



nus women
CONFERENCE

10 – 11 April | Solihull

Resolutions
CD12

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The work of the NUS Women’s Campaign is directed by policy passed at Women’s Conference. This document contains the resolutions from Women’s Conference 2018.

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Motions

Zone: Strong and Active Unions

Motion 101: Provide Financial Support to NUS-USI Women's Campaign

Conference believes

1. The NUS-USI Women's Campaign is one of the existing liberation campaigns for NUS-USI;
2. The NUS-USI Women's Campaign has active policy on Decriminalisation of Sex Work, Campaigning Against the Two Child Tax Credit and the Rape Clause, Support for Women Apprentices etc.;
3. The Women's Officer role at NUS-USI is voluntary and unpaid position - unlike it Scottish, Welsh and UK counterpart(s);

Conference further believes

1. The NUS-USI Women's Campaign has led on student organising including helping to organise a "Student Bloc" at the Rally for Choice Demonstration in October 2017;
2. Though the NUS-USI Women's Campaign does brilliant work in representing women students in N.Ireland, it is often limited in its capacity to enact/ deliver on policy due to issues of underfunding;
3. The NUS UK Women's Campaign has a responsibility to support NUS-USI Women's Campaign and the NUS-USI Women's Officer;
4. Providing financial support is by no means the only solution to ensuring NUS-USI Women's Campaign is supported adequately, but it is a start;

Conference resolves

1. For the NUS UK Women's Campaign to provide financial support to the NUS-USI Women's Campaign of up to £1,000 (or more if requested by the NUS-USI Women's Officer);
2. For the NUS UK Women's Officer to maintain regular contact and ensure the NUS-USI Women's Officer is invited to flagship events such as NUS Women in Leadership Conference, NUS Women's Conference etc.

Zone: Society and Citizenship

Motion 202: Scrap the Two Child Tax Credit and Rape Clause!

Conference believes

1. The child tax credit is a benefit to help with the cost of raising a child. Parents and carers might be able to get them if their children are under 16 or, if they are in eligible training, up to the age of 20.
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2. The policy to cap child tax credit was announced in 2015 by then-Chancellor George Osborne.
 3. The government said it introduced the limit, for a claimant's first two children, because it wanted "people on benefits to make the same choices as those supporting themselves solely through work".
 4. Exemptions were announced for those adopting children, those involved in kinship care and for multiple births, as well as those who had a child conceived "as a result of a sexual act which you didn't or couldn't consent to" or "at a time when you were in an abusive relationship, under ongoing control or coercion by the other parent of the child". This is the 'rape clause'.
 5. Those seeking to claim the exemption for rape must fill in additional paperwork and be assessed by what the government has described in a consultation as a "professional third party", which could include health workers, police, social workers or rape charities.
 6. A woman cannot claim this exemption if she lives with the other parent of the child.
 7. The cap came into force in April 2017.
 8. The new work and pensions secretary, Esther McVey, is facing renewed calls to urgently review the "rape clause" in child tax credits.
 9. MPs including Alison Thewliss, Nicola Sturgeon and Kezia Dugdale have publicly spoken out against the "rape clause".

Conference further believes

1. The NUS Women's Campaign should publicly oppose the Two Child Tax Credit.
2. The Department for Work and Pensions (DWP) is effectively forcing survivors to disclose and to endure further trauma by making them "prove" they have been raped.
3. Calling on survivors to "prove" that they have been raped in order to receive social security payments is morally questionable (to say the least).
4. The "rape clause" fails to take into account that the vast majority of survivors do not disclose to the police - roughly 82 per cent of all rapes go unreported.
5. A woman cannot claim this "exemption" if she lives with the other parent of the child, this fails to take into account that many women are trapped in abusive relationships.
6. The policy is also intrinsically classist and pushes families into further poverty.

Conference resolves

1. For the NUS Women's Campaign to issue a public statement against the Two Child Tax Credit.
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2. For the NUS Women's Campaign to launch a campaign/ produce information packs for students on the two child tax credit and rape clause: what it is and why we should campaign to repeal it.

3. For the NUS Women's Campaign to work with charities such as Women's Aid to put pressure on the Department for Work and Pensions to repeal the "rape clause".

Motion 203: #TimeUpTheresa: Domestic Violence Bill

Conference believes

1. On 17th February 2017, Theresa May announced plans for a new programme of work leading towards bringing forward a Domestic Violence and Abuse Act.
2. At first glance, the Domestic Violence and Abuse Bill appears to be a win for survivors, but feminist groups such as Sisters Uncut have denounced the Bill as "a dangerous distraction that will criminalise survivors while taking attention away from the devastating funding cuts to domestic violence services nationwide".
3. The Bill is still currently under consultation in parliament, but Theresa May has made it clear that she intends to use the Bill to increase police powers over domestic violence and toughen sentences.
4. In a statement to the press, May insisted that she intends to deliver a system that "increases convictions".

Conference believes

1. Evidence suggests that when police are given increased power to tackle domestic violence it leads to a pro-arrest environment in which everyone involved will be more likely to be arrested - including the survivor in question.
 2. Mandatory arrest policies — which require police to make an arrest when they respond to domestic violence calls — have often led to arbitrary arrests of survivors of domestic violence, rather than their abusers, in many cases.
 3. Indeed, almost 57% of women in prison have experienced domestic abuse. Thus, criminalising survivors is extremely dangerous – as shown in recent reports about the death of Katrina O'Hara who was wrongly investigated by the police instead of her violent partner, who later murdered her.
 4. Instead of using this opportunity to fund housing and support services for domestic violence survivors to escape abuse, the government is focusing almost entirely on sentencing.
 5. It is imperative that the government's Domestic Violence and Abuse Act funds local domestic violence charities and shelters.
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Conference resolves

1. For the NUS Women's Campaign work with local groups/ charities like Imkaan to raise funds for domestic violence charities and shelters.
2. For the NUS Women's Campaign to ensure that survivor support is made a priority in the Domestic Violence and Abuse Bill (and lobby relevant MPs to table amendments accordingly).
3. For the NUS Women's Campaign to produce guidance on what effective support mechanism for survivors look like.

Zone: Welfare and Student Rights

Motion 301: Women and Austerity

Conference believes

1. Women bear the brunt of austerity.
2. For example, the former shadow equalities minister, Sarah Champion, published analysis showing that 86% of the burden of austerity since 2010 has fallen on women.
3. In total, the analysis also estimated that cuts have cost women a total of £79bn since 2010 and £13bn for men.
4. Women's Aid groups tackling domestic violence across the UK are fighting to keep women's centres open due to funding cuts.
5. Since 2010, at least 34 specialist refuge centres have been forced to close.
6. A third of all referrals to refuges are turned away - that is approximately 155 women per day being turned away due to lack of space from underfunding.
7. The local government central grant has been halved between 2010 and 2015 and is planned to be cut by a further 30% by 2020 thereby reducing the amount of money councils receive.
8. Local councils decide how the limited money is used and domestic violence services and refuges are being asked to take on more work with less people, less resources and less money.

Conference further believes

1. One in three women will be turned away from refuges. This means that women cannot flee abusive relationships and are stuck in a vicious cycle of abuse - thereby endangering their lives.
 2. For example, two women are killed every week in England and Wales by a former or current partner.
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3. Domestic violence services are funded on short term basis - services are forced to spending time and energy fighting for their survival as they are under the constant threat of closure;
 4. Lack of funds mean that small and specialist charities aren't awarded contracts and are often forced to close as a result. Others are forced to cut back on employees meaning they cannot adequately support those who want to access support;
 5. This also all means that women of colour, LBT+ women, disabled women, women who are alcohol/ drug dependant, refugees, those who don't have UK Citizenship and those who don't speak English often face more barriers in accessing support and refuge.
 6. For example, 4 in 5 BME women are turned away from refuges;

Conference resolves

1. To work with groups Sisters Uncut to campaign against the cuts to domestic violence services;
 2. For the NUS Women's Campaign to provide a toolkit on how to campaign locally and create links with local domestic violence charities/ shelters to keep services open
 3. For the NUS Women's Campaign to produce briefings on how to lobby councils to ensure they fully meet the needs of all survivors;
 4. For the NUS Women's Campaign to lobby the government to protect funding for domestic violence services at a national level;
 5. For the Women's Campaign to organise a Day of Action against cuts to local domestic violence services;
 6. For the NUS Women's Campaign to work with local domestic violence services to create partnerships between students' unions and local domestic violence refuges and shelters.
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Policy Lapse

The below was policy passed at Women's Conference 2015 that was due to lapse unless at Women's Conference 2018. The following was prevented from lapsing.

Motion 202: Free Education

Conference believes

1. "Feminist education - the feminist classroom - is and should be a place where there is a sense of struggle, where there is visible acknowledgement of the union of theory and practice, where we work together as teachers and students to overcome the estrangement and alienation that have become so much the norm in the contemporary university." - Bell Hooks
2. Education is a public good and should be free for everyone to access.
3. An educated society is one which holds more progressive views on Liberation issues.
4. At the current tuition fees rate, it will take women a lot longer to pay back their debt due to the gender pay gap.
5. Investing in free education would not only offer opportunities for women it would play a central role in reviving the economy now and in promoting longer-term prosperity and growth for the future.
6. Free education would pay for itself. Research shows that for every £1 invested in higher education the economy expands by £2.60.
7. Free education at all levels is a necessary part of an accessible education system.
8. Free education means more than the absence of fees.
9. All students should be provided with living grants allowing them to live comfortably, and grants to allow any dependents to live comfortably.
10. This can all be funded through increased taxation on the richest in society.
11. When caring responsibilities and child-raising responsibilities more frequently fall on women, studying can be difficult enough, and financial difficulties can heavily contribute towards / force students to leave their studies.

Conference further believes

1. Free Education should be funded by progressive taxation.
 2. Free Education goes beyond just the abolition of fees and the provision of living grants for home students, it has to extend the same rights to international students.
 3. Free Education has to be not just economically free, but also liberated.
 4. The fight for a liberated curriculum, including but not limited to, fighting against a whitewashed and male-dominated curriculum, is integral to the fight for free education.
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5. This fight is part of the larger struggle for the democratic university and against the privatisation and marketisation of education.
 6. The democratic university should be run by workers, students and the wider community rather than unaccountable managers.
 7. We can only achieve a truly liberated education system when it is democratically organised.

Conference resolves

1. Oppose and campaign against all methods of charging students for education – including tuition fees and a ‘graduate tax’, which is nothing less than a euphemism for ‘student debt’.
2. To produce a briefing on the impact free education will have on women
3. To oppose 24 plus loans in Further Education
4. To oppose moves to market driven Further Education framework.
5. The NUS Women’s Campaign, and the NUS Women’s Officer, should campaign for free education, combined with living grants.
6. The NUS Women’s Campaign should widely publicise its belief in free education and living grants and explain widely why free education is a feminist issue.

Motion 203: Research sexism in educational environments

Conference believes

1. Studies of sexism in educational environments have focused on sexism in academia and the experiences of women academics and early career researchers. Recently the student movement has done amazing work on sexism on campus by focusing on tackling lad culture and rape culture in universities but without a particular focus on key teaching and learning environments.
 2. There is a false assumption that with the access of women into Higher Education and with the majority of students being women that the classrooms or labs are not spaces where sexism is felt. Women are always asked to justify their claims of feeling uncomfortable or to ‘prove’ that a space is hostile. It is widely assumed that learning spaces can no longer be male dominated and that women can’t feel excluded given that they might outnumber men in the room. However we still hear things like ‘you are good at logic for a girl’, ‘your handwriting is nice’ said by a male lab demonstrator, we’re still not feeling confident to ask questions at a research seminar, women still speak less in seminars compared to men, and still experience sexual harassment at academic conferences – this is anecdotal evidence usually shared in safe spaces. But we know that in many subjects women student numbers drop from undergraduate, to postgraduate taught to then postgraduate
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research level because educational spaces and academic attitudes are patriarchal and unwelcoming.

3. The NUS report on lad culture has made a breakthrough in the discourse around the sector and made progress towards fighting the denial that such a culture exists, providing a grounding for campaigning and action. A similar evidence-gathering exercise carried out on the experience of sexism specifically for teaching & learning spaces and research environments would be needed to fill a gap in the discussions and actions around sexism in academia, the progression of women scholars and discrimination against women students.

Conference resolves

1. To carry out a large-scale research project, with quantitative and qualitative elements, into women's experience of sexism in educational settings – lectures, seminars, labs and other research environments (particularly conferences for postgraduate students).
2. To produce a report as a result of the research and hold a series of events launching it with a view to start campaigning on the issues revealed.
3. Following consultation and events around launching the report to arrive at a set of recommendations and toolkits for action and local campaigns, building, evidencing and expanding on the women in academia work that has been happening across the country.

Motion 303: Supporting the decriminalisation of sex work

Conference believes

1. Sex work refers to escorting, lap dancing, stripping, pole dancing, pornography, webcams, adult modelling, phone sex, and selling sex (on and off the street).
2. Selling sex is not illegal in the UK, but it is criminalised.
3. There are a disproportionate number of disabled people, migrants, especially undocumented/semi-documented migrants, LGBT people and single parents (vast majority of whom are women) involved in sex work¹.
4. The financial cost of being disabled, childcare, medical transition and hormones, racism in the workplace, the vulnerability of undocumented migrants to exploitation in other forms of work and the prejudice faced by oppressed people undoubtedly contribute to this overrepresentation.
5. Sex work is the exchange of money for labour, like any other job. It is different because it is currently criminalised and stigmatised.

¹ Safety First Coalition



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6. People should be free to choose what they do with their time, labour and bodies. If they have fewer choices, our solution should be to expand their choices, not take options away through further criminalisation.
 7. The right of consenting adults to engage in sexual relations is of no business to anyone but the people involved.
 8. With the rise in living costs, the increase in tuition fees, and the slashing of benefits for disabled people, it is highly likely that some women students do sex work alongside their studies.
 9. Regardless of their reasons for entering into sex work, all sex workers deserve to have their rights protected and to be able to do their jobs safely. Whether or not you enjoy a job should have no bearing on the rights you deserve while you do it.

Conference further believes

1. The pushes for legislation which would criminalise the purchase of sex (and introduce the 'Nordic Model' on prostitution) are led by anti-choice, anti-LGBT right-wing fundamentalists, working with radical feminists.
2. This legislation is often brought forward in the name of anti-trafficking programmes – but it is primarily used to target immigrant sex workers for raids and deportations.
3. Legislation targeted at combatting poverty, universalising childcare and a living wage, social housing, accessible education funding and living grants, is more likely to ensure those who do not wish to work in the sex industry do not feel forced by economic circumstances.
4. Decriminalisation would ensure that sex workers feel able to report unsafe clients or violence at work without the worry of criminal repercussions, that sex workers can work together for safety, and that those who wish to leave the sex industry are not left with criminal records as a result of their job.

Conference resolves

1. To support and campaign for the full decriminalisation of sex work.
2. To campaign against any attempt to introduce the Nordic Model into the UK.
3. To support and be led by sex worker led organisations, such as the English Collective of Prostitutes, Sex Worker Open University and SCOT-PEP.

Motion 304: Support the right to education and justice for Palestine

Conference believes

1. Palestinian students' right to education continues to suffer as a result of the illegal occupation of the West Bank and Israel's brutal siege on Gaza.

Conference resolves



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1. Invite a Palestinian student as a guest speaker for next year's Women's Conference to increase awareness of how the illegal occupation of the West Bank and the siege on Gaza is adversely affecting women and their right to education.
 2. Continue to boycott companies that benefit from the illegal occupation of the West Bank.
 3. To re affirm our opposition of the Occupied Palestinian Territories, end the blockade on Gaza
 4. Call upon the British government to demand that the siege on Gaza is lifted.

Motion 305: Disruptive Direct Action Gets the Goods!

Conference believes

1. That the role of Women's Officer is, as with all Union roles, a political role.
2. That Women's Officers are often forced into more welfare-focused work by the failure of universities and unions to properly provide welfare and support services for women students. This hinders Women's Officers from being able to focus on fighting alongside women students for better conditions.
3. That women are taking a very prominent role organising within the student movement for free education.
4. The behaviour and presentation of women in everyday life is policed by expected adherence to social norms and women are often assumed to be incapable of disruptive direct action due to their perceived need to be safe and quiet.

Conference further believes

1. Our priority as a movement is to fight our oppressions and liberate ourselves.
 2. That the role of a women's officer is not primarily about looking after women students, it is to actively fight alongside women students for better conditions.
 3. That women may partake in this fight however they see fit, including using disruptive direct action.
 4. That women have won many of the rights they can exercise today through the tactical use of disruptive direct action.
 5. That large-scale actions, such as a demonstration, can never be accessible for everyone, due to contrasting access needs.
 6. That threats to safety whilst doing a direct action come overwhelmingly from the police.
 7. That whilst direct action can never be accessible to everyone, this does not mean we should not support those who are able to carry it out.
 8. That when carrying out a large-scale direct action, such as an occupation or a demonstration, there are a myriad of ways to be involved in the action which do not require the ability to be physically present which should be promoted as important as taking part in the action itself.
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9. That the Women's Campaign should not attempt to mirror societies policing of women.
 10. That free education is a resolutely feminist demand.
 11. That unfortunately NUS currently has the opposite approach, polite chats with institution managements and with governments of whatever political colour, which among other things helps NUS "leaders" promote their careers in politics and with NGOs. This was symbolised by its betrayal of the 2010-11 student upsurge-

Conference resolves

1. That the NUS Women's Campaign should promote disruptive direct action to further its aims.
2. That the NUS Women's Campaign release a statement on the role of a Women's Officer in line with the politics of this motion.
3. To build links with the Sisters Uncut initiative and mobilise member or their action

Motion 502: End Transphobia, Biphobia and Islamophobia on Campus

Content warning: Transphobia, biphobia, Islamophobia.

Conference believes

1. NUS Women's Campaign has a duty to protect and promote the rights of those who self-define as part of the NUS Women's Campaign within NUS, on campus at University or college and in wider society.
 2. All students, regardless of their sexual orientation or gender identity, have the right to a safe environment at their University or College campus where they can learn, develop as an individual, and achieve their full potential. This safe space must include an environment that is free from all forms of discrimination and prejudice including but not limited to: homophobia, transphobia, biphobia, racism, sexism, ableism, xenophobia, Islamophobia, and anti-Semitism.
 3. Transphobia is an irrational dislike, hatred, prejudice and/or discriminatory action towards individuals who define as trans, including (but not limited to) transgender, transsexual, transvestite, and genderqueer people, and anyone who does define into the gender binary norms of society.
 4. NUS Liberation Campaigns have previously passed 'No Platform' Policies in order to protect students from individuals who preach prejudice and discrimination based on an individual's identity, and who incite hatred against an individual based upon their identity or beliefs.
 5. The NUS LGBT Campaign and the NUS Women's Campaign have previously passed policy refusing to share a platform with Julie Bindel, a journalist and author who is notorious for her transphobic publications and views, and other individuals who hold transphobic views.
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Conference further believes

1. Julie Bindel is renowned for her transphobic viewpoints, which first came to light in her article *Gender Benders, Beware* (2004). Bindel has apologised for the 'tone' of this article, but has not renounced further writings which argue that trans people should be denied medical care. Moreover, she has spoken at events such as Femifest 2014 that explicitly exclude trans people.
2. Julie Bindel argued in her latest book, *'Straight Expectations'* (2014) that that bisexuality doesn't exist as a sexual identity, thus erasing bisexual individuals' identities and experiences.
3. Julie Bindel has also criticised women who wear the niqab in her article for the Daily Mail: *Why are my fellow feminists shamefully silent over the tyranny of the veil* (2013); in refusing to believe that Muslim women have made their own decision to wear the niqab she denies Muslim women agency.

Conference resolves

1. That the NUS Women's Officers and members of the NUS Women's committee shall not share a platform with Julie Bindel.
2. The NUS Women's Officers and members of the NUS Women's committee shall not offer a platform to any transphobic speaker, biphobic or Islamophobic speaker, nor shall it officially support any event that does.

Motion 506: The Black Womans Experience of Sexual Violence

Content warning: Sexual assault, sexual violence.

Conference believes

1. NUS (Lad Culture) research has revealed that one in four students (26 per cent) have suffered unwelcome sexual advances, defined as inappropriate touching and groping.
 2. NUS (Lad Culture) research has also revealed that more than a third of women students (37 per cent) said they had faced unwelcome sexual advances.
 3. NUS (Hidden Marks) Research revealed that 14 per cent of women students have experienced serious physical or sexual assault which is more than one in ten women students that have been a victim of serious physical violence.
 4. The experience of black women survivors of sexual violence differs to that of non-black women.
 5. Black women are fetishized which affects their experience of sexual violence. This positions stems from slavery where black women were stripped of their humanity and femininity.
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6. Black women face additional barriers to non-black women in reporting sexual violence due to the ever present criminalisation of black people and lack of trust of the institutionally racist police force.
 7. No NUS research has yet been formulated on the experiences of black women and sexual violence.

Conference resolves

1. For NUS Women's campaign to work with external agencies to research the experience of sexual violence of black women and to include how this can differ to the experience of non-black women, the fetishisation and sexualisation of black women, and the complications black women face in deciding whether to report.
2. For NUS Women's campaign to collate a resource material for black women survivors of sexual violence.
3. For NUS Women's campaign (particularly the Women's officer, the Black representative on committee, and the Black Women's subcommittee) to work with NUS Black Students Officer to provide support for black women students who have experienced sexual violence and ensure resources are available for them to access and encourage unions to ensure it is available for black women on campus and within societies.
4. For NUS Women's officer and NUS Black Students' Officer to work in conjunction with each other to combat fetishisation of black women the problem, and also make it a mandatory caucus at women's conference and black students conference.

Motion 507: Affordable & Secure Housing

Conference believes

1. Huge numbers of women suffer from homelessness or insecure housing - this is bad.
 2. In most boroughs housing benefit has been reduced for under 35s and cut for most people under 25 - this is bad
 3. This government policy assumes that all under 25s have wealthy family who live near jobs who they feel comfortable living with. Many do not, in particular women and LGBTQ students.
 4. Most students are currently unable to claim housing benefit - this is bad.
 5. Even if people can claim housing benefit, they still are constantly at risk of eviction - this is bad.
 6. Many people live in terrible conditions - this is bad.
 7. Everyone should be entitled to secure housing in areas they want to live, in good conditions.
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8. 'Affordable rent' is often interpreted to mean 80% of market rent, which is not actually affordable.

Conference resolves

1. For the NUS Women's Campaign to publicise how having a right to secure housing in good conditions is an important feminist issue.
2. For the NUS Women's Campaign to campaign for increased social housing.
3. For the NUS Women's Campaign to support other campaigns for social housing, secure tenancies and good living conditions, such as the Focus E15 Campaign.
4. To campaign for actually affordable and secure housing.
5. To demand: the building of millions of council houses; repopulation of empty homes and estates; expropriation of properties left empty; taxation on second etc homes; an end to the sell off of public land; rent controls.
6. To campaign in universities for zero rent rises; to bring rents down; to for national maximum rents. To condemn the NUS leadership for failing to take strong positions or action on these issues.

Motion 509: Supporting women on the front line

Content warning: Rape, sexual assault.

Conference believes

1. Feminism is hard, emotive and exhausting work
2. NUS's 'Hidden Marks' report found that 1 in 7 women students is a victim of sexual assault or violence
3. Local and national women's services and rape crisis centres are being decimated by cuts
4. Peripheral support services (e.g. University and College Counselling) are often the first to be cut

Conference further believes

1. Activists often do not have strong support networks.
 2. Being a feminist or women's campaigner can sometimes be an isolating role.
 3. Continuously campaigning for women's rights can sometimes be upsetting, mentally and physically draining and have implications on people's health.
 4. Women's officers often deal with casework that involves supporting women who have experienced sexual assault and rape as well as their family, friends, course-mates and housemates.
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5. The squeezing of resources and increasing waiting time on institution's and women's services mean that women students are more likely to use and rely on the support offered by women's officers and women's campaigners
 6. Without the correct information and training provided to those supporting survivors in the student movement, the advice given may not be in their best interests or could be damaging.
 7. Without the correct information and training provided to those supporting survivors, they can often feel overwhelmed and under-supported with negative implications for their own mental health.

Conference resolves

1. NUS Women's Campaign will develop both informal and formal support networks for women's officers across the country.
2. Steps will be taken to ensure self-care is embedded in the work and culture of the campaign.
3. NUS will work with sexual assault referral centres, and rape crisis centres to source and provide training, information and advice for officers supporting survivors of sexual assault and rape
4. The Women's Campaign will promote the NUS activist mental health guides to the membership.
5. NUS will provide information and advice around best practice for policies and procedures that improve the support that is available to staff and volunteers e.g. access to support services, TOIL, mental health policies, sick leave/pay, management mental health training and bullying policies.
6. NUS will work to help full time women's officers gain access to counselling services by supporting the development of links between unions geographically close, so that officers in one union can use the counselling services of nearby unions (as they are in a unique position working full time supporting women students often without access to counselling or support networks).

Motion 511: Contracted staff in students' unions (Security, builders, maintenance) as well as university staff must undergo zero tolerance to harassment training

Conference believes

1. There needs to be emphasis against all kinds of discrimination: Sexism, Transphobia, Racism, Homophobia.
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2. Banter has been used by some, as an excuse in academic, social and communal areas on campuses, and within students' unions; it has also been used to bully, harass, degrade and shame Women.

Conference resolves

1. Annual training to ensure knowledge of working practice and procedures in students' unions are up to date regarding these issues.
2. NUS to promote and support students' unions in ensuring, that all staff in contact with students, facilitate a safe learning and social environment in education.

Motion 512: Dear White Gay Men: Stop Appropriating Black Women

Conference believes

1. The appropriation of Black women by white gay men is prevalent within the LGBT scene and community.
2. This may be manifested in the emulation of the mannerisms, language (particularly AAVE- African American Vernacular English) and phrases that can be attributed to Black women. White gay men may often assert that they are "strong black women" or have an "inner black woman".
3. White gay men are the dominant demographic within the LGBT community, and they benefit from both white privilege and male privilege.
4. The appropriation of Black women by white gay men has been written about extensively. This quote is taken from Sierra Mannie's TIME piece entitled: "Dear white gays, stop stealing Black Female culture":

"You are not a black woman, and you do not get to claim either blackness or womanhood. There is a clear line between appreciation and appropriation. I need some of you to cut it the hell out. Maybe, for some of you, it's a presumed mutual appreciation for Beyoncé and weaves that has you thinking that I'm going to be amused by you approaching me in your best "Shanequa from around the way" voice. I don't know. What I do know is that I don't care how well you can quote Madea, who told you that your booty was getting bigger than hers, how cute you think it is to call yourself a strong black woman, who taught you to twerk, how funny you think it is to call yourself Quita or Keisha or for which black male you've been bottoming — you are not a black woman, and you do not get to claim either blackness or womanhood. It is not yours. It is not for you."

Conference further believes

1. This type of appropriation is unacceptable and must be addressed.
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2. Low numbers of Black LGBT women delegates attend NUS LGBT conference. This can be attributed to many factors, one of which may be the prevalent appropriation by white gay men, which may mean that delegates do not feel comfortable or safe attending conference.

Conference resolves

1. To work to eradicate the appropriation of black women by white gay men.
2. To work in conjunction with NUS LGBT campaign to raise awareness of the issue, to call it out as unacceptable behaviour and, where appropriate, to educate those who perpetuate this behaviour.

