

## Vice President

Ilona

### Experience

- JCR Target and Access Executive 2015-16
- Involved in running tours and widening access within Fitz and the wider university.
- Worked alongside college to improve access aspects of the JCR website.
- Organised the Fitz Shadowing Scheme.
- I have worked closely with admissions, communications and the bursar to make the shadowing scheme the best that it can be.
- I currently attend fortnightly CUSU access meetings; I understand how the system works already and how important it is to collaborate with other colleges.
- On several committees within college – I understand how the college works and have good working relationships with some of college staff.

### What I will bring to the role

- Keen to listen to students and to get their voices heard within the college.
- Well organised and understand the importance of working in a team.
- Very good administrative skills – organised and running the Fitz Shadowing Scheme 2016.

### Promises

- Carl done a great job this year – continue his legacy.
- Housing Ballot
- Work closely with college and with students to get a fair and stress free balloting system.
- Keep something for the scholars to reward them for their achievements. Important to acknowledge them.
- Make a fair system that allows students to live with their choice of friends.
- College Family system
- Worked very well last year; I want to continue the tradition and to make it run as smoothly this year.
- Marriage superhall – I would like to have someone taking photos of students signing/getting married to be able to put on our website and our page on the CUSU alternative prospectus.
- Link between JCR and CUSU
- Worked closely with CUSU on the Fitz and uni wide shadowing scheme – they have offered lots of support and I wouldn't have been able to do it without them.
- Understand the importance of being linked with other colleges – getting support and solving issues.
- Committees
- I will work with college committees so that everything is done in the best interests of the students.
- I will ask what people want or if anyone has any concerns and then pass them on the committee – making sure everyone's voices are heard.
- College life
- Work alongside Carl to ensure that college life is easy and the cost of living is improved.
- Easier and more efficient ways for complaints/suggestions to be made.
- I want to push for increased internet allowances.
- Sharing of information – it's important for students to know what changes are being made and what it happening at the JCR/college level; I want to create a better platform for this.
- Better bike racks/ security on college property – in college, college houses etc

Katie

- JCR Ents exec
- Liaising with college, meetings with bursars and staff
- Good feedback with FULS, keeping in loop, changing of plans
- Problem management – ents team management, workloads affected significantly
- Good relationship with Carl – worked well with freshers week, love of admin
- Offer alternative perspectives on issues which will be good for discussions and providing compromising solutions - best interest of everyone in college
- JCR more cohesive – each comm. Is more aware of what each other does
- More talking with other execs – vehicle between college and other JCR – joint welfare ent events
- Work with CUSU – focus more on mental health support? Waiting lists long – lack of funding, reshuffle of Fitz budge to see where to redistribute funding
- More open meetings – responses to anon forum
- Bigger presence around college – to be contacted all the time
- Increase buttry times
- More food in bar
- BT sports in TV room
- Want to start in-person meetings with President/VP
- Beanbag space in library i.e. get a comfier area to have a break - blankets?
- Enjoy being part of JCR and enthusiastic to work with other events and comms
- specifically for housing ballot discussions with students and college requires a lot of management/organisation which she has practice in

Q&A:

Are you aware of the time management and time needed for ballot:

- Katie: used to planning week around events, stresses of freshers week similar to housing ballot stresses and others worrying about it
- Ilona – shadowing scheme, also lots of weekends taken up with admin and trying to set up with scheme, work is independent and flexible so can deal with extra workload

If Carl is unfairly distributing work:

- Ilona and Katie: express concerns that we get too much and ask for a better distribution

## Ethical Affairs exec

Grayson

Ethics should be about promoting good living for all, and living a good life yourself. Not only does my course involve direct study of that sort of thing, it tends to do it through a very analytic lens. What I'd be able to provide is that same analytic skill to promote ethical living in the student body. My three ways of reaching this goal in particular are these: I would organize discussion groups on relevant and potentially unusual topics that never-the-less bear on good living. Problems like what we ought to look for in friends, or to what extent we should identify with our work and how that affects us. The second way is by distributing short thought pieces every now and then via a mailing list to encourage self-reflection and discussion. The third way is by making myself available to anybody to talk about the sorts of issues that fall in my jurisdiction.

Ethical affairs is certainly about positive change for the world. But positive change in the world starts with positive change in individuals. The goal here is to promote that positive change in individuals and create a ripple effect. A person who treats their self with kindness and respect treats the world the same way.

Fran

- Drive for making a difference
- Want to encourage charitable participation in college
- Regular food bank – want the porters involved to get a regular system, so much wasted
- Tackle homelessness in Cambridge – want to encourage engagement in this and own ideas. Improve college input – eg vote on charity of the year and fundraising for this charity over the year.
- Passionate about charity aspect – drive engagement.
- Increase awareness of green and ethical side – fair-trade fortnight and switch off week.
- Already experienced with campaign running – mental health and homeless shelter
- BBC Children in Need charity committee for SW – experience of how charities function
- Bubbly and friendly – always up for a chat
- Motivational quote: “We make a life by what we give”

## Ramnik

- Why I want to be ethical affairs exec:  
As a medic I care greatly about ethics and the impact we can have on others. I want to be able to use this to inform others and encourage them to take a more active role in ethical affairs. I feel as though I am easily approachable and am very comfortable talking to students and staff in order to organise events and get more Fitz students involved.
- My aims:
  - o Regular food bank collections
  - o Christmas shoe box appeals
  - o Get college more involved with RAG events
  - o Using ents events to publicise ethical aims and raise money (have done so with CATS society)
  - o Holding our own discussions and events such as film nights
  - o Publicise volunteering students can fit in within Cambridge (such as with Student Community Action)
  - o Find partnerships with organisations (perhaps with other colleges) through which students can get involved in projects (such as volunteering or conservational work – here or also abroad)
  - o Main idea is to raise awareness within college and get more college students involved in discussing ethics and applying this to their everyday life – using events and helping people do this together is the way to have a bigger impact on the wider society
- Relevant experience:
  - o Volunteer weekly with Student Community Action as a Big Sib
  - o Fitz rep for Cancer Awareness in Teens Society (CATS): have so far run a bar quiz for this to raise money, am running the Christmas coins scheme and trying to publicise the signs of cancer
  - o Enjoy organising events and sitting on committees: Cambridge women’s pool captain, dissection discussion panels, previously head girl at school and had to coordinate teams of prefects as well as public speaking and liaising between staff and students

## Q&A:

### Time availability

- Fran: theology, so available for whenever
- Grayson: philosophy

### Hana tried getting people to attend docuscreenings, how to improve engagement:

- Grayson: easy to say no when being spoken to like you don’t have a face, so want to find the individuals who would bring others with them to come
- Fran: see what are the best days to come, see when is appropriate (eg Saturdays since most people don’t go out). Feedback before events would be good.

## Treasurer

Millie

- No JCR experience, but currently on rowing committee – most of it is dealing with budget, receipts and cheques
- Not just money, organising gown sale
- Also organises kit and presentation for the rowing club, so can extend this to the JCR
- Has had lots of discussions about what has happened before to do successful stuff before

Q&A:

How about trying to change system:

- Works quite well and seems to be okay
- Fenella: can't try online banking we've already tried

## Secretary

Tara:

- No previous JCR, but other comm. Roles – in last year of school, secretary general of 2<sup>nd</sup> largest UN meeting, minuting, communicating with delegates/comms to make sure everyone knew what was going on
- Organised, so can stay on top of things – detailed and clear notes
- Good writing skills, so can communicate clearly to the JCR
- Ideas:
  - o Comms team work is good already
  - o Strive to continue Nivvi's good work (continue goat puns)
  - o Relevant updates on JCR – eg quick summary of meeting minutes
  - o Regular basis (every week or 2)
  - o Post on FB group, so people who don't post online see it/embed into the email
  - o Digest with weekly calendar in college/wider community
- Coordinate with pub officer to see goat post is following schedule
- Sending out commissions 3 times in a term
- Work with website officer, to make sure info is upto date

Q&A:

Bombarded with emails and communication – in middle of term with 50 emails, have you got ideas about how you can manage this?

- Matter of prioritising most important emails, then going through less important ones a bit later on. Methodical, check list – make sure to go through everything with a deadline

Other than Billy Bulletin – how can we get across what's happening with JCr and student body to communicate?

- Anon submission boxes on website good, so add facebook polls for overall idea of what people think
- Physical suggestions box in the butterfly eg in the queue so that you don't have to "hold that thought"

## Academic Affairs

Edgar:

- 1<sup>st</sup> year geog
- Interesting to see what goes on behind the scenes – seems vague/foreign, so interested to see what happens
- Enjoys quizzes, so organising more regular quiz night – eg once a week if people interested.
- Competitive but broadly fun environment
- Prioritise academic affairs – such a big thing in Cam/academics important – work closer with ents/welfare to help relieve stress/mental health issues
- UC – a bit rushed, happened in a hurry, make less rushed, with practice rounds
- Lots of unknowns about college life. Might be DoS not telling us what we need to know – exam terms and exams in particular, eg exam structure, completely unnecessary. Try to get this commed across. Contact hours in exam term – unknown, so want to know at beginning of academic year instead of just at the exam term

Mel

- Well suited to role, involves sitting on committees, ed comm. And excited about library comm.. really likes libraries, knows how they work (volunteer in community library and WE in UL and MML). Applied to Fitz because of the library here. Wants to continue success of Fitz library – want people to let her know what they want to get out of the library, particularly when we spend so much time there
- Enjoy quizzes and writing them
- Interacting with charities officer out of pub quizzes
- Being available to talk to by undergrads
- Approachable with drop in sessions for people who have any academic concerns who want someone to talk to or help dealing with a particular issue. Knows how difficult workload can be here! Allow people to pass on feedback via drop ins as well – more often than just before every comm, hopefully fortnightly sitting in cafe or jcr for a few hours.
- Great to support people academically to support their lives as students

## Nivvi

- Secretary and Communications exec in JCR already
- Has big impact on college life in this role – comes across problem that most people want mental health dealt with as a result of academics, so can deal with this in this role with welfare.
- Knows how JCR works, and has already sat on Youth Leadership team for Red Cross and worked with their Senior Management Team towards things like youth empowerment. So, she has experience with committees and is excited to sit on can library committee and education committee
- Ideas:
  - o Accessible to people – open meeting every term, academics in general, what people find hard (eg fellows), so can come in person to discuss with someone
  - o Cafe each week for an hour – via email of Fitz Group so can be easily reached
  - o Send email every 2 weeks, saying “I’m here to help I’m the academic affairs officer”
  - o Having surveys – Sandeepa does lots of polls and surveys with low participation. How possible to have surveys as a physical thing – bring food to JCR with the polls to lure people to come
  - o Excited to organise pub quiz and UC – was on quiz team at school so knows how it works, and what things to include

## Q&A:

What would you do to make quiz nights more engaging? (More  $\neq$  more participation? Eg quiz in freshers week)

- Edgar: Once set precedent for good quiz, people will commit more to a regular thing. If people don’t want it, it will be something that has to go on the back burners
- Mel: quiz for CATS last week was worried that no one would turn up, didn’t know what was going to happen – so publicity is needed. Prizes that people win incentivise? Talk with MCR as well
- Nivvi: creating hype – lots of people there is good, so make sure corridor reps know about it (during FW), talk to ents, and talk with comms

## Target and Access

Emily

- Background:
  - Currently on the T+A sub committee – even though it has only been a few weeks, I have first hand experience of how things are run, such as seeing how Ilona delegates, the sort of things expected of us and working with Aemilia, the SLO.
  - Key in this is shadowing scheme! I have seen its organisation pan out through the whole of term, and been involved in the planning and logistics in the last few weeks. This experience will be pivotal in me running a successful shadowing scheme next year
  - I've also helped out on a lot of tours and open days, such as the big one in July and I have regularly run outreach activities with museums.
  - And, worth saying, I do classics – time on my hands to dedicate to this
- Why want to do it:
  - When I was in 6<sup>th</sup> form, I feel I really benefitted from open days and study days put on by colleges and faculties. I would love help other students get involved in this regardless of their background or their proximity to Cambridge.
  - I want to promote fitz! People don't often apply here, which is a massive shame! So I of course want to boast about how wonderful it is, especially for people daunted by central colleges, or wanting a more friendly vibe!
- Things to continue on/improve from last year:
  - I would like to, of course, keep up the shadowing scheme!
  - Last year "ask a student" was beginning to be set up on the JCR website, I would love to continue to work towards this/push for it.
  - Workshops for going back to schools and other ideas people may have → i.e. fitz is quite a diverse community, and people seem to want to go back to their schools/improve access. Would be good to establish a more tangible way to put this into place. Last year, there was a presentation, but not very high turn out (despite free pizza!) and didn't seem to be followed up. Perhaps do presentation again, but use already established facebook group to target people. Also, perhaps set up a way people who have idea/want to do things but don't know how could get in contact, either via an email suggestions thing or more workshops like that?
  - Keep up tours!! Perhaps also encourage people to invite their own schools here for tours, a tour from a familiar face/ someone who is tangible could be very cool!
- New things!
  - More subject specific open days and masterclasses, like geog conference or the subject lecture days that are faculty run. Good way of allowing students to find out about subject AND promote fitz (which is, of course, our evil diabolic plan all along)
  - Greater social media presence, if possible. Kind of following on from ask a student, promote the college from a more "studenty" perspective. Newnham jcr, for instance, has an Instagram which is entirely student run. Just to show what college life is like, beyond academics etc. Could also do this with twitter and facebook

Q&A:

With access role, a lot of communication with college staff eg tours as well as shadowing scheme, if college isn't responsive, how do we get around this?

- Send email, if no response then follow up, then if no response, go to their offices – "are you around to speak?" See face behind emails.

## Ents

Alisha

- Currently ents officer (going alright at the moment)
- Continue Katie's work
- Work on Freshers' Week, continue with fresher comm., get 1<sup>st</sup> years on it, get their involvement
- Continue with bops and people's ideas
- Themes for FULS
- Work with academic affairs with quiz, had money left over this time, so maybe get people more involved with cash prize?
- More themed socials? (Lent term).

Q&A:

A lot of friends are on JCR, sometime people don't turn up to do their jobs – how could you get people to pull their weight?

- Work on telling them earlier on what's happening, so everyone has to work the same as everyone else.

## Welfare exec

Ellie:

- Passionate about Cambridge and mental welfare, MML so has lots of time, so want to put time into it. Important to give back
- Quite organised, obsessively so,
- A lot of welfare role is dealing with requests, admin and work on the side
- Approachable, so relatively friendly – so people can come and speak with you
- Becca did a good job (week 5 cookies), so continue
- Drop in sessions for welfare, build relationship with the undergrads – see if anything is bothering them

Katie

- Suitable:
  - o Want to do it/enjoy helping people, important for a position
  - o Been on a few committees (hist soc, netball captain, and ball committee) – on top of things, organised, admin skills, liaising with college people
  - o Thinks she's approachable – if people have any issues or problems, good links with all years so can help from any year. She will have drop-in sessions at the café as she wants people to feel they can come and talk to her and that she could help out help out
  - o Understand and relates to other people's problems, completely understands stresses of Cambridge – also finds everything really hard
  - o Stigma in Cambridge to be okay all the time – so everyone needs to know this is okay
- Lead the team – not micromanaging, but make sure everyone pulls their weight. From a distance make sure every sub comm. Is on top of their jobs
- Practical skills in budget – all about organisation and getting things in to college on time
- Ideas:
  - o Freshers weeks: packs, events, more events in the day? Film nights, games nights?

- Have more of a focus on quizzes than there is presently and liaise with Ents team for this.
  - College is lonely – welfare is about making friends, and getting people involved
  - Welfare food – lollipops and doughnuts
  - Guardian Angels scheme – e.g. freddo in pigeon hole
  - Exam term bouncy castle, collab with other college with puppy relief
  - Yoga classes – try to bring them back, eg with budgeting see what's possible. Make sure there's a plan to get people involved
- She wants a focus on mental health in college and more information about services available as this is a big problem in Cambridge and she still feels it might not be talked about enough. No one should ever feel alone or helpless with no one to go to.

#### Reuben

- Important to him, has changed schools a few times – main differences between student bodies who are disaffected and those who are engaged is welfare and feeling like they're being heard. Was head of welfare comm. In sixth form, so do very similar things to this – when emailed, message back as soon as possible. However, was frustrated that at Christian school sexual health resources weren't available or budgeted for; but Fitz JCR is forward thinking so looking forward to that.
- He has already been discussing with Becca some changes targeted towards those who slip between the cracks. Want to make sure that help and advice is explicitly available, not just for those with ailments, but for those who are supporting friends with ailments as well. It's easily overlooked how hard it is to support a friend who is in pain. From my experiences in other institutions it's often only at the point where it develops into its own independent health issue that it is given any sort of focus. We need to supply help before it gets that far. And while help is certainly available here, it's not made very clear that people can get support themselves and not just for their friends in situations like this.
- An avenue through which we could prevent the situations getting too bad is by disseminating information resources such as pamphlets through organised sessions and emails. In these resources we would directly address and dispel myths, such as the dangerous misconception that one can fix their friends through supporting them. We need to make it clear that as a friend one can only do so much before professional help and support is required. I've known people who've been destroyed by the perception that they're a failure because they can't help a friend's condition – this isn't ok. Because not only can it lead to the person in question developing stress-related conditions of their own, it can lead to their friend feeling obligated to pretend things are improving when they aren't.
- JCR website box to suggest things that help them – stress relief is quite personal, so get people to get involved and see what helps particular people – bouncy castles are great, but really obvious, niche things might help more – inspired by friend who makes glitter bottles to look at.
- Talking to people who like – essay skill workshops, one hour not enough, so introduce mid-term writing skills? At start of term are bombarded.
- Reformat welfare pages (so many resources that are just in a big mess so want to scale the information down, order it more cohesively – more

## George

- 1<sup>st</sup> year historian
- Wants you to vote for Reuben
- Wants to suggest some things however:
  - o Focus on identifying different roles on what welfare exec is there for and what the exec roles mean.
  - o Peer listening scheme (for people who don't need serious help, but wanted to contact someone to express their feelings) – some discussion without heavy influence, want someone to feel their for them – so would be there for them, make it flexible, eg sit in cafe for a few hours a week, so could also talk somewhere in private.
  - o Work with academic exec but with ents as well – social participation for some subjects (eg independent subjects) is important. Loneliness is a big cause of unhappiness, so making people involved with college, so people don't slip through the cracks, reassuring people that they're there
  - o Cakes and condoms would continue
  - o Poll in midterm to see what people want to get

## Q&A:

Welfare exec for each gender to be there with their own crises, how could you be sensitive with large scale issues on short time scale

- Reuben: important to realise you're not professionally qualified, so need to point in right direction confidentially and quickly. Used to be in soup kitchen so listened to problems, but couldn't help people with their issues, so had to help people make sure their thoughts felt validated
- George: is about pointing people in right direction in times of crisis, but people who experience crisis and people who are well is a bad way of looking at things – it's a spectrum. Highlight that you don't need to feel completely awful to have to get help and reduce stigma to get help when they wanted it, eg by peer listening scheme with other people who might want to get involved as well – prevention better than cure
- Katie: echoing previous, is this something I need to listen, consult and/or help – also a port of call, a sponge so not to advise but to point in the right direction – has been stressed so wants reinforcement that things are going to be okay. Wants to reassure people depending on what's needed – judging between where to sit between listening and pointing in right direction. About being there, but also knowledge about how to approach it
- Ellie: being available all the time – worrying that there is a lot of time spent alone, so wants to make yourself available. Useful to be contactable quickly. At uni you lack friendly old faces (friends/family) – wants to help build relationships with people to make them feel good

Becca/Oli good friends, but Becca struggled with Oli not pulling his weight. Would you be willing to work with the other and how would you deal with managing role between you:

- Katie: everyone would be able to provide good working relationship. If someone wasn't pulling their weight. Common problem with committees, some people more committed than others – needs communication, approach people and find solutions. Good about having two execs good thing to be adaptable and dynamically share workload – both want to help people as much as possible to make welfare team as good as possible.
- George: happy to work with Ellie or Katie. Knows Ellie well but she wouldn't let him slack. Would also be happy to work with Katie.

- Reuben: trying to identify reasons why – eg if personal issues, then need to help them too. Need to make sure help is available, so if not able to . Got to be prepared to do more than 50% of the workload
- Ellie: not necessarily split into just M/F, so should be fluid – so men should be able to approach female welfare exec and work with team across the board instead of separate.

What would you do if someone said their friend was stressed/difficult:

- Katie: if worried about friend, how worried are they – how serious is the crisis? Is the person a danger to themselves or others – get immediate help. if they are worried, then might be able to liase through the person instead of just saying to the person directly “I’ve heard you’re struggling”. Could suggest the friend to come to the welfare exec, give resources, wouldn’t go straight to the person – more harm than good.
- Reuben: agrees. Has been in similar position – mental health very personal, so wants to make them feel comfortable and sometimes feels like attacking even if you’re trying to help them. Trying to take away someone’s liberty – unless it’s an extremely dire situation, make sure the friend is the one you give the advice to to relay to.
- Ellie: agrees friend is the one to relay, but doesn’t want to make sure the friend feels responsible – so handle carefully to make sure to tell the friend what signs to look out for in case the signs get worse. Friend might actually want to pass on responsibility to exec rather than relay so will need to be able to step in and get involved.
- George: there are extreme cases that need professional medical help, then at which point you are the friend what’s going on to get a good idea, follow appropriate footsteps, make sure they’re not a danger to themselves. Would never really approach someone in case it makes you feel “oh is there something wrong with me?” – makes you feel like someone goes behind your back/damage relationship. Create a good condition to make sure the person can approach rather than be approached. Allow people to make decisions for themselves.

Welfare team is a huge sub comm. And each person does a very different job – how would you be good at dealing with various different parts on the sub comm.:

- George: good because of experience, was head boy at school and had to deal with big team of prefects with similar role, manage people to make sure they were pulling their weight without some feeling they were being given too much – happy to use and build on experience. Making sure people are pulling their weight – not pressured into doing things. Lead by example – wants to do a good job to make sure others follow
- Ellie: organisation – making sure people know exactly what they need to be doing and when, clear outline of the term and how they need to do it. Chatting with people to make sure it’s not getting too much –redistribute if necessary.
- Reuben: was editor in chief of sixth form newspaper, so knows hierarchical structure, making sure everyone in the hierarchy is respected and listened to on the same level and making sure they don’t feel like you’re doing the role for them. Independence is powerful motivator.
- Katie: good to get to know your team well first, so then have good communication well. Eg head girl at school., ball comm., so each of you understand what each other’s roles are so you can then communicate issues and solve problems together. Doesn’t want to stifle creativity and innovation so people sometimes want to take their role on the JCR in a different direction – make sure people do the job they want to do but make sure they do their job. Liases with ball comm. (as publication officer), so good working relationship with everyone. Wants good vibes within the team as a whole.