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Emergency Union Progress Meeting (UPM)

1st November 2022

6:00pm – 8:00PM, Lecture Theatre F

1. **Apologies**
2. **To review and consider the minutes from October’s UPM 18/11/2022**

* Disclaimer: Any member present at this meeting, is allowed to call for a break due to the sensitive nature of the topics discussed.

1. **Discussion around Pride Society’s open letter**

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To Review & Consider

* Introductory Statement – SU President
* Pride Society Open Letter – Presented by Pride Society
* Pride Society Open Letter (Appendix 1)
* Unitu Post Calling for an Emergency UPM (Appendix 2)
* Statement from Students’ Union – Presented by SU

1. **Any Other Business (AOB)**

* Anything raised is to be discussed in next general UPM Meeting (15/11/2022)

**Appendix 1: Pride society open letter**

Dear Student’s Union Staff

It has been brought to our attention by multiple members of our community that some members of the Student Union do not have pronouns in their emails while others do.

We of course understand the importance of the SU showing allyship and solidarity with the LGBTQ+ community. We would however like to highlight that there are many valid reasons for someone choosing not to publicly disclose their pronouns, including, but not limited to, an individual not feeling safe enough to have their true gender identity regularly announced at the end of every email.

Whilst we will continue to encourage use of pronouns to normalise the recognition of the spectrum of gender identities, we do not wish to make people feel unnecessarily pressured to label themselves if they do not feel comfortable to do so.

We would instead like to address more concerning reports of SU staff members making derogatory comments towards the LGBTQ+ community. It is the responsibility of the SU to be representative of all groups and actively ensure the inclusion, safety, and wellbeing of every student.

Ensuring a safe and welcoming space for all LGBTQ+ students is simply not feasible if not every SU staff member is committed to actively working towards normalisation and full acceptance of every queer identity. This includes holding those that make derogatory or discriminatory comments accountable for their words and actions.

1. We suggest that SU staff include either pronouns or an allyship logo in their email footer. Adding pronouns to email signatures or social and professional profiles can contribute to normalising the importance of not assuming an individual’s gender identity and, using a person’s correct pronouns to foster an inclusive environment that represents all members of society. This can be lifesaving to queer and transgender students by minimising the risk of misgendering both accidentally and deliberately (when done deliberately, this is a hate crime).

We understand that gender non-conforming staff and students may not be comfortable sharing their pronouns and that making this mandatory would be forcing these individuals to publicly expose their gender identity which may not yet be something they are ready to share with the world, and so any form of support for LGBTQ+ students displayed in signatures is acceptable. Examples include sharing pronouns, adding a pride and trans flag to their signature, or writing a statement of support for this community to show their allyship.

2. We request that SU staff take personal and professional responsibility for educating themselves on how to be inclusive and representative of all the diverse communities at SGUL. This would allow us to create a safe and educated community in our university which could support everyone and create a productive learning environment.

3. We ask that SU staff make a commitment to address and confront individuals and groups who have been shown to display discriminatory behaviours, and to support the individuals affected by them. With this we could show the Georges community that homophobia and bigotry will not be tolerated, and make the university safe for all.

We would like to remind the reader that the role of the Student Union is to represent and support the entire student body. St George’s Pride Society are committed to advocating for all students who are members of the LGBTQ+ community and are requesting this support be openly shown by all staff at the students union.

Kind regards,

Pride Society Committee

Jack Stallard, Liv Sutcliffe, Priya Chandrasekaran, Tiggy Robertsoon, Natasha Wollen, Jack Tituana Lliguin

SU Executives

Elgin Edison, Rishi Kumar, Natasha Wollen, Olivia Frost, Anya Tidey, Liv Browne, Jack Stallard, Kaze Ho, Oma Nwibe

Listed below are the societies who support this letter.

Afro-Caribbean Society

Athletics Society

Badminton Society

Biomed Society

Blue Light Champions

Cardiology Society

Climbing Society

Dance Society

Dermatology Society

Diwali Show

Gaming Society

Global Brigades Society

History Society

Indian Society

Krishna Consciousness Society

Ladies Football Club

Ladies Hockey Club

Men’s Cricket Club

Men's Hockey Club

Motorsport Society

Music Society

Musical Society

Netball Club

Neuroscience Society

Paramedic Society

Physio Society

Pride Society

Psychiatry Society

Revue Society

RoundNet Club

Rowing/Boat Club

StreetDoctors

Surgical Society

Swimming Club

Tamil Society

Teddy Bear Hospital Society

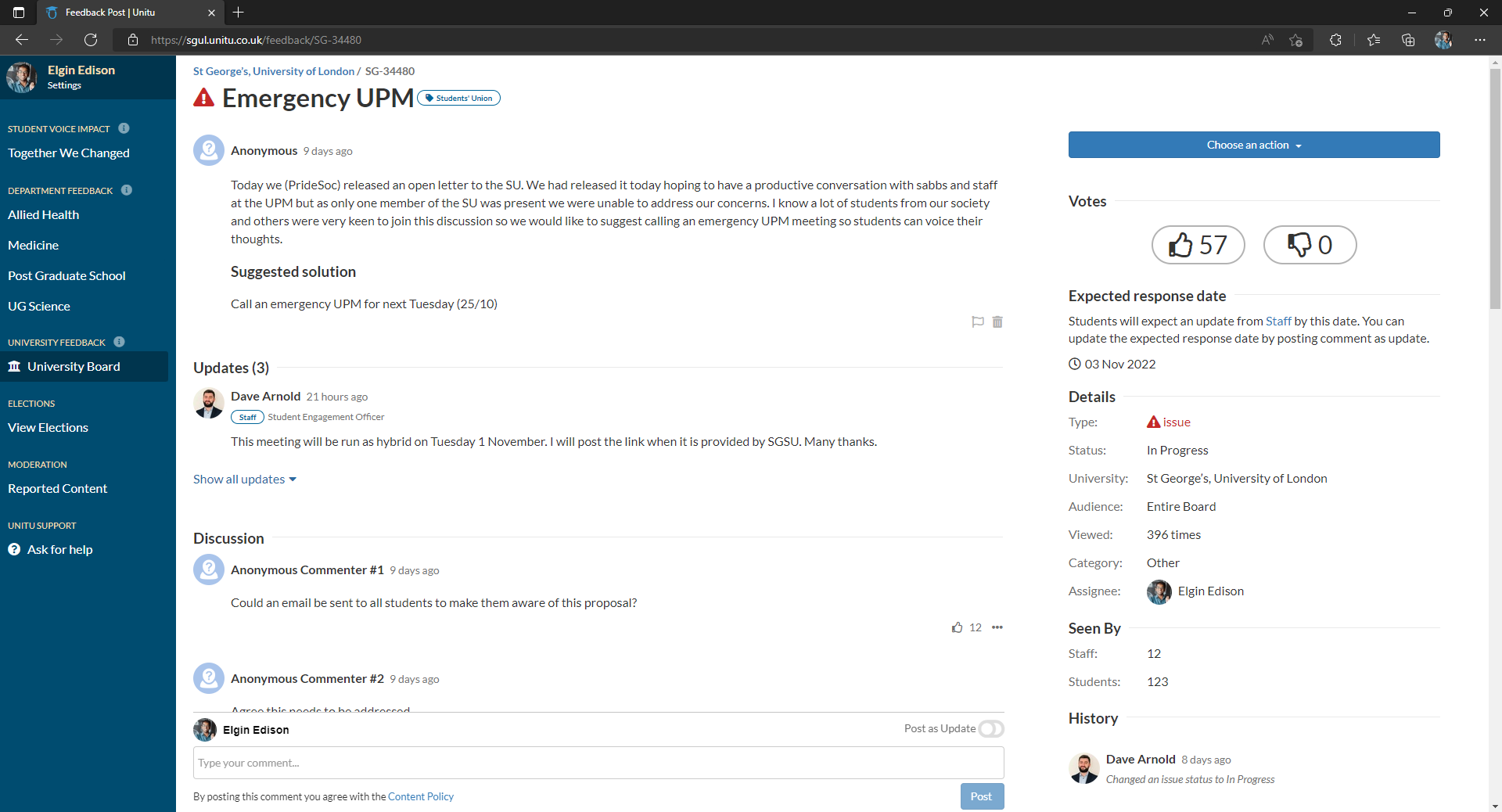
Tooting Show

Vegetarian & Vegan Society

Women’s Basketball Club

Women’s Rugby Club

**Appendix 2: Unitu post calling for an Emergency UPM**



[https://sgul.unitu.co.uk/feedback/SG-34480](https://sgul.unitu.co.uk/feedback/SG-34480%20) Accessible via the ‘University Board’ on the ‘In Progress’ category. The post is name is ‘Emergency UPM’