



**Activism Subcommittee MINUTES**

**Saturday 19th January 2019**

**10am – 4pm**

**Room F1**

**Human Rights Action Centre**

**17-25 New Inn Yard, London, EC2A 3EA**

**Present:**

**Tom Chigbo (Chair)**

**Alexis Hatto (Regional Representatives)**

**Julia Pato (STAN rep)**

**Holly Shorey (Thematic Networks Representative)**

**Maddy Stanford (Youth Representative)**

**Daren Nair (AIUK Section Board)**

**Rhiannon Griffiths (Country Coordinator Representative)**

**Staff attending:**

**Andy Hackman (Head of Community Organising, HRE and Events)**

**Kerry Moscogiuri (Director of Supporter Campaigning and Communications)**

**Jeni Dixon (Community Organising Manager)**

**Mike Quinn (Community Organiser)**

**Apologies:**

**Piper Booth**

**Bob Barron (Trade Union Network Representative)**

**Item No. 1 Agenda Topic: Minutes and Matters Arising**

**1.1 Introduction**

Tom welcomed everyone to the meeting.

Hopes for 2019:

Start implementing the IOM strategy

Diversify Amnesty with STAN and as a whole Amnesty

Increase and get to a better position of collaboration between activists and staff

More communication between groups, especially from a youth perspective

Move youth activism outside of just educational establishments

To still be doing all of this next January!

Nationbuilder!

Really good NC and AGM, encouraging more participation

Lots of enthusiasm and energy behind implementing IOM

**1.2 Minutes from the November meeting**

Minutes approved.

Kerry to post on the website as final. **Action: Kerry**

**Item No. 2 Agenda Topic: Operationalising the IOM strategy**

Andy introduce the paper on operationalising the strategy:

Priorities for Quarter 1 2019:

**a. Regroup around the agreed budget**

Reorganise the resources in Community Organising Team and Artist Relations Team

Approach funders for additional funding for IOM implementation

The Innovations Manager is spending most of her time supporting IOM implementation now

We want to redefine the job roles of community organisers to focus on community organising

Check we have the right understanding of the roles of activists

**b. Alongside that we want to focus on developing the training programme working with the HRE team.**

- c. Work with Priority Campaigns Team to build a framework to enable more activist-led campaigning
- d. Implementation of Nationbuilder
- e. Pilots - one regional pilot and one network pilot
- f. Develop a youth strategy to be complete by the end of 2019
- g. Improve the way in which rights holders and activists make a meaningful contribution including how we diversify the movement – in terms of how we develop the next strategic plan.
- h. Create effective major donor funding proposals based on the specific projects within the strategy

Daren asked for the definition of a lead activist: Jeni replied that it is generally anyone recruited or elected to a role. Andy clarified that we have layers of lead activists and Tom clarified that there is no reason to keep the definitions that we have now.

#### Roles of Lead Activists

ASC split into pairs to answer the following questions:

What roles are we asking people to fulfil right now?

What qualities or activities are we emphasising when we are trying to recruit people to those roles?

Imagine an accident, and all records are lost – what would you do to make up a new set of roles?

Maddy – There is recruitment for YAG and in smaller youth groups. The purpose of YAG is to be an advisory group, it is do with representation as well as organising skills, it is important that there is representation from across the UK. There is a general trend that girls are better represented than boys.

Holly – Thematic network committees are effective. There are contested elections, the roles are not specific. There is though a potential to have skills shortages because of not recruiting for a specific role (eg social media).

Rhiannon There has been a lot of recent positive changes in response to the feedback from the coordinators. There has always been a real concern with turnover and that has really improved in the last year or two. It is a big forum (50 of us). When you look at the forum itself there are people who have been there a long time and people who come back when needed. There has been more training, and people have been confident in being open about what they need. Elections are rarely contested.

Alexis: The Regional Rep role itself is quite poorly defined and although it is an elected role, it is very rarely contested. That brings us back to thinking about how the regions are structured. Regional Media Support Officers – the role is more clearly defined, and is coordinated by the media team, that creates some communications issues. In terms of defining the roles we need to move towards a regional team structure.

Julia: As a whole the roles are seen as representation roles of students and specific regions. Students directly elect STAN at the Student Conference. The election is always contested but because it is often based on the speech, public speaking ability is a strong factor so perhaps it could be run differently. STAN itself is relatively effective. Student groups themselves are often dominated by white upper/middle class females. There aren't specified roles beyond President and Treasurer. There should be specific roles in order to diversify on STAN to reach beyond universities.

Tom and Daren: Discussed local groups, in which admin skill and routine/predictability are the skills that are being asked for. In Leeds Group experience, there has been no Chair for the past 2 years. Daren used to be chair of a group, and the group also needed someone to be the point of contact (that was the secretary), someone managing social media and a treasurer. Chair is a formal role in a group. Some groups don't want a Chair, they call it a coordinator (which is what AIUSA does). In terms of the qualities, it is important that people are able to accomplish the objectives that come with the role.

Maddy gave a good example of how Glitch organised the role of social media officer where time limitations were clear from the beginning. Another route is to set the objectives for the role, and empower an approach to meet that.

Tom summarised: a general point for all roles is clarity, and also a degree of flexibility. Generally speaking we need to open up. When we do the activist role review, we will need to take account of that.

Tom asked that everyone initiate a conversation in your activists group so that you can contribute to this review. ASC members are asked to contact Andy to arrange this.

**Action:** Andy to email ASC members to set up sessions to review roles by constituency

**Action:** All of ASC, as ambassadors for the IOM strategy, to start having conversations with their elements of the membership, to let everyone know we are reviewing roles and that we are encouraging their input into that.

### *Item No : 3 Report back from networks*

Holly presented a paper which was tabled in the meeting on learning lessons from the Child Citizenship Campaign.

The papers highlights the successes, some learning and a proposed initiation procedure for more activist-led campaigning.

There is a learning about simplifying the initiation process and then we need to be more effective in communicating activist-led campaigns with the movement.

Initiation procedure – Mike talked through the proposed initiation procedure.

Rhiannon said that learnings from this would also be useful for Country Coordinator campaigning.

Lessons learned – feedback from people who been involved in a campaign and that can just go out

Kerry asked that this work be developed to form the basis of the framework for activist-led campaigns which is one of the tasks required to enable the IOM strategy.

**Action: Andy, Mike and Kerry** to work with the Campaigns Team and Holly to develop an initiation procedure for approval at the March ASC. It should include some text relating to the IOM and grounded in our experience.

Daren asked if this can this apply to campaigning for I@R too and how does it work for campaigning for individuals at risk who are not in Amnesty's portfolio.

**Action: Andy, Mike and Kerry** to clarify this through the development of the framework.

Tom clarified that at the heart of this we are committing to this direction of travel, aiming to have more activist-led campaigning and easier for them to do.

#### *Item No. 4: Future role of networks*

Tom introduced this item as a broad discussion about networks, starting from first principles so that we can then frame procedures around what we are aiming to create. Rhiannon clarified that Amnesty Projects are temporary (ad hoc) and then can transform as needed eg Asylum Justice and Death Penalty. The Projects feel very activist led and a good way to engage people. We need to consider what resources are needed, including staff support. Tom asked what will be the best mechanism for dealing with requests for new networks? We need to clear up whether or not the board should always need to approve a new network? And what is the process for approving? We need to develop that and how it is linked to resources. We also need to be able to review the performance of the networks and the projects. ASC discussed the issues around nomenclature and the governance aspects of being a network. There was support for keeping the focus on what we want to achieve from networks as the starting point, and then addressing the issues of name and role within the governance structure.

**Action: Andy** to bring a simple procedure to the next meeting.

#### *Item No. 5. Human Rights in the UK*

Alex Farrow from NCVO joined the meeting to talk about the work NCVO are doing to help develop AIUK's work on campaigning for human rights in the UK.

Alex introduced himself and his background which is mainly in the youth and development sector – working on youth policy and the rights of children and young people.

Alex explained what NCVO are doing with AIUK: to help us establish our vision for human rights in the UK and to explore what are the burning issues that AIUK should be working on, and in which we can harness the energy of activists and be most effective. This work links to the development of Amnesty's global strategy (2020 onwards) and AIUK's next strategy (2021 onwards).

So, this work is laying the foundations that will feed into the strategy development over coming few years.

NCVO have done a literature review and analysis, looking at recommendations that the UN had made, and the lay of the land in the UK, summarising Amnesty and other research. They mapped out what other organisations are doing and how. They are now doing a lot of interviews, with staff and people outside of the organisation – explicitly human rights or organisations such as Shelter. And now they are doing consultation with activist constituencies eg STAN, and workshops with Amnesty staff as well as thinking about the ways in which Amnesty can make a difference.

NCVO will develop a series of options. NCVO will produce:

A clear vision

Key issues and gaps

Potential campaign priorities

The role AIUK plays

Alex asked the ASC for input on how their networks could be engaged through this process?

Holly asked if this is a better way of formulating how we campaign on HR in the UK overall, not just the campaign. Kerry clarified that it is to help us with all of our work on Human Rights in the UK.

Rhiannon asked how the Country Coordinators, would fit in, as they cover countries that are not the UK.

Andy clarified that Mike is on the project group and Andy and Mike will think about how to involve Country Coordinators.

Holly suggested that the CHRN should feed into this. It will be important to feed in the learnings from the Citizenship Fees campaign.

**Action: Mike/Felix/Alex to take this forward**

Alex confirmed he will be attending the next Regional Reps Forum.

Tom said that whatever happens needs to build on the IOM strategy, and taking a more 'organising' approach. Out of this project suggest that we move less towards defining the issues now, and then move towards a mechanism to involve activists in that decision-making.

In terms of being most effective, Tom said that having a large membership in lots of geographical places, and prioritising that is very important and a real strength in Amnesty. A culture and habit of people meeting locally as Amnesty is rare for a UK NGO.

There is a question of how we would survey the whole membership? Alex is looking at how this conversation might be continued what would we want to do with this in order to do more of that?

Rhiannon said that it is important that we remember to include individual members and that there is not such a structured way to engage them and we need to find a way to engage them in this.

Daren asked when this is due. Alex confirmed that the last set of workshops will be at the AGM, and we are expecting to pull all of this together in early May.

The NCVO will go to the North West Regional Conference.

At the AGM, we will use the workshop as a test of what we have learned.

Daren asked how effective is the local groups survey run by the Regional Reps? Alexis said that it is inconsistent at present but more work being done with the data team to improve it.

Tom made 2 suggestions to make this salient, one of those is Brexit and the other is reminding people of Amnesty campaigning on human rights in the UK eg gang matrix and child citizenship campaign as context for people who aren't used to amnesty working on UK issues.

Alexis fed back that the regional rep for NI has asked that the issue of ' Brexit and Northern Ireland' should be an issue for AIUK.

Holly asked whether we are thinking about specific issues that might be relevant to specific area or community? Eg fracking in the north of England? Alex said that's why we've opted for this twin track – not just what are the issues, but also what are the ways. Maybe we won't have priority campaigns at all?

Alex asked that if ASC think further about ways we could engage specific constituencies, please let Kerry know so that we can connect that up.

**Action:** ASC members to contact Kerry as necessary

ASC thanked Alex for his work.

### Updates from Networks

LGBT network – Feb campaigning for LGBTI history month

CHRN – Holly will share the campaigning strategy with the ASC. They held a film screening and were invited to a round table on the modern slavery review. The network are focussing on the specific skills that we can bring, focussing on the youth participation and rights holder engagement.

Holly will liaise with Maddy once the work on orphanage 'voluntourism' is more clear.

Holly will send round the link to the film.

**Actions above:** Holly

Regional Reps

Andy and Alexis, met with Farshid and Stuart (RR for Wales) to develop a communication plan for groups and activists for the IOM strategy. Agreed to have a workshop at the AGM in April and also to run a regional pilot. Pilots would probably start at the end of 2019.

This will be talked about further at the next regional forum which is the 14<sup>th</sup> Feb.

More generally Alexis offered congratulations to the groups that took part in W4R. There was some great work on this including the Lincoln local group partnership with their cathedral.

Great Amnesty Quiz night - 33 groups taking part.

Upcoming regional conferences: North West 2<sup>nd</sup> March

East Anglia 23<sup>rd</sup> March

**Action: Andy** to confirm if there is a NI conference coming up.

Maddy asked how her school which is in the NW would find out about the NW conference?

**Action: Andy to send information to Maddy**

Kerry to arrange to share the regional conference schedule with the ASC

**Action: Kerry**

#### Country Coordinators

Rhiannon is reviewing how the ASC rep interacts with the CC Forum

Ukraine CC has had a very productive Skype meeting with the Amnesty office there

Sue Bingham had a positive reply from Sir Alan Duncan.

Issues raised by CC's:

They had some difficulty with the campaigning team on Nazanin's case, and then it was resolved via a letter to Kate Allen.

A CC mentioned problems with getting in touch with the other networks – Rhiannon will set up a spreadsheet of all the contacts and send to the CC's. Holly and Rhiannon will continue to talk about this.

**Action: Rhiannon and Holly**

Alex Jackson is concerned about getting action from senior staff on his actions. He said that Kate Allen wrote a letter for him.

The South Asia Coordinator reported continued problems in getting information from the South Asia Office.

Rhiannon is meeting Basia and Mike to clarify the role of the CC ASC rep in relation to the role of the Chair of the Forum and to establish feedback routes.

**Action: Rhiannon**

#### *Secret Policeman's Ball*

Andy outlined the background to the SPB, and the context for developing the Ball now and explained the future plans working with Deborah Frances-White, and planning to build to a big show in May 2020.



Rhiannon fed back on the positive association with Deborah Frances-White. Maddy reiterated this view.

Andy reported that we are looking at broadcasters now including Netflix.

Tom asked about the steering committee and how governance oversight will work.

Julia said it would be fantastic as a way of involving students.

Tom suggested that we should come back to ASC with an update, second half of this year. It is a good excuse to get more out of IOM, it will generate a huge amount of interest in Amnesty, groups need to be ready and able to respond with something engaging. Tom asked if when we should start to prepare groups for this?

Holly suggested that we talk to Amnesty Feminist network to start the supporter journey.

Maddy suggested we utilise DFW's challenge model to set people a challenge as a first step of action

Daren suggested that we need to sort our website so that we can easily find local groups.

**Action: Andy** to follow up all of the suggestions above in taking the project forward

Tom concluded that there is a lot of support and excitement for this.

We will look at this as a way to establish clearer activist journeys.

#### *AGM and National Conference*

We have confirmation that Kumi will be at the AGM on the Sunday which is great.

ASC has direct responsibility for 2 key areas:

New to the AGM session

ASC report

Polly Tring is taking over from Alison Willis as Event Producer.

Tom asked that each ASC rep identifies 2 good stories to tell, we can then develop those either into good news or Vox Pops.

**Action: ASC members and Andy**

Tom, Holly, Maddy and Piper will run the 'New to the AGM' session and change the format from last year.

ASC report – Big up IOM,

Andy shared the list of workshops from which we need to prioritise down to around 10.

Andy to pare down the list of workshops, noting that the ASC are questioning the need for the sex work briefing.

Alexis suggested combining the regional reps, STAN and youth meetings

Andy and the team are looking at the agenda to see if more time can be created for the workshops as there are only 10 resolutions

#### *STAN and YAG feedback*

ASC welcomed Julia to the meeting as STAN rep. STAN have organized their work for the year ahead.

Maddy fed back on youth groups. She said that the new YAG committee is in place and Maddy is designing a session for them.

Write for Rights campaign was successful. Maddy's former group got Rory Stewart to attend.

Over Christmas, there was some Christmas Fair fundraising

Challenges – same as usual, maintaining group interest during critical periods. Maddy is suggesting engaging a younger age group to cover the period where older students are busy with exam preparation.

The junior actions don't work for secondary schools as they are designed for a younger audience.

Want to have more events or social media way to link up young activists,

Holly suggested that the Make Rights Real Campaign could be great to make those links work – and there is a lot more potential in regional conferences for young people to meet.

**Action:** Holly, Maddy and Andy to talk further about the Make Rights Real Campaign and youth groups

### *Membership Fee update*

Tom reported the board decision that membership fees will rise. The individual rate will be £3.50 per month, and family membership going up too, and we are making some changes to the concessionary rates so they make more sense.

### *Wrap up and close*

*Tom reminded the ASC of upcoming board elections and the deadline for submission of applications. Tom and Daren offered to talk to any ASC members interested in joining the board.*

*Alex suggested we think about how we communicate IOM (Our AIMS)*

*ASC reps should aim to send updates in advance to the meeting so that they can be read in advance.*

*Next Meetings March 16<sup>th</sup>, May 11<sup>th</sup>*