

ASC/Nov18/01



**Activism Subcommittee DRAFT MINUTES**

**Saturday 17<sup>th</sup> November 2018  
10am – 4pm**

**Room F1  
Human Rights Action Centre  
17-25 New Inn Yard, London, EC2A 3EA**

**Present:**

Tom Chigbo (Chair)  
Piper Booth (Student Action Network Committee Representative)  
Alexis Hatto (Regional Representatives)  
Holly Shorey (Thematic Networks Representative)  
Maddy Stanford (Youth Representative)  
Daren Nair (AIUK Section Board)  
Basia Giezek (Country Coordinator Forum Chair)  
Bob Barron (Trade Union Network Representative)  
Dave Beynon (individual Activism)  
Chris Moss - Part AGM session only (AGM 2019 Chair)

**Staff attending:**

Andy Hackman (Head of Community Organising, HRE and Events)  
Kerry Mosconi (Director of Supporter Campaigning and Communications)  
Jeni Dixon (Community Organising Manager)

**Apologies:**

Rhiannon Griffiths (Country Coordinator Representative)

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

**1.1 Introduction**

Tom welcomed everyone to the meeting.

**1.2 Minutes from the September meeting**

Amendments

Page 1 - change CHRC to CHRN

Correct spelling of names.

Minutes approved with those amends.

Minutes to be posted on the website: **Action Kerry**

**Item No. 2 Agenda Topic: Introductions and best AGM moments so far.....**

- ASC members shared their best AGM moments so far:
- youth and student action on the beach last year, everyone standing up and recognising the different roles people play in the movement
- first AGM in Belfast as an individual member and meeting people and feeling part of something
- networking event last year last panel discussion where we had women speakers from Northern Ireland, panel
- 2016 AGM, Dan's awards as Robin Hood
- after the homelessness resolution passed, support from the AGM, especially from those who had spoken against the resolution
- voting at the Tesco AGM
- enjoyed the pub quiz
- my first AGM itself, first time I understood how Amnesty works

Tom reminded everyone that these memorable moments and the positive feelings they generate are a big part of why people chose to get more involved in Amnesty.

As we plan the next AGM we need to be thinking about how can make the best use of the time to generate as many memorable moments as possible and increase the number of people who experience them

**Item No : 3 Board Feedback on the Impact of the Movement Strategy**

Tom and Daren fed back on the positive feedback given by the Board to the Impact of the Movement strategy including the understanding for the requirement for resources.

Andy reported that he is now working with the CORE team (focussing on Community Organisers), to develop an operational plan - including pilot projects and highlighting priority areas - for the start of implementation of the strategy in 2019. This will also include taking forward projects to review lead activist roles and their relationship to each other and to review our events programme and structure to ensure it supports the implementation of the strategy.

ASC members discussed how best to communicate the strategy to their constituencies and agreed we may need different versions for different constituencies.

**Action: ASC members** to send their elevator pitches to Kerry and to talk to their constituencies about how best to communicate,. Embed and support the implementation of the strategy.

#### ***Item No. 4: AGM and National Conference Draft Programme***

ASC discussed the draft programme for the 2019 AGM and National Conference and proposed the following:

Some suggestions

- Re-think the new to the AGM session. This is run by the ASC and so ASC members will have the ability to reformat. Change to 'First time at National Conference.
- Have an evening session for new delegates to recap on the day and have an opportunity to ask questions - and do it at dinner so people have friends to sit with
- Add 'new' section on the feedback form.
- Have some good news videos – more vox pops – more short and snappy upbeat content

Some concern over the proposal to move Kate's speech to the end because people need to leave early and don't want people to miss it. However others really liked this proposal and the idea that the conference will end on a high.

Tom asked if regional reps could talk to their constituencies on travel plans to establish when people would need to leave

**Action: Alexis**

- Include activist-driven workshops
- There was a suggestion to produce vox pop during the event and collate them into a video at the end
- Curate funny twitter wall at the conference - use other forms of social media not just twitter, esp Instagram
- Can we have registration open earlier to create more time between registration starting and conference proper starting giving a buffer hour for people to arrive and meaning new delegates will be there to attend the 'new delegate' session.
- The good news and the vox pops are great – they should all come under the same banner and be called the same things
- Give people who are doing good news a question they are answering so that they have a common theme demonstrating people power.
- Make the board report shorter.
- Try to create more time and more of a buffer for the workshops.
- Consider reducing time for the working parties

Chris Moss was concerned about shortening working parties until we know what the resolutions are. Holley suggested that there are some advantages to them ending early, eg time to recharge batteries, and going to the action centre

Suggestion to have a second panel debate rather than showing a film, or with the popular panellists, although others felt that the downtime offered by the film was valuable.

The connections that we make are also really important, the PRIDE screening was great because Mike Jackson was there, talking and meeting people.

That part of the evening, time for people to unwind, can also talk to each other, have a laugh and do a quiz and/or chill in the film screening.

There has to be programming for you under 18's and people who don't drink - a film with a speaker or other involved activity is important – films is one option of doing that

On the final day, having a big shared experience is important and suggestion that we try to make it local and specific to Nottingham – everyone does an action specific to that.

Jeni – request to ASC members to ask their constituencies who are supporting stalls to be in the action centre when possible; particularly thinking about when people might be wanting to visit there outside of breaks.

Tom suggested that every workshop should have a strong activist lead in terms of presenting – each one should feed into IOM in some way. They should all have an ask of the people who attend.

It would be great if all the materials from all the workshops could be made available to everyone on an online space.

Bob reflected that the 'I welcome' exhibition in a box was very useful last year.

ASC clarified that the focus for the ASC report is on the health of activism – to mirror the Treasurer's report on the health of the finances.

Tom asked that we reflect as much as possible of the ASC suggestions into the draft programme before it goes to the board for approval.

Action: Kerry

Tom asks that we do some research into train times. And give the info to prospective delegates so that we people can plan ahead

Action: Andy

Daren asked what do we have on the Friday for people who need to arrive early for various meetings. Jeni said that she would like to repeat the networking evening of last year, to be led by activists. Jeni will look for some volunteers to organise it.

Action: Jeni

Tom asked all ASC members to register for the AGM asap and to encourage people in their own networks to register and attend. To promote the event and build up energy around it now

**Action: all ASC members**

### ***Feedback from Networks***

#### **Bob fed back from the TUNC**

The Wandsworth and Battersea Trades Council are looking at ethical clothing providers and starting a label.

Bob offered to share the experience of trade union organising models and make connections in the Trade Union movement.

The next TUNC meeting was due to take place on Friday 23<sup>rd</sup> November, at which Kerry was due to talk further with the committee about their plans for taking forward IOM,

#### **Holly fed back from the thematic networks:**

Holly reported that the Thematic Networks Conference was a great success with the largest number of people standing for election to the three committees and all elections being contested. The Children's Human Rights Network also now has 2 under 18s in their committee. They thanked Jeni for producing so quickly the new Safeguarding Procedure for enabling young people as lead activists and are keen to work with the Safeguarding team to develop that procedure to empower young people to participate.

The citizenship campaign has been really successful, there was a motion passed at TUC, a fringe session and ongoing work. There is a court hearing on 27<sup>th</sup> November which the CHRN will attend.

The CHRN also participated in the UN Committee on the Rights of the Child Day of General Discussion 2018 in Geneva where they heard from inspirational speakers.

The Women's Action Network/Amnesty Feminists have formally requested copies of the recent reports into Safeguarding in Amnesty and pay gaps. They will treat this information confidentially to enable them to respond to any enquiries appropriately.

The LGBTI Network has been working with Chiara Caparo on the Gender Recognition Act, encouraging people to submit responses. They are developing a blog post on the GRA.

Holly also reported that Amnesty Feminists / Women's Action Network would like to request a copy of the report into safeguarding and for further information concerning any pay gap (in terms of gender and ethnicity).

**Action: Kerry** to check with Kate

Holly also asked for an update on issues arising from the discussion around CHRN citizenship campaign at the previous ASC meeting.

**Action: Andy / Jeni to write up a description of what happened, identifying issues and lessons learned and how to resolve in future.**

### **Network Name Changes**

Holly informed the ASC that the Women's Network are testing a new name for the committee and that the LGBTI network are also considering a new name.

Kerry and Andy said that there will need to be a paper proposing a name change to the Board for the Board's approval as the networks are named in the constitution and have a reserved seat on the board. The paper will need to articulate the reason for the name change and outline the risks in doing it. It should articulate the success criteria for the test and how this will be evaluated.

**Action: Holly and Andy** to ensure a paper is available for the December board meeting

Bob asked what is the mechanism if the Board don't agree.

Tom suggested that the Board would work with the group of people who want to change the name or their brand

It was suggested that we should think more about how networks are developed and that there should be a small number of governance heavy categories and a small core of constitutional group.

Jeni is developing a procedure for setting up new networks

**Action: Jeni**

#### **Updates from Local Groups and Country Coordinators**

##### **Alexis fed back from Regional Reps and Local Groups**

There is a new Regional Rep for Wales which is great news. His name is Stuart Penny. There are still vacancies in South England and South Midlands and East and West Midlands. The IOM strategy was discussed at the most recent Regional Reps Forum. It was genuinely welcomed but the forum were worried about the lack of reference to the role of regional reps and it was felt that groups were not sufficiently recognised. There had been a positive discussion around this at the meeting.

Alexis also fed back some concern over lack of attendance over Senior Management Team/Leadership Team attendance at the recent Scotland conference .

**Action: Andy** to work with Farshid and the Scottish office to review the process for Scottish conference.

**Action: Jeni and Kerry** to review the process for allocating staff to regional meetings

The Regional Reps are keen to be involved in surveys with Amnesty members and have met with Head of Data and Insight.

They are organising a 'great amnesty quiz night' that people can take part in on any evening in the 2<sup>nd</sup> week of February 2019. 11 groups are interested. Alexis extended the invitation to ASC members and their constituencies to participate.

**Action: ASC members** to share the quiz and to try to get as many involved as possible

**Action: Alexis** to email the information to ASC members on the quiz to promote to their constituencies

Tom said that, in the context of the IOM strategy we should make it a priority in the Operational Plan to review activist roles and that we should use the AGM to talk about it. We need to organise the best way to talk to RR's to canvas their opinions.

ASC decided that Andy should prepare the process for the review of roles in the context of the IOM strategy for presentation to the next Regional Reps Forum on 2<sup>nd</sup> February 2019. We need to pilot some different approaches to these roles, especially given the ongoing vacancies in several regions,

**Action: Andy**

### **Basia fed back from the Country Coordinators**

#### **Successes**

Rhiannon as CC for Japan, had very successful actions response, from around the world for the Day against the Death penalty. At the embassy hald in Rhiannon was invited into the embassy and is in touch with them

Hugh Jones, Philippines, joined a meeting at the House of Commons with 3 MPs

Beverly Jones - letter writing to over 60 groups, Tunisia report shared.

Sue Bingham, - Facebook posts on the birthday of Dr Kardat (?) more reach than usual, also last minute activism for 2 Cuban dissidents.

Barry Hay, small demo outside the Belarus Embassy, photos appeared on a website in Belarus

Basia supported AI Australia, shared petitions, and attended the Scottish conference, took part in a panel discussion

Delegation of Malaysian officials – focus on the Death Penalty. It was a good meeting and likely to be repeated next year

#### **Problems**

Jerry reported on ongoing problem with getting responses from the South Asia Team. Clare and Kerry joined the meeting with CC's at which this was raised. Kerry asked if Jerry had fed back from his recent meeting with the Director of South Asia. Basia was going to follow up.

**Action: Basia** to follow up with Jerry

**Action: Kerry** to follow up with the Director of South Asia

Basia also reported a problem with a recent HRD visit where the CC was not included in the advocacy event and that the team are looking into a policy on that.

Jeni explained the circumstances around that. That this visit was last minute and focussed on the UK legislation on HRDs and not on country specific issues; and that the CCs were told about the visit but the advocacy meetings were restricted to the HRDs themselves with one staff member supporting (but not speaking).

### **Risk Audit**

Jeni introduced the risk audit and the process for completing the action plan and taking it to Finance, Audit and Risk Sub-Committee.

Jeni is working on the action plan.

Daren asked how many of the corrective actions will be covered by the IOM strategy? What is not covered by the implementation of the strategy?

Jeni replied that the IOM strategy will address some off this and that crucially we have moved resources around within the team to enable her to take forward some of the issues raised directly. It raises things we were aware of, but we needed resource to do it. We can address some of the corrective actions immediately but others are more complex.

Tom suggested that the board should be open to increasing risk appetite in relation to the implications of IOM. His view is that we should accept that – what we are doing is inherently more risk.

Jeni reported that by developing some of these procedures there will be some risk mitigation.

Daren fed back from the last FARSC meeting, and board meeting, that the board want to start from the risk management framework and that needs to be improved. They are looking for more information on risks than we do now.

Jeni reported that the next update on the action plan will be January.

**Action: Jeni**

#### ***Updates from STAN and YAG***

##### **Piper fed back from STAN**

Piper reported that they had just finished the student conference. There was very good feedback from the conference especially about workshops.

Piper will compile some more comprehensive feedback for the next ASC meeting.

Piper explained the motion which was passed at the Student AGM. It was proposed by individual members of the StAN committee as Chris was chairing the student AGM and so was not involved in the motion drafting, It asks to change the TORs to create 4 reserved seats so that each of the nations are represented.

It was passed overwhelmingly.

She explained that STAN felt that having a rep from Scotland and NI was v important and had a positive impact on what they campaigned on and also geographically had a positive impact on reach.

Daren agree, but wondered if that would mean that the same should be there for board members too?

ASC members felt that as the 2 roles are different, the 2 aren't related.

The next steps are for Piper and Jeni to write a paper for the December Board. Tom will present this and speak in favour of it at the board meeting.

**Action: Piper/Jeni/Tom**



Piper reported that there is day of action planned for Northern Ireland in 2 weeks time, actions with suitcases on campuses. Action plan came out of the workshop at the student conference. The Republic of Ireland are joining the actions too.

#### Maddy fed back from youth groups

The Children's citizenship campaign has been very successful because it is relatable. There is some demand for more youth cases in W4R – because the youngest case is 24/25. Maddy asked why there are no children's cases?

Maddy explained that youth activists don't just campaign on youth cases, but that might engage a lot more with W4R if there were cases of younger age range within the portfolio.

Maddy reported that there is a common concern that groups lack of optimism. It is a challenge trying to explain to people why they are doing this and how it is making an impact. More regular good news updates are needed.

**Action: Andy** to take forward with Anne

Youth vox pops would be good for the AGM.

**Action: Andy**

Maddy asked if there were plans for a Youth conference next year. Jeni confirmed that this is provisionally booked in for March 7<sup>th</sup>.

Daren asked what influence we can have on W4R in the future in terms of taking into account more youth cases. We could consider developing our own action?

Jeni reported that there has been a changing trend with youth activists now more likely to want to work on children and young people's cases.

**Action: Jeni** to send the write-up of the trends from the YAG applicants to HS.

Holly said that the upcoming council action for the citizenship campaign would be good for youth groups.

#### **Safeguarding Update**

Kerry Introduced AIUK's safeguarding oversight structure which is split into four work-streams.

ASC will be responsible for the work-stream on activists.

ASC discussed the key safeguarding issues facing activists and concluded that the immediate risk is around stress, the amount we expect from activists and the nature of the work that they do.

ASC decided that activist self-care should be the first issue that we address through this work-stream and that ASC should develop a self-care package and an AGM workshop for the 2019 AGM.

**Action: Andy, Jeni, Piper, Holly, Maddy**

#### **Training Update**

Andy reported that his team are putting the training programme together and it will be part of Jan implementation of IOM.

### ***Campaign Scoping***

Kerry introduced the paper outlining the task and finish project to research how organisations involve members in campaign scoping. Kerry asked for volunteers from the ASC to join with volunteers from the CISC to take this forward.

The following people offered to be involved:

Bob will feed in from the union perspective

Piper, Dave and Daren offered to join the group

Tom said that we should be thinking about our aims and that should drive the approach and mechanism that we choose.

**Action:** Kerry to ask Felix to set up the group and contact the ASC volunteers

### ***Wrap up and close***

#### ***Actions:***

Bob and Maddy need Data Protection training

Tom asked ASC members to note the AGM and Board roles you can apply for and suggested that ASC members who are interested should talk to himself or Daren

All Signup for the National Conference and promote it to others

Next meeting Jan 19 (Piper's last meeting)