

Clubs Council Executive Meeting Agenda/Minutes

2019-08-12

Marie Reay Teaching Centre 4.03

Meeting Opened: 6:00 pm



1. Acknowledgement of Country

Delivered by James

2. Attendance and Apologies

In Attendance:

Jason
Ji
Stavros
Sam
Ben
Ebe
Skanda
James
Cahill
Claudia
Eli (arrived at 6:07pm)
Niam (arrived at 6:30pm)
Dash (arrived at 6:47pm, left at 8:18pm)

Apologies:

Andrea
Jacob
Matthew

Absent:

Paris
Emily
Andrea

James: Very briefly, Esha has resigned.



3. Declaration of Conflicts of Interest & Confidentiality

Niam declares a conflict of interest Shahnawaz is roommate of his.

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4. Actionables Arising

a. Jason to start constitutional/independence/postgrad representation working group. Follow up

Jason: So, I am in the process, I just called for availability for the weekend. Apologies for not being quicker, I have been busy.

b. Jason to investigate if MySupport conduct is a violation of the Affiliations Policy.

Jason: I have not done this, this will require reaching out to them to give them procedural fairness.

c. Sam to meet with Jacob and Jason

Sam: yeah, we did it via slack in the end.

d. Skanda to do branch working group

Skanda: been busy, contact me if you're interested. Will note this in CCM so that we can get public submissions.

5. Budget and Process Reporting

Jacob is not present.

Ebe: As discussed at the named officers meeting, anything beyond the balance is not particularly productive at this stage.

James: In the clubs email there is a pinned link to the current run.

Jason: Sam might comment

Sam: 96,000 as of today.

James: I heard there are multiple numbers, due to the nature of the payment run.

Jason: BGS have reached their cap?

Sam: yeah, and I can't give precise numbers.

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6. Portfolio Reports

James: So most recently, I had a meeting for the exec compensation working group. We discussed various models, the minutes in the channel, that's locked, ask me if you want in. Had a meeting with Eden, nothing on PARSA, PARSA elections are occurring, Zyl may be less fussed at this point. I will report on this at CCM 3. Had a meeting with some high level meeting with ANU people. ANUSA had concerns that some of the topics were not to do with CC. ANUSA will contact the admin about that. Asked about the governance review, she directed me to Lachy. Eden speculated that we are addressed. Howard and I attended a meeting last year. Not saying we get the axe, but there will be changes. Have not had time to talk about tax. I have been working on CCM, I'll be doing it tonight.

Sam: I met with a couple of clubs, did training with Ebe. Not an awful lot to report.

Cahill: met with Jason and Ebe for an AP reform discussion. 4 clubs to affiliate at CCM. CSSA has applied for affiliation with a new constitution. 2 other clubs may need to be in other business.

Jason: Cahill has covered a lot of what I've done. I've rejected CSSA's initial affiliation, they're reapplied. Working on some working groups and I went to the training ran by Sam and Ebe.

Ji: Inbox is looking good, CCM notice is up, minutes are updated, will be meeting Kate soon.

Eli: Making coms about interfaith week

Ebe: Finished the survey report, mixture of stuff. There isn't anything that I need to say privately which is not in the public report. Did the training with Sam, it went really well. Also ran the social and networking night, thanks for making the time. I'll put in my handover that it was useful. Clubs sometimes lose track that were not the bad guys. Attended the exec comp working group, we need to go back to work on actionable. Jason and Cahill are ticking along on the AP reform, allows me to do the affiliations training report. Pleases read the report, much pain went into its writing.

Claudia: still talking to execs about Kambri. This term is intense for productions in Kambri. Talking to see what people's needs are.

Sam: Talked to ambush gallery people, a bit wishy washy, they really want to bring ambush into clubs life. He seemed keen to work with the queer* department. They want to relationship build with clubs and society. Talk to execs from clubs who could use it.

Ebe: I will look into it.

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James: clubs networking went well, good food and drink; seemed like bad business. Appreciate Ebe for organizing it.

James: Good to improve our branding.

7. Items to Discuss or Decide

7.1. Standing Order Reminder (James, Discuss)

James: mention that there were issues at last meeting, as chair it's my job to make sure that happens. I've been somewhat lax, but I may crack down more.

7.2. Branch Officer Nominations (Discuss & Decide) (See Appendix A)

James: unfortunately Esha has resigned. We don't have anyone who is available for interview. Subject to dissent we won't consider the first three.

James: A reminder again that we don't have to fill the positions.

On to Guoyi Ouyang. Master of finance, first year, postgrad. Looking for the humanitarian branch. *Reads EOI*

Shahnawaz Asghar Mirza
Reads EOI

Henry Strong
Reads EOI

Ebe: Potentially someone who has declared the have no experience, seals the deal. I'm not sure whether others want to have in depth.

Jason: My take would be that before we consider the candidates, if we wanted to fill the roles.

Ebe: I also contacted the person from Lazarus Wing and got some more insight about the candidate.

Jason: Did we want to go through the people one at a time?

James: Did we want to remove the first candidate?

agreement to not consider the first candidate

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James: Sharawaz.

Eli: Comes down to discussion to whether we think it is worth it, for them or for us. I don't think clubs in their purview will experience any benefit. I think there is benefit in people getting experience of being on clubs council. May result in more competitive elections.

Claudia: Are these positions we are considering getting rid of. There may be a question as to the benefit of the position

James: Abigail messaged me to say that they were not interested in contacting her, Harry's situation was different, substantial engagement. The positions are different in that respect. Would be good to see what kind of engagement they both got.

Cahill: I agree with Eli, it is a great way for people to get involved. Having a read of Shahnawaz's app it seems he has no passion. I can't trust from this that he will. Henry sent the app I would expect for this, that being said Shahnawaz has experience. I don't think we're benefiting anyone from giving him the role

James: Henry has evidently put effort into the application. Whereas the other has not and was not willing to attend. I agree a lot with what Eli said. Applying what was said I would say we should only elect Henry.

Ebe: I do want to give some weight to him reaching out and attention to detail.

Niam: As a conflict of interest, he's my roommate Shahnawaz.

Eli: There is difficulty in finding people for the role, because the role is inherently unclear. I realise I struggle to verbalise the nature of the role. Cahill, I agree that neither have sold me on themselves.

Jason: At the last meeting we said that we'd want someone who went for Exec of a club in that branch that they are applying for and I would ask that we consider that.

James: I think it's between a rock and a hard place. I think we should judge these candidates by the same standard that we judged the last candidates, but I would say that these candidates have greater amounts of experience. To play devil's advocate, if there isn't much time left to fill the role, then what's the harm in filling the role?

Ebe: We've spent a lot of time talking about this, so maybe we should vote.

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James: I'll go through each candidate and the position they have applied for.

Motion to appoint Shahnawaz Asghar Mirza as Discipline Branch Officer position.

Eli Moves, Skanda seconds

Passes.

Motion to appoint Henri to the Humanitarian, Social Justice and Advocacy Branch Officer position.

Cahill moves, Eli Seconded

Passes.

7.3. How to address reaching the 10,000 message cap on slack (Ebe, discuss and decide)

Ebe: I'll keep this brief, we're getting that notification saying that we're at the limit. It means we lose access to content. The way we address it are:

1. Cop it - transparency issues. Important info there.

2. Pay for premium slack - 6 or 7 dollars per month, for standard.

Can qualify for education, 85% discount. Something like a dollar per head. 23 per month. It comes down to whether we want to commit the money for the exec line. Dash where is the exec budget at?

Dash: Transparency is key.

Ebe: The cost of some chips

Eli: I think we need to treat this as a professional commitment, it would be the only program we pay for.

Jason: We definitely need to report communications and keep them. I don't think it would be possible to cop it. What Woroni does is get a new Slack every 6 months.

Niam: I think we had a discussion over the 2018 slack, we did not keep that. Worth paying for in continuum,

Stavros: 20 bucks per month. No brainer to me.

Jason: There's the point of locking people in. We'd be locking people in for 7 years.

Dash: even if you don't want to commit long term, you can use the subscriptions from the ANUSA line item.

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Jason: We could leave the Slack where it is and latch onto the ANUSA Slack?

Stavros: Slack archives those older messages, so can we just leave the issue?

Ebe: We can't see them until we pay, so we should just sort it out now probably. I wouldn't want to commit unless it is budgeted.

7.4. Open Day (Ebe, discuss)

Ebe: We were contacted by external contractors, we got an email for clubs to set up on o-week. We'd be next to sport clubs. My thoughts are there no incentives to come as clubs. They will not be particularly supported by the provider. They don't seem to understand ANU's geography very well. My recommendation on this is to put out an EOI, if there are less than 15 clubs we should not help facilitate. If more, we can assist. It's their event they can supply.

Jason: If we get less than 15, could we pass it onto the external contractors and let them deal with it?

Ebe: Possibly - they might be suspect to exploitation or doing things beyond their expectations. I don't want it to reflect badly on us either.

Jason: I mean, so long as clubs know that we're not a part of it?

Ebe: It all comes down to how many Clubs express interest.

Eli: I think there is benefit to clubs, and to prospective students. I was going to say that we could have our own stall, we can print out to hand out to people. Get clubs to volunteer and have exec there as well.

Ebe: what the provider seems to want is fanfare and things, so that might not serve their interests. I like the idea of a central clubs tent.

Jason: I was just going to note the uncertainty, because we don't know how much interest there is.

Ebe: When we send out mass communications, we need to make it worth our while to keep the value of emails. Does anyone have any opinions about Clubs getting involved with Open Day?

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Sam: I'm learning a lot right now. For an event where ANUSA is not super involved it would be odd for us to do large amounts of support work.

Eli: Before we get involved, the University/provider should provide reasons.

Ebe: Yeah, the provider seems a little confused at this point. It seems like they wanted us to facilitate

Sam: Im out by then, so sure. I worry that the clubs that may be quite interested would be faith clubs, may not be the vibe.

Ebe: agreed. I'll send an EOI and exercise discretion.

Claudai: Can we have a sit down with them to establish benefits.

Ebe: No, they just kind of evaded.

Action for Ebe to put out an EOI form for Open Day.

7.5. **Recurring Actionable to discuss budgetary position at CCE meetings. Held over**

- 7.6. Update on reformed Affiliations Policy (Cahill, discuss) (See Appendix C)
Cahill: go to appendix C. ignore the highlighting, that's me. The red is new, commented with explanation. Just wanted to thank everyone who came and helped. So, going into the discussions about what we wanted there were 2 themes:
1. Convenience for us and clubs
 2. Continuity, between CCEs (waiver) and clubs intertemporally.
- Parent organisation clause: allows clubs with other parents to leave.

Jason: When clubs have no exec, they go into a limbo. The purpose of this is to step in, run a general meeting for them, invite general members to get involved, then if no one does, disaffiliate it.

Cahill: 2.2.7 requires them to give notice of constitutional change. This allows us to have a constantly up to date constitution. Saves labour on our end. Strengthened the decency provisions, added ANU strategic pillars Strengthened the CCM attendance requirements. Overall, I think the issues are that there are big differences between practice and policy. A lot of the changes I have done deal with that. This helps clubs. Procedure is more set out in the new policy. Should help new CCEs. new system emphasises handover a lot more. A lot of additional stress that students

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James: Will attendance requirements apply now?

Cahill: No.

Jason: We'll have to make sure.

Ebe: 2.8. Is the validity of the club determined relative to that statement? C & D seem like what we already do, how does A & B link to that?

Cahill: Probably not, I would say that C & D should be their own, not linked to A & B. So in this situation we would inform them of our decision and then at the next CCE we would discuss and decide on whether we would allow that club to affiliate.

Ebe: So at CCE we read that statement, and say we think it's not good reasoning - that doesn't seem to have impact on how it would go to CCM? Surely that would go in the agenda supporting their affiliation request?

Cahill: Yes, if it does go to a CCM then it will be on an agenda.

Ebe: Do we have a mechanism to block it from going to CCM?

Cahill: No, didn't think that was a good idea.

Ebe: I agree - just don't see how this clause fits.

Jason: Separates it out from bulk of clubs who affiliate - probably doesn't need to be a 2/3 majority.

Eli: Is there a code of conduct that should be incorporated into the affiliation procedures? We had a conversation about how we could sanction a club rather than individuals if there were multiple individuals in the club executive acting inappropriately?

Jason: Yes, the way we'd do it is we would say in the Affiliations Policy that we would not allow any directors who are banned directors. I imagine this is usually for financial fuckups? You'd have a list of people in Clubs Council who wouldn't be allowed.

Eli: Yes, that's negative banning - but should there be a positive element, a code of conduct for an executive - an addition to the decency clause? Thinking of adding something in there to prevent clubs that have been weaponised by their executives to make the lives of other clubs and ANUSA difficult. I think there need to be structures in place where Clubs Council can reprimand clubs or their

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executives if they act in a way that makes difficult the lives of other clubs and students.

Jason: Think the decency provision does this already - "reasonably considered to be damaging to ANUSA to affiliate them". Also ANU strategic pillars - I think you could pin a lot of problems to those things.

Eli: Second question, given affiliation policy has changed every year, do we send out updated info/graphics?

Cahill: Yep, talking with Ji about an updated Affiliations Handbook.

Ji: At networking event did have a few questions about this, definitely would make a document with Cahill outlining the main changes once this goes through.

James: I really like it - great detail. Are you going to be having one more meeting for the working group?

Ebe: We're on a very tight timeline - up to you I guess.

Jason: Would rather have policy passed well with all necessary consultation rather than rush it before CCM 3. Can always have an early CCM 4.

Ebe: Elections then.

Jason: Would be unfortunate to have a long meeting but probably better than rushing policy through.

Cahill: Thanks everyone for your feedback.

7.7. Motion of no confidence in James Howarth (Jason Pover, decide) See Appendix D

Jason: Chair has been passed to Niam for the remainder of 7.7

Niam: motion of no confidence. Jason, do you want to start?

Jason: I want to be aware of people's welfare, not personal, hope that James is okay. Nevertheless, I feel compelled to move this. Has everyone read Appendix D? I'll read it over. (Proceeds to read over Appendix D) This motion is non-binding, more symbolic, we don't have the power to remove someone from office. I understand this is a confrontational situation, I suggest this voting be secret, facilitated by Sam.

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Niam: We've had both statements read out, do people have anything to add? Ebe.

Ebe: I'll speak for the motion. While this motion may feel sudden or unexpected, that is because it was attempted to be dealt with amongst named officers only, so that it could be dealt with professionally internally prior to bringing it to the CCE. This has gone on for two months, I hadn't realised it had been that long. I'm relieved we had a response from ANUSA. I initially spoke against getting ANUSA involved, concern with timing and overstepping. I wanted to highlight that ANUSA resulted in a lot of stagnation, and external discussions didn't follow internal decisions. James is using ANUSA to back out of commitments made to CCE, and I no longer have confidence in James as chair considering these circumstances.

James: This has been going on for 10 weeks. You might remember the formal censure, this is the meeting where we all censured ourselves for the conflict of interest issues, and I formally censured myself for what I said to Jason. I have apologised both in person and in writing to Jason, and he responded saying, "Thank you, I really appreciate that." I don't know if I believe that considering this ongoing situation. Jason messaged me presenting me with three options, MOU. Know that if you support this motion, you support my removal. I like to think I've done a good job. I've made mistakes. In terms of the commitment feature, I hold that I didn't agree to definitely sign an MOU, I said that I would if I liked it after it had been written, I did not like it. You are taught as a law student not to agree to sign things sight unseen, and to not sign things under coercion. I think this has been coercion, developed into various things despite apologies. After conversation with Elenore and Campbell, he (Jason) retreated from his initial goal, it has developed into something more devastating, a Motion of No Confidence here, and a proposed one at CCM. I ask that you vote no, and vote with your heart. In my mind, I made mistakes, I formally censured myself. I've not said, and I will not say that I won't sign an MOU, because now I feel as though I have been forced into signing it. I do take this very seriously, and I have been in contact with ANUSA. I haven't officially replied to Jason, but after getting his messages, I cried for 15-16 days, and called ANUSA, when I felt like it couldn't go anywhere else. I cried again. I won't fulfil sexist stereotypes of men being tough, this has affected me. I've felt bullied by Jason, Ebe and Jacob. I keep trying to do things right and keep going wrong. This happened very quickly, it happened as a result of my saying something I had been told at the time. Elenore and Campbell also think the MOU should come out of mediation. Please vote knowing it is secret and vote honestly.

Jason: Addressing James, I think we've done this with civility. I thank James for that. On the content of meetings with Eleanor and Campbell, those were declared confidential, so I cannot talk to what I said in those meetings. James has presented me as saying certain things, I did not, but I cannot say what I did say,

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noting the confidentiality. People do make mistakes, we all make them. The issue is how they are responded to, and I believe James has done everything he could to put off the procedures he agreed to, we unanimously agreed to writing and signing an MOU. I said in his position I would resign, He hasn't, and he still doesn't want to resign. This is the only course of action to take at this point considering he hasn't complied with the process he agreed to. You've now backed off from what you once said that you wouldn't sign an MOU in any circumstance, you have now changed that. I have told you and sent you what the content of the MOU would contain: compliance with the Code of Conduct, appropriate levels of consultation, flat decision-making (resolved by Lachy), professional communications (I believe this to be a minimum standard). If you agreed to continue with the MOU process, this could end now, that would be my preference. James said you should vote with your hearts. I disagree, you should vote with your heads. I think it is hard to censure someone professionally when you have a social relationship with them. I think you need to consider if James' conduct was that which has been required by CCE, and I don't think it has been.

Ebe: I echo 'voting with you head'. This has become an issue because of professional relationships and the way they have been breached and abused, keeping in mind how various people's behaviour has impacted people's ability to do their jobs. I know James isn't the only person who has cried and lost sleep/been frustrated over this. This has impacted my ability to do my professional role. It will continue to impede my ability to complete my role to a professional standard if I continue to not have trust in our chair. I have no trust that this behaviour won't be repeated, because nothing has been done despite multiple promises.

James: I will reply, and then open for other people. This is a volunteer role, with varying hours, and lots of hours. I have always been grateful for people involved here, even those who I think have been bullying me. I don't want to cease working with Jason, Ebe and Jacob, I'm not asking for motions of no confidence regardless of this behaviour, because I think they are capable of their job. Where they don't trust me, I trust them to do their jobs. Ebe described that things have been "blown out of proportion", I agree with that and disagree with the rest. This has gone on for ten weeks. I have not said I WON'T sign an MOU, because the terms are there, they are minimal terms, and I think they can be interpreted differently. I think they need to come out of mediation with both of us. As Jason said, if this goes through, it will go to CCM3. That will result in me actually leaving, I joked that I have been the longest serving CCE chair, I want to continue to do this. I struggle to continue along this MOU path when I feel my hands are being forced to sign. I don't think any of the others are lying, I think we have different views on what was said, because what was said was abstract enough for that. I don't think they're coming from a position of malice, I think they're being irrational. I don't think we should be removing people because they won't sign a

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non-existent document. Sorry for no tl;dr, but it has been hard, and I hope that if this motion were to fail, that would be the end of it in the CCE, I think mediation will still have to occur, because I suspect this motion failing won't be enough. That mediation needs to be balanced and well-meaning. I think putting the internal problems of a small group of people in front of a group of over 100 people that will be live streamed.

Cahill: Quite frankly I would prefer to see some kind of mediation happening prior to a motion of no confidence. I'm not speaking on anyone's behalf, but Ji and I have been dragged into this as members of the Executive. This started off as a personal conflict that extended into Clubs Council and entered into the professional sphere, which has impacted the way the Exec works by themselves and towards each other, including in these CCE meetings. I think that beyond this conflict, we have worked very well as a team (especially in Sem 1). From the stories, we've done a lot better than last year. I don't think this is the right way to go, I would like to see some mediation first. Perhaps mediation can reinforce communication and an MOU can be written up that everyone agrees on, and prevent this from interfering with our professional duties as CC.

Niam: I was blind-sided by this when it came up in the agenda. I think it is the product of something that has been going on for a while, but as someone who wasn't involved, I think it is shocking to have it here now. I echo what Cahill said about mediation. I understand that people may not feel it will help. But I feel as a member of the Executive I feel as though I have been excluded from this process, and bringing it here at this extreme state, it is a little confronting.

Skanda: I would like to echo what Niam said to an extent, I've also been fairly outside this, aside from the censure motion earlier, this hasn't come to CCE. This is good because it means people have continued to be hard-working through this. However, I do think some more lines of communication through CCE not just through names officers, would have given us better context to understand this information. Jason, I'm interested to hear what your feelings on mediation are? It would have been good if this had been brought to CCE earlier.

Jason: Two things. Why it was kept in named officers, and the merits of mediation. On one, it was for James' benefit as much as anything, so that it will prevent it from coming to CCE. The goal was the MOU to be signed within two weeks, and that would be the end of it. The purpose of the MOU was to restate the requirements on CC Officers that already exist, e.g. being courteous, consult, etc. AND it's non-binding. This was to solidify-

Ebe: and to build trust back.

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Jason: Yes lack of trust. I was worried about what James was saying about me to other people, that has proven true. There have been lots of messiness, keeping it secret was intended to avoid this. On merits of mediation, I will say it wasn't what was agreed to. We made commitments to each other, and there's been a failure to uphold them. This means the issues at the beginning have been reopened, because James hasn't been in good faith.

James: In reply to Skanda's question. For me the reason this didn't come to CCE, is because I didn't expect it to come to a Motion of No Confidence. The idea was the get Campbell to draft an MOU, that depending on content, we would sign. At that meeting there were a number of action items. All our named officer should all at least have our own emails, as a means of dealing with this. It was confidential, so there's a limit to what I can say. The reason mediation came up, is that it was obvious even amongst the names officers, that it was a 3 against 1 with 2 neutral parties (Ji and Cahill). That seems unfair to me. The reason that I encouraged ANUSA was because I saw them as a neutral party. I believe they have been so far. They can apply what it said in some form, that may be an MOU, if through mediation that is what comes out, I'll probably be happy with it. Mediation is about me not feeling outnumbered by Jason, Ebe or Jason (e.g. messages on the slack). For me mediation is about having a neutral party. I didn't want it to come to CCE, because it felt like drama. I didn't know it had reached the point of Jason wanting a motion of no confidence, we had a Winter course together, I thought we had healed from this. We were friends for 18 years well before Clubs Council, and mediation is the only way forward.

Jason: 3 brief points. 1, I don't think I want to bring a motion to CCM. If this motion did/didn't get up, Jason would see it is important to uphold commitments and MOU process would reopen. 2, mediation, would need to not be one-on-one, because that is what the meetings felt like. The things he said to me, I'm over, but he made specific commitments as to how he would respond, and he's gone against them, and you need to have trust in people's good faith. 3, in regards to going to mediation, maybe mediation is unavoidable at this stage, but it shouldn't have had to go there, if James had upheld his commitments, signed the MOU and that would have been it. That would have been better, but that's not what happened.

Ebe: I want to say this in the least confrontational way possible. I think this 3 on 1 dynamic that's been constructed is farcical. I am stubborn, I don't jump on bandwagons. If I see something ethically-wrong, I will stand against it. I hadn't had a private convo with Jacob until getting elected. I'm not jumping to someone's aid because I am spineless, at the end of the day, James behaved poorly, failed to consult on an issue that resulted in the drama, and went back on commitments he'd made, breaking the trust we had in him as a leader and a co-leader. The emotional dimension of this issue, yes we are volunteers, but this has

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come out of a professional misdemeanour that had impacted people's capacity to do their professional duties. Finally, on mediation, I'll echo what Jason said, it can't be one on one, it's bigger than this now. My faith in ANUSA to conduct this process, I don't have that faith. I don't think it will be accessible, I think there will be time lag and stagnation. I think mediation, even if unavoidable, it will be pushed out to the end of our terms, at which point it will be moot. Meaning professional and emotional turmoil will continue. I don't want to keep pushing this out, I don't think ANUSA did what they were asked, I think they got too involved, and didn't follow the MOU plan as was asked.

James: As a reply, statements have been made by all of us, speaking has gone in a loop.

Ebe: I don't think we need to keep score.

James: I'm not keeping score, please stop. I'm not mandating mediation, I want an MOU to come through mediation, if it has to at all. This has become more than I wanted it to be. The reason for this occurring is that it can't be dealt with through ourselves. Originally, I said I wanted Campbell to write an MOU with us in the room, it has become more. We spoke about reducing the emotional side of things, part of the benefit of ANUSA is respect for mental health, especially in volunteer jobs. I admire the professional view. I think Ebe's professional mannerisms have gotten CC far. I don't think professionalism should be prioritized over mental well being. Going back to this motion of no confidence, it's a shame it has gone to this, I have been deeply upset by this, very seriously considering not coming to this meeting. They encouraged me to come along to defend myself, not that this is a prosecution/defence situation. As it stands I have nothing more to say. I ask that you vote against this motion, because there are other ways to resolve these things that don't result in the removal of a team member.

Jason: I am sorry that this has ended up here, I had hoped it wouldn't. The way we tried to fix this was to rebuild trust, he has failed to do this. Tree of trust has been salted and burnt. I had no other option, because there is a point at which conduct cannot be worked out, and needs to be called out. I'm struggling to imagine how I can continue to work with James. I, in my role since, have tried to minimise my working with him, it is hard and has been difficult.

Ebe: I'm just really tired of this, I don't want mediation to drag this on to the end of our terms. Considering I believe this is the best student role I have ever held. I would hate to have a sour taste in my mouth that could have been avoided if people had upheld their promises.

Niam: Proposal to do a motion through secret ballot?

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Jason: First
Ebe: Second

Sam: I will get you all to close your eyes and stick your hands up. Simple Majority? Yes. I will not tell you numbers.

James: If people want to abstain, you need to leave the room, but nobody declared.

Sam: Running vote. Asked procedural question.

Motion has been carried (Stav had left the room = abstention)

Niam: Passed chair back to James.

8. Funding items

- 8.1. RRRS special annual event grant prospective payment (decide) (see appendix B)

Motion to approve prospective payment of \$1,566.04

Moved by: James

Seconded by: Sam

- 8.2. RRRS capital expenditure grant prospective payment (decide) (see appendix B)

Motion to approve

Moved by: James

Seconded by: Sam

Jason: Because it's getting fully funded, does that mean the t-shirts will stay with the club?

Sam: My understanding is that it stays with the club.

Eli: Is there a process of handover of Executive discretion for next year's executive?

Jason: Probably a broader issue that we're already looking at. We'll get Jacob to look at it.

Jacob to look at developing an inventory of discretionary funding from the Executive for future Executives.

- 8.3. FABSOC student life discretionary grant (decide) (see appendix B)

Motion to decline

Moved by:

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Seconded by:

James: Motion to decline. *Reads Jacob's take*

Ebe: This is dumb and bad, they should know not to do this.

Eli: I read through their statement and it did say that there had not been training and they had no opportunity to do it. We've bailed out grants that are less important. Maybe not accept this request, but another grant. When we have the capacity to pay, we should .

Jason: I think they made a somewhat solid argument - but they should have read the policy. Maybe that's a problem with the policy, but they can talk to us. If there is an issue with policy & training, that might be a broader issue. I think in this case they simply didn't read the policy. If you can eat the costs, then eat the costs. We should be saving bailouts for clubs that desperately need it. We need to think about who doesn't get money because of this.

Eli: I think it is important regardless of bailout that we discuss with them why what happened was wrong and why they need to not let it happen again in the future. Executives roll over - the handover process is important for the continuation of knowledge. They know of the grant & attended the training so they must have some form of handover process so we can get the idea that they have a handover.

Ebe: My view of the situation is that they have not approached this in good faith. That email is highly confrontational, I think if the club had chosen to deal with it in a better way. Also Eli, your point that they have literacy in the policy makes that point that they should have been on top of it, the only sympathy I have is that they may have made their budgeting under the old policy.

Jason: I'm pretty sure I was interpreting the old policy and the training requirements listed there. Especially since the policy wasn't enacted retrospectively.

Eli: I feel uncomfortable, and maybe I read the email wrong, and I feel very uncomfortable with people being out of pocket. These are one of the few students who had a go. I don't think they should be penalised to this extended

Jason: Let's assume this does get rejected. I think we can give them a form of discretionary grant of some form. While we don't have Jacob, we can't fine tune the grant.

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Eli: Since it's a motion to decline, we can just vote against it and let it sit until next week?

Ebe: Does this society have the bank balance to pay back their Executive? I know what it's like to put over 1k into your society. I don't care if it bankrupts a society, I care if it bankrupts a student. That would be the only thing that convinces me.

Eli: By the sound of the emails it seems like their President is bearing the cost.

Ebe: I don't know if they have another event coming up that they have committed to, but that for them to deal with.

AP: table this motion, and find out if the CLUB has enough liquid reserves to reimburse their President, or if we don't bail them out, a student will be out of pocket substantially.

9. Other Business

9.1 James: I repect the decision of 7.7. I'd like to note that it does not impact my views of anyone here and it's not going to have any impact on anything I have done or will do.

9.2 Language & Culture Branch Officer (Ji, discuss & decide)

Ji: Did we want to fill this role?

Room concedes that we did not want to.

10. Recall Actionables

- a. **Jacob to look at developing an inventory of discretionary funding from the Executive for future Executives**
- b. **Ebe to put out an EOI for Open Day.**
- c. **AP: table this motion, and find out if the CLUB has enough liquid reserves to reimburse their President, or if we don't bail them out, a student will be out of pocket substantially.**

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11. Meeting Close

Meeting Closed: 9:02pm

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Appendix A - Branch Officer EOIs

https://drive.google.com/file/d/15YO8s5W_FlDr-kuVKcbGytQElytVq9bj/view

Appendix B - Funding Applications

<https://drive.google.com/open?id=1avXY7bMAxUQxQdLYTTShB9MkU8ttebP->

Appendix C - Affiliations Policy Draft

https://docs.google.com/document/d/1qaFabxslXS-SxTtysz8HmAosDMZ_xCr8ooPESRswPI/edit#

Appendix D - Statement to 7.7

Jason Pover

This motion may seem sudden or unexpected but it has been building up for some time. It is unfortunate that the situation has devolved to the extent that this motion is necessary, but given the circumstances it is.

At the end of last term, James engaged in some severely unprofessional conduct towards me and in general; he sent me abusive messages and failed to consult with Clubs Council about significant plans he had that would affect you. This precipitated the need for our first named officers meeting, where we discussed how to proceed. At that meeting, three of six named officers said that if we had acted as James had, we would have resigned. James did not agree, as was his prerogative. As an alternative, we unanimously decided to sign a joint memorandum of understanding, a non-binding agreement setting out our mutual expectations (MoU). At a subsequent meeting we listed those expectations including "compliance with the CoC [Code of Conduct], appropriate levels of consultation, flatness of decision making [collective leadership], professional communications". You can find the minutes from that meeting here.

<https://docs.google.com/document/d/14z57Cg2GmxLrWSZslh1fICPSqvAoAYOnmHKJIKRnKyo/edit?usp=sharing>. At that meeting, I and others requested that James note his prior poor behaviour in the MoU as precipitative of the MoU, which was a redline for James, which I subsequently dropped as a requirement to ensure the MoU was signed.

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We agreed to have Campbell from ANUSA 'write up' the MoU with us. This resulted in a confidential meeting including Eleanor Boyle, Campbell, James and I. After that meeting, he made the claim that his constitutional duties and powers as chair prevented the 'flat leadership structure' he had agreed to in two prior named officer meetings. This resulted in an interpretation going to Lachy, who determined that the Chair had no powers that could not be directed by CCE, and there was no impediment to flat management. It concerned me at the time, the difference between what James communicated privately and what he said in the named officer meetings.

Subsequent to that we received James informed us of a meeting he had with Eleanor and Campbell. He said that "What they emphasised [ANUSA] was that the MoU was an option and not a guarantee." And that if there was to be an MoU, it would only be the result of mediation, even though none of us had agreed to that and that therefore "there is not going to be an MoU (unless some of you feel there needs to be mediation still)". I and others noted that James had agreed to signing an MoU, and none of what Eleanor said changed that. Others noted that going back on this was significant given that it was James signing an MoU that originally dissuaded us from wanting him removed from his position. I said that "Eleanor and Campbell do not run CC, we do and that's why you have to uphold your commitments. You cannot hide behind ANUSA." I then told him that if he did not uphold his prior commitment I would have to bring a motion of no confidence in him. He subsequently failed to do so, and so I feel obliged to bring this motion.

I therefore move that CCE notes its lack of confidence in the Chair on account of his misconduct and repeated failure to uphold his commitments.

Jacob Howland

I regret that I am unable to be there for a question of this importance, but alas, severe overcommitment strikes again. I endorse, to the extent that I have been aware of conversations and facts (which is mostly, aside from confidential meetings), the version of events in Jason's statement above.

The core issue here, to me, is that James did a series of things which caused me to lose confidence in him, between deeply inappropriate communications with another member of CCE, and his complete lack of consultation on what was an important and vexed issue. He was able to regain my confidence through a mix of contrition, and commitment to a measure (MoU, as explained above), which I thought would prevent situations like this from transpiring again in the future. In the intervening (approximately) 2 months, James has, as outlined by Jason, repeatedly, by my assessment, obstructed progress towards and shrunk from his commitment to this measure, to an extent that I do not currently have confidence in him to continue in the role. This is not necessarily

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unrectifiable, but the general bad faith shown to date does not suggest to me that it will be rectified.