

# Scrutiny Committee - Officer Report Template 2023/24



Your name and role: Jade Thomas, Liberation Officer

Please fill in your report as best as you can. It will be reviewed by Scrutiny Committee within a week of submission and it will be returned with some questions. After you receive them, you will record a short video answering these so students can be informed about your report.

**Note:** Not everything you work on will be part of your manifesto so please mark whether it is or not. This includes if they idea was changed or updated after you were elected.

<b>Work title:</b>  (This could be a campaign, project, or another thing you are working on)	<b>SMART Goal:</b>	<b>Is this related to your remit or manifesto?</b>	<b>Update (250 max):</b>	<b>Wins or challenges:</b>	<b>Traffic light status* :</b>	<b>Next steps:</b>
<b>Black History Month</b>	Deliver a successful Black History Month (BHM) with a variety of events for students, throughout the month of October.	Y	The following took place: BHM Launch Event BHM Wellbeing Nights, in collaboration with ResLife BHM Movie Nights, in collaboration with ResLife In Conversation with Maggie Aderin-Pocock, in collaboration with the University BHM Staff and Student Wellbeing Event, in collaboration with the University BHM Wellbeing Lunchtime Event, School of Healthcare Students BHM Brunch	Wins: Put on a varied programme of BHM events  Changed BHM branding  Received positive feedback from both staff and students, particular those based in RKCSB  Challenges: I struggled with advertising all events in a timely manner, which means student engagement, whilst great,	(Green background)	N/A - Project is complete

			<p>Scratchylus Performance (Reggae Artist) *Hosted Black Leadership Programme Launch and Panel Discussion with the Careers Development Service (this was their event which I helped to support during BHM)</p> <p>I also managed to successfully influence and change the University of Leicester's BHM Branding for Black History Month; they had planned to use something that I felt was not representative of an inclusive BHM, after many conversations, they agreed to use the branding created by our Students' Union marketing team.</p>	could have been a bit better.		
<b>Black Student Experience/Black Awarding Gap</b>	Collaborate with the university to help address the Black satisfaction gap and improve the Black student experience through proactive measures within the current academic year	Y	<p>Data from the University shows that there are significant gaps related to the Black Student experience. The Black Awarding gap is also quite prevalent at the University of Leicester.</p> <p>Worked with Geoff Green to put together a Black Student Experience working group - key stakeholders include: Liberation Officer, Geoff Green (Registrar and Secretary), Liz Jones (PVC Education), Angie Pears (Associate Director of Equity, Diversity and Inclusion), Hannah Grosvenor (Student EDI Lead),</p>			<p>Confirm times and locations for conferences</p> <p>Promote to students (online and in-person) - this also involves creating a sign-up form</p> <p>Work with SU HR and EDI</p>

			<p>Sandeep Kaur (Deputy PVC Education).</p> <p>Currently planning two Black Student Experience Conferences to take place in November, with the aim of collecting feedback from approximately 50 Black Students, across the University.</p>			<p>Team to facilitate advertisement for student advisory group</p>
<b>Black Excellence Gala</b>	<p>Host a Black Excellence Gala to celebrate and recognize the achievements and contributions of Black students within the next academic year.</p>	Y	<p>Currently putting together working group to begin planning event.</p>			<p>Identify regular meeting slot for working group</p> <p>Confirm date and location of event (book this ASAP)</p>
<b>Islamophobia Awareness Month</b>	<p>Deliver a successful Islamophobia Awareness Month within the next academic year, promoting understanding and tolerance.</p>	Y	<p>Islamophobia Awareness Month runs throughout November. A student approached me in September to enquire about making more of a statement with Islamophobia Awareness Month this year. Currently have a working group that has been meeting once a week since the beginning of October.</p> <p>Events Planned for this month include:</p>			<p>Promote events calendar on social media</p>

			<ul style="list-style-type: none"> <li>- Islamophobia Awareness Training</li> <li>- Talks from guest speakers/students/university staff</li> <li>- Big event on 23<sup>rd</sup> of November to showcase the beauty of Islam, including some of the culturally aspect that come along with the faith</li> </ul>		
<b>Hidden Disabilities/Invisible Illnesses Campaign</b>	Launch a Hidden Disabilities campaign across campus, raising awareness and providing support.	Y	<p>Working group set up to work on this campaign. Key stakeholders include: Liberation Officer, Accessibility Officer, BAME Officer.</p> <p>First event taking place is the NHS Blood Donor sign-up (8<sup>th</sup> November).</p> <p>Currently, the group is focussing on planning for Disability History Month (16<sup>th</sup> November - 16<sup>th</sup> December), with a focus on neurodivergence, particular erasing the stigma within ethnic minority communities on campus.</p>		Continue planning for DHM, reaching out to AccessAbility, Advice Service and Student Welfare to see if they would like to be involved in any events
<b>Festival of Culture</b>	Deliver a Festival of Culture, celebrating the rich cultural diversity of	Y	Joint campaign with Archie (President).		

	our campus, within the next academic year.		<p>Working group has been identified. Funding has also been allocated. Provisional time of year has been set.</p> <p>Events comes under my Culturally Inclusive Campus campaign which aims to truly make the Students' Union a place that is home away from home for all students.</p>			
<b>Peer Mentoring Revamp</b>	Collaborate with Prachi and the Voice Team/Peer Mentoring Team to revamp our current Peer Mentoring Scheme, ensuring a more effective support system ready for the next academic year.	N				Continue to meet with the Peer Mentoring working group to put together proposal to present to the University
<b>Leics Decolonise</b>	Relaunch Leics Decolonise, creating a more inclusive curriculum and community, providing students with more opportunities to shape their university experience.	Y	Minimal work has started on this project due to capacity. However, work around the Black Student Experience is linked to this and will be used to help inform how the campaign should run this year (i.e. if an area of decolonisation is being covered by the Black Student Experience project, I will use my time and			Identify key themes to explore through the campaign this year, including any events that should take place

			resources to focus on another area).			
<b>International Day of Solidarity with the Palestinian People</b>	Host a vigil for International Day of Solidarity with the Palestinian People, fostering awareness and support.	Y	<p>Event is due to take place on November 29<sup>th</sup>. Currently identifying the most appropriate space for this to take place, as well as putting together a list of key people who need to be informed of the event.</p> <p>Commemorating this day is linked to my promise to acknowledge liberation days, as set out in my manifesto.</p>			<p>Identify time and location for event. Contact relevant students/student groups who may be affected by the vigil, prior to main communications going out.</p> <p>Advertise event on social media</p>
<b>Leicester Pride (September)</b>	Represent Leicester Students' Union at Leicester Pride, celebrating LGBTQ+ diversity and inclusion, promoting our organisation as one that is open to all.	Y	Participated in the Leicester Pride Parade on September 3 <sup>rd</sup> alongside Jack (Activities Officer). This involved us carrying the banner and interacting with other people within the parade, as well as spectators.	<p>Wins:</p> <p>Challenges:</p>		N/A - project is complete
<b>Improving Relationships with Students (Brookfield &amp;</b>	Improve relationships between the Students' Union and students based in Brookfield and RKCSB	N	Since the beginning of the academic year, I have made the effort to visit five different cohorts of students from the			Reach out to Brookfield to arrange a regular SU

<b>RKCSB) and the Students' Union</b>	within the next academic year to enhance their engagement and support.		<p>School of Healthcare, particularly those based in RKCSB, bringing them freebies from the Students' Union that they may have missed during Freshers. Most of these events were also attended by the other officers, who were more than happy to come along and speak with the students.</p> <p>Separately, I also hosted a Black History Month Wellbeing Giveaway with some of the Nursing and Midwifery students. I strongly believe that as a Union, we need to make more of an effort to reach out to students instead of expecting them to come to us. Going out of my way to bring campaigns to RKCSB is just one of the ways that I am trying to do that.</p>			slot, where I can visit the Brookfield Campus, bringing some of our campaigns and events to students there
<b>Disability History Month</b>	Deliver a successful Disability History Month program, promoting awareness and inclusivity, with a focus on neurodivergence and the intersectionality of those with accessibility requirements and	Y	Currently planning this with the Hidden Disabilities working group.	Wins: Challenges:		Map out key events that we want to take place.  Confirm assets so the month can be advertised on

	individuals from ethnic minority backgrounds.					our social media platforms/web site
<b>Trans Day of Remembrance</b>	Host a poignant vigil for Trans Day of Remembrance on November 20 <sup>th</sup> to raise awareness and honour the lives of transgender individuals.	Y	<p>This will take place on November 20<sup>th</sup> - time and location tbc.</p> <p>Commemorating this day is linked to my promise to acknowledge liberation days, as set out in my manifesto.</p> <p>Planning for the event is currently underway including confirming the time and location, and finalising the assets for promotion.</p>	<p>Wins:</p> <p>Challenges:</p> <p>-</p>		<p>Confirm time and location for vigil.</p> <p>Confirm assets with marketing ASAP</p> <p>Meet with EDI team to coordinate efforts.</p>
<b>Holocaust Memorial Day</b>	Hold a meaningful vigil for Holocaust Memorial Day, commemorating the victims and promoting remembrance.	Y	<p>This will take place on 27<sup>th</sup> January - time and location tbc.</p> <p>Commemorating this day is linked to my promise to acknowledge liberation days, as set out in my manifesto.</p> <p>Planning will begin at the beginning of December.</p>	<p>Wins:</p> <p>Challenges:</p> <p>-</p>		<p>Confirm time and location for vigil.</p> <p>Confirm assets with marketing.</p> <p>Meet with EDI team to coordinate efforts.</p>
<b>November</b>	Organize a successful November event, with a specific focus on Black Men's Mental Health, to raise awareness and support for our students.	N				Identify exactly what I want the event to look like, what

					resources I currently have available, and if I need to order anything more.  Arrange a space within Brookfield to facilitate the event.  Gather information specifically related to Black Men's mental health.
<b>Mitigating Circumstances</b>	Collaborate with Prachi (Education Officer) to make mitigating circumstances procedures more compassionate, allowing greater inclusivity for the reasons why a student might require additional time to fulfil their academic responsibilities.	N			Meet with Prachi and Liz Jones to discuss ideas further
<b>Culturally Inclusive Campus Campaign</b>	Successfully launch a culturally inclusive campus campaign which promotes diversity, equity, and inclusivity across the university.	Y			Map out the campaign, including what a successful campaign looks like.

<b>Global Events Calendar</b>	Develop and publish a comprehensive global events calendar on the website by the end of November, ensuring easy access to information on multicultural events, celebrations, independence days, and days of reflection/remembrance.	Y	Currently creating a section on the website, under the Liberation Page, so everyone can see the various global events that will be happening. Also going to give students the opportunity to contact me if there are any days they would like to commemorate/celebrate that I am not covering during my time as Liberation Officer.	<p>Wins: Have started to bring attention to these events via Instagram, which has been well received by students.</p> <p>Challenges: Creating the calendar on the Students' Union website is more difficult than anticipated</p>		Keep working on the website, asking marketing -for any assistance with glitches as and when they crop up
<b>Liberation Training</b>	Conduct Liberation Training sessions throughout the academic year, including Allyship Training, Islamophobia Awareness Training, Anti-Semitism Awareness Training, and Anti-Racism Training.	Y	<p>Putting together a range of Liberation Training to help students become great Liberation Advocates. So far, I have delivered Allyship Training at the Student Leaders Conference, which was well received.</p> <p>Training sessions that are currently being developed include: Islamophobia Awareness Anti-Semitism Awareness How to be an Anti-Racist LGBT+ Allyship Training The Power of Words Know Your Rights!</p>	<p>Wins:</p> <p>Challenges: -</p>		Continue to create, advertise, and run training sessions
<b>Flexible Gym Memberships</b>	Introduce flexible gym membership options by the next academic year, allowing more accessible	N	In September, I was tasked with finding a group of students to feed back to University Council and Executive Board about the	<p>Wins:</p> <p>Challenges: -</p>		Help promotions of flexible gym memberships

	payment options for our students and an improved Black Student Experience, following direct feedback from Black Students at the Council/ExB Awayday.		Black Student Experience. I managed to put together a group of 6 Black students, ranging from undergraduates, PGTs and PGRs. Part of the feedback they provided was related to gym memberships and being unable to pay for a year membership upfront. Action was taken resulting in the creation of flexible gym memberships, which are due to go live at some point in semester 2.			once launch is confirmed by Sport and Active Life
<b>Destress</b>		N				
<b>Prayer Spaces</b>	Within the next academic year, create additional prayer spaces across campus to better accommodate the religious needs of our students.	Y	<p>Feedback from students tells us that there is a demand for more prayer spaces across campus, including in places like Freemens', Brookfield, and RKCSB.</p> <p>New prayer facilities have opened in Freemens' Common and I am currently in talks with the University to identify any potential spaces for more prayer facilities across campus.</p>			Continue to push for an increase in accessible prayer spaces
<b>Nightline</b>	Reintroduce Nightline on campus, fully operational with trained volunteers and accessible support, by Semester 2, to	Y				Work with Nightline Association to train and recruit volunteers

	provide a confidential and empathetic listening service for our students.					
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\*Refers to the RAG system of red (not started), amber (in progress), and green (complete).