

Diversity and Support Sub-Group Constitution

Overview

The Diversity and Support groups (formerly Student Support) are a Sub-Group of the SU. The sub-group is comprised of Gender Equality, LGBT, Student Parents, Mature Students, Race Equality, Bath Erasmus and Exchange Network (BEN), and Enable (formerly Access).

Mission Statement

The Diversity and Support groups and Executive Committee (“exec”) aim to represent and support the diverse range of students at the University of Bath, running campaigns on their behalf and lobbying for change where necessary, while providing a support network and creating a safe space for students from under-represented groups to find like-minded people.

Constitution

This constitution supersedes all individual group constitutions and is superseded by Articles of Governance, Bye-Laws, and Regulations of the SU.

This constitution should be reviewed on an annual basis by the Diversity and Support Exec. Changes to this constitution can be proposed by any member at any time, to be discussed at the next exec meeting.

Membership & Governance

Membership of all Diversity and Support groups is free to all members of the SU, to ensure there are no barriers to participation. Membership is open to anyone who self-identifies as a member of that group, or who wishes to support, campaign on behalf of, or in any way integrate with members of that group. All members, as members of the SU, are bound by all existing SU policies.

New Diversity and Support Groups can be proposed by any student at any time for discussion by the exec; however efforts should be made to incorporate groups where possible to maximise reach and impact.

Due to the nature of the membership, the sub-group will not have General Meetings (GMs). Instead of this, and to ensure full democracy in the management of the sub-group, items which would normally be discussed in a GM (eg affiliations, policies, sub-group constitution) will be open to email consultation and subject to an online vote.

Diversity & Support Executive Committee

The Diversity and Support Executive Committee is made up of the following positions:

Chair (elected through BathStudent.com in Spring)

Treasurer (elected through BathStudent.com in Spring)

Publicity Officer (elected through BathStudent.com in Spring)

Chairs (or other representatives) of all Diversity & Support Groups (ex-officio)
Nightline external co-ordinator (ex-officio)
Student representatives for the University Equality and Diversity Committee (ex-officio)
NUS Liberation Conference Representatives (ex-officio)
Race Equality Representative (ex-officio)
Gender Equality Representative (ex-officio)
Students' Union Advice & Support Advisor (in attendance)
Students' Union Advice and Community Manager (in attendance)
Students' Union Advice and Support Advisor (in attendance)

The Diversity and Support Exec will meet no fewer than 3 times a semester. Where a chair is unable to attend an exec meeting, they may send another committee member in their place. If a group is unrepresented for 3 consecutive meetings without good reason, they will face disciplinary action. If an elected position remains unfilled after 2 rounds of elections, the committee can choose to co-opt a member to fill that position. The committee can also co-opt other members based on relevant skills they feel that member would bring.

Group responsibilities

- All groups will aim to have 30 members each year, though should this target not be reached they will still receive the same level of support
- All groups will attend events in Freshers' week to promote recruitment and SU involvement
- All groups normally will send the chair(s) as representatives to the Diversity and Support Executive Committee, or another committee member in place of the chair.
- All groups will adhere to their set budget
- All group committees will attend 1 to 1s with the Community Officer at the start of the year, and at recurring times if arranged.
- All groups will have an up to date constitution and abide by the requirements within it
- All groups will abide by the requirements in this constitution
- All groups will provide risk assessments for all events, and campaign action plans for all campaigns
- Where possible, all committee elections are to be held online through BathStudent, with the exception of the LGBT group. Offline elections are to be fair and democratic, which if debated will be at the discretion of the SU Community Officer. When not elected through BathStudent, the committee has a responsibility to inform the SU of names and email addresses of all committee
- Committees should stay in contact with the SU – replying to emails, attending meetings, etc.
- Committees should encourage members to engage with the democratic processes of the SU.
- Any group holding social events should work to be as inclusive as possible, going above and beyond the Socials policy of the SU. This is due to the nature of the Diversity and Support groups being a place for under-represented student groups to feel welcomed.
- Each committee member should create a role-specific handover document, to be passed on and developed year on year.
- Each committee should follow SU branding guidelines
- All groups should have an up-to-date webpage on BathStudent

SU responsibilities

- To provide all groups, and the exec, with annual budgets
- Give appropriate training to all group and exec committees, including specific support when the need arises
- To support all campaigns and events run through the groups
- To use links nationally to inform groups of relevant issues and activity, particularly with regards national conference.