to them to their friends or family because their colleges have threatened expulsion should the NDA be violated. After survivors' advocacy, LMH became the first Oxbridge college to ban the use of NDAs against survivors. Soon after, Balliol, Keble and Queen's College JCRs/MCRs also passed this very motion.

The campaign to abandon NDAs is part of a government initiative backed by the Minister for Higher Education, Michelle Donelan. The practice of silencing victims through NDAs is unnecessary and immoral. Victims often seek and deserve confidentiality, but they should not be permanently prevented from speaking about their experiences or forced to agree to protect the offender in exchange for their own privacy. The use of NDAs allows perpetrators to continue to harm others, either at their own university or another one. It also chills the climate for anyone

who might wish to bring forward a complaint, knowing that they will face a demand that they sign on to an NDA at some stage of the process. Through this motion, we want to put pressure on Teddy Hall to sign the Government's Universities NDA pledge. Even if Teddy Hall does not currently use NDAs in this way, it is imperative that the JCR pass this motion to stand by survivors of assault and encourage other colleges that may use NDAs to sign the pledge too. Additionally, although NDAs are more formal methods of silencing students, we must acknowledge how pressurizing and convincing students not to speak out is detrimental as well (even if an NDA is not involved). Even if our principal decides to ignore this and it ends up being a symbolic gesture, there is still so much value in us as students here saying that we will not stand by as Oxford colleges silences survivors. Please help make your peers feel safe and be proud of their university by voting for this motion. We must commit to Teddy Hall signing the pledge to be publicly registered as an institution that will not use NDAs. Thank you.

Applause

Q: Obviously I think this is a great thing, but what are we voting on implementing?

A: Michelle Donelan, the Minister for Higher Education, is proposing this to the UK government. Essentially, there's this pledge and they want institutions to sign it to say, this what we're doing and we're taking a stand against this. So, what we want is for our Principal to sign that pledge so Teddy Hall is publicly declaring that they're not going to make survivors of sexual assault to sign NDAs.

Q: So, by voting here, are we asking Britt to talk to the college? Are we going to send an open letter to the college?

A: Our Principal's already been contacted by the people running this, Michelle Donelan, and there is an Oxford rep. They've already emailed all the Principals of each college, so this is to continue to put that pressure on and say that we, as a JCR, support her signing that.

Q: Just to clarify specifically, is that email to that effect, or is it bringing it up through Britt?

A: Quite a few colleges have already signed it, so a lot of Principals are aware. So, we could try putting it through Britt. But we could also go through It Happens Here, which is an SU campaign, because they have direct links with colleges. Because I'm their college rep, I can get a contact through them to contact Kathy directly. If it's possible could we do it both ways?

Friendly amendment: ask the President to raise this with college and also go via the It Happens Here rep

Abstentions: 0

Against: 0

Motion passes

f. Tables and Chairs Outside

The JCR notes that:

- It is very nice weather.
- The colours of Teddy's crest are yellow and red.
- The colours of sun and sunburn are also yellow and red.
- There are few spaces to work outside.

The JCR believes that:

- We love the library, but we also love good weather.
- We love what little green space teddy has.

The JCR resolves to:

- Get some tables and chairs so that Teddy students can enjoy being out in the sun during a tough Trinity.

Proposer: Brodie Weymouth

Secunder: Joss Carr

P: The weather's very nice. It's the South, it's always sunny, most of the time. The colours of the Teddy crest are yellow and red. Sunburn is, of course, red, and sun is yellow. Thinking about that, I thought, why not have the ability to work outside. So, behind the library there's that green, garden space which is kind of unused at the moment. Not much goes on there at least. If we could just get some tables or chairs out there so people can work outside and enjoy the nice weather. It would make people happier because getting out in the sun is good for your endorphins. Vitamin D, of course. NHS says that everyone should be taking vitamin D tablets. It's the highest nutrient deficiency in all of the UK so that's important as well. Also, welfare for the college. Basically, I want some tables and chairs outside because it would benefit the college, benefit the working environment, help people destress from exams.

Q: Who would be paying for the furniture? The JCR or college?

A: I left that part open-ended. I wanted to see how it would go through. We could talk to the library as well. There are multiple avenues. We need to look into whether there is existing stuff we can put out there, or if we need to buy furniture. If we need to buy furniture, it could probably be a combined fund from the JCR, the library and the MCR, because they also use the library. Not as much, of course. At the moment we're at an investigative stage to get someone from the JCR to see what's out there.

Q: Could we also get some sun loungers? And bean bags? We could line them up nicely by a pool.

A: Yes, if you know a cheap contractor to make a pool, go ahead.

Friendly amendment: Brodie will investigate sun loungers, in addition to the tables and chairs

Q: Do we want the chairs to be red and yellow too?

POI: It's marron and gold.

A: If you're handing with a couple of bottles of spray paint, go ahead. I'm thinking, if we are going to buy chairs, they're probably going to be bog-standard plastic ones. *Hesitancy* Oh, that was a controversial take.

Q: There were some tables out the other day in the graveyard, and it was really nice and sunny there. Would it not be better to have them out around the graveyard area, where it's maybe more open, more exposed, than around the back of the library where it's walled on all sides? I also know that they're more protective over the back lawn, so they might have issues with chairs and stuff being placed there.

A: Yes, we can do that. Just somewhere where it's accessible to people to study.

Q: Since we're trying to be the greenest college in Oxford, will we take into account the sustainability aspect of buying this furniture?

A: I did think about this given my extensive background in woodworking. So, the options are plastic chairs or wooden chairs. But if we have wooden chairs, they will be more expensive.

Q: What about second hand chairs?

A: We could look into second hand chairs and tables. There would have to be a delivery basis for that. I was just thinking as well that they could easily rot if they're wooden. But I know it doesn't rain as much here.

Q: So, you're not currently looking for money from the JCR to provisionally get some once you've talked to the library or college?

A: Yes, I was just looking for JCR support to start off with. I wasn't sure if it was better to go through an official JCR channel because I'm just some random person. So, I wasn't sure if someone on the JCR wanted to take this up.

POI: So, Brodie and Britt are going to talk to the library and college to try to figure out where money chairs and tables for outside the library can come from, and if we can even have chairs and tables there.

Q: I'm leaving soon, so can we put a time limit on it? In less than 2 weeks.

A: 2 weeks? I can't do the bean bags.

Friendly amendment: Brodie and Britt will investigate chairs, tables and sun-loungers with the library and/or college within the next 2 weeks

P: I'll go up and talk to James at 9am on Monday morning at the front desk of the library. I'll put my blood, sweat, and tears into getting some chairs and sun beds in 2 weeks.

POI: There are some chairs and tables out on the balcony, which I don't think many people use.

POI: This does not mean we can't investigate sun loungers and *more* tables and chairs.

Abstentions: 0

Against: 0

Motion passes

g. Harassment Policy

The JCR notes that:

- The current proposed harassment policy is insufficient and lacks student consultation.

The JCR believes that:

- The JCR needs and deserves a thorough and robust policy to deal with harassment in college.
- The current proposed policy is not fit for purpose.
- Student consultation on policies of this nature is crucial in insuring student welfare needs are effectively met and every member of our college feels safe and protected from abuse.
- Student consultation on policies of this nature is vital to ensure that the JCR is enabled to hold college to account on issues of harassment to ensure the safety of our students.

The JCR resolves to:

- Have the JCR president make a statement on behalf of the JCR to be brought to the attention of senior members of college stating that the current proposed policy is not sufficiently robust or effective in dealing with matters of harassment.
- Within that statement make it clear that sufficient student consultation is required to make the vast and necessary changes to the policy that will make it fit for purpose.
- Express that the JCR believes that student consultation should be a necessary step in the making of future policies of this nature.

Proposer: Verity Black

Seconder: Claire Mallon

P: We came up with this motion today because there's been some talk around college around the harassment policy that's being put through by the college. There's been a lot of really hard work going on by JCR members. Sarah and Harriet have been great. Jake and Verity have put so much work into this. Lucia has been amazing. Essentially, what we're saying is that the harassment policy is just not fit for purpose. This is for a number of reasons. First, it references and mentions things that don't exist on the website or in the Grey Book. So, it's just not very well written. It's also taken from an office harassment policy, even though we're students. It's not been very well put together at all and it's not fit for purpose. We as the JCR deserve better than that. The reason for this motion is essentially that we're at crunch time. It's going to officially go through next week and then that's it, it's the harassment policy. The only way we can stop it and get a better policy that we actually deserve, is by making as much noise as we possibly can and show that we're really not happy with it. The way we thought we could do this is to get Britt, in conjunction with the MCR president, to go to Kathy and say that this isn't on, and that we can't have this as the college harassment policy. We're just looking for JCR support to back us up and say that we deserve better than the current harassment policy. It's a motion of support.

Q: Who made the harassment policy in its current format?

A: There was a harassment working group tasked with making uni harassment policy, that wasn't very successful. So, it's been made by a few members of college, different college working staff. But yeah, it's not great. So much so that our JCR welfare officers, in conjunction with the MCR welfare officers, have had to try to put together their own sexual harassment policy because that was just not referenced within the document, which isn't on. We as students should not be tasked with creating a harassment policy when it's not fit for purpose. Essentially what we want to happen is it to come back full circle and start with student consultation as to what we think and what it should look like, and then make a new harassment policy to go forward. Or, at least, amend the one we have now.

Q: Is there a harassment policy currently?

A: Yes, the last one was made in 2014. There are things in the document that don't exist in the Grey Book and it's not been very well thought through. Another thing that's important to members of the JCR is having really accessible flow charts that show what to do when you have been a victim of harassment. This can't be done with the current policy as it does not make sense. There are no steps to follow.

Q: Is there anything more that we as a JCR can do to support? Rather than just expressing support through the motion.

A: Yes, that's something that we're still thinking about, which is why the motion was slipped in at the end today. It's all just coming out now. The best thing we can do as a student body is make as much noise as possible to say that this can't just quietly go through.

POI: We had a meeting with the MCR women's & welfare officers to make a document outlining what we thought was wrong with it, and what we thought should be added. I'm not actually sure what's happened to it yet as we only put it through last week.

POI: These processes are all still going on. I think that in the next few days you might see things popping up in the JCR Facebook page that say sign for support etc. So anything like that you can do is amazing because we just need to kick up a fuss and say that this can't happen.

POI: At my home uni, we had a similar problem with our harassment policy and the way we got it to change was having a google doc outlining the issues. We also had some function through google docs where you can essentially make it into a petition. This could be effective if you got people to sign their names to it.

Q: Surely that's the role of a JCR motion?

A: Yes, but names on a document would also be effective.

Q: I really liked your idea of a flow chart and it made me think of the posters college put up, at least in fresher accommodation. It would be good to get some printed out.

A: Yes, Sarah and Harriet have been working really hard on this to make harassment policy flowcharts. They're going to get made. The current problem is with the harassment policy as the flow charts aren't clear or effective. Ultimately, everything needs to be changed. Also, it needs to be clear on the college website, as nobody really goes and reads the Grey Book.

Q: So, is it going to be an open letter and all our names if we sign a petition to Kathy as well?

A: Currently, the motion is just to get Britt and Raggy to go to senior members of college and say that this isn't on. Obviously with the backing of the JCR, because we're hopefully going to pass this motion. But it could evolve into different things because ultimately we just need to get this policy stopped. So, if we have to kick up an even bigger fuss than this to make this happen, then we'll do it.

Abstentions: 0

Against: 0

Motion passes

h. HALLmarks Project

The JCR notes that:

- The development office has been working on a new campaign (HALLmarks), ensuring that in the next five years Teddy Hall can preserve its unique spirit, while making significant expansions, especially in terms of access, sustainability and conservation.
- HALLmarks will fund a variety of projects such as the expansion of Norham Gardens to house all second years.
- As part of HALLmarks, the development office was hoping the JCR could create a yearly 'Leavers Gift' to make as a legacy to future students. There are similar initiatives in other colleges, whereby the JCR passes a motion for each leaver to be battled a small amount to go towards a specific project for their peers, such as a bursary or a hardship fund.

The JCR believes that:

- Although £10 each may feel negligible, raising £1200 collectively as a year group can fund an entire bursary
- Funding a bursary for a future student is a great cause to be involved in

The JCR resolves to:

- Agree that every final-year student be battled £10 toward the funding of a bursary for a future student
- Give anyone the opportunity to opt-out via an anonymous form that is only seen by the accounts office

Proposer: Julien Kress

Secunder: Brittany Perera

Motion tabled by Chair as proposer & secunder unable to attend