

Equalities Zone

20th November
4:30-5:30pm

2x4 / MS TEAMS

Minutes

- **Welcome**
- **In Attendance**
 - Members Present
 - ♣ Justine Pedussel, Union President (JP)
 - ♣ Ali Rees, LGBTQ+ Equalities Volunteer Officer (AR)
 - ♣ Niamh Craig, Disabled Equalities Volunteer Officer (NC)
 - In Attendance
 - ♣ 4 Ordinary Members
 - ♣ 2 Staff Support
 - Absent
 - ♣ Hassan Sadek, BAME Equalities Volunteer Officer (HS)
- **Minutes Ratification**
 - No objections therefore minutes ratified by JP
- **Challenges to Order Paper**
 - No challenges to order
- **Reports**
 - Justine Pedussel, Union President
 - JP attended both the Palestinian Youth Movement and Palestine Solidarity Conference. They were also a part of a Palestine Coalition Meeting, discussing how the group can be further developed.
 - JP raised awareness of events taking place this month for both Islamophobia Awareness Month and Disability History Month.
 - JP attended the University Court Strategy Day with VP Communities Ellie, where a restructuring of professional services was approved.
 - JP working on the tertiary bill which is currently going through Parliament.
 - JP highlights weekly harm reduction stalls in the atrium.
 - JP has started campaigning in the Scottish MSP Elections.

- o Hassan Sadek, BAME Volunteer Officer
 - No report given
- o Ali Rees, LGBTQ+ Volunteer Officer
 - AR has been working on a project for Trans Visibility Week. The has mostly consisted of working alongside the LGBTQ society to organise the Trans Day of Remembrance Vigil.
 - AR created survey to collect information about the experience of trans students at the University of Stirling.
- o Niamh Craig, Disabled Volunteer Officer
 - After receiving feedback concerning the library's new laptop borrowing system, NC has gotten the library to implement accessibility toggles to make them easier for wheelchair users to access.
 - NC highlights that Nibble & Natter events are still ongoing.
 - NC highlights that November is Disability History Month. For this, they have been working alongside DSAS to organise craft events.
 - NC has been looking into options for wheelchair priority signs for lower accessed monitors in the atrium.
 - NC has sent out a survey amongst disabled students with a focus on accommodation issues.
- **Dates to Note**
 - o **November**
 - Islamophobia Awareness Month
 - Movember
 - Disability History Month
 - 16 Days of Activism
 - Transgender Awareness Week 13th –19th
 - o **January**
 - Holocaust Memorial Day
 - Burns Night
 - o **February**
 - LGBTQ+ History Month
 - Lunar New Year
 - Ramadan
 - o **March**
 - Eid
 - Women's History Month
 - Neurodiversity Celebration Week

- Holi
 - **April**
 - Easter
- **Elections & Resignations**
 - No elections/resignations
- **Updates, discussion and decision topics**
 - Halo Code
 - Trustee board passes Halo Code, which shows employers are welcoming and accepting of employees from every background.
 - Feedback Result from Light Feedback
 - Previous Feedback of 'dark spots' on campus has been investigated and will be passed on to who it concerns.
 - Trans Day of Remembrance Vigil
 - Trans Remembrance Vigil will take place with speeches, LED candlelight Vigil and warm drinks
 - Disability History Month
 - Nibble & Natter 2nd December
 - Access to premiere of Wicked 2 with word caption technology through Link Tree
 - Harm Reduction
 - JP looking for more participants in harm reduction survey
 - JP explains University's current policies on harm reduction
 - President's Availability
 - JP has made their outlook calendar accessible to all students and staff
 - Equalities Campaign Idea Space
 - Issue raised within societies that there is no policy around recording audio and video without consent outside of society events in public places. JP agrees to look further into this issue, suggesting guidance for this situation and similar should be posted instead of a policy implementation. Further concerns were raised around the SU keeping pictures of students for extended amount of time.
- **Date of Next Meeting: 12th February 2026**