



July Council 2019 Minutes

Minutes Digest for ALSA ANU GDLP July Council 2019

Held at the Victorian Bar (Owen Dixon Chambers)

6 – 9 July 2019

Chair: Erin Ritchie (President)

Minutes by ALSA Committee

In attendance

Australian Law Students' Association Committee (Erin Ritchie, Margaret Cai, Sophia Rasch, Amanda Guruge, Claire Marron, Georgina Due, Amy Shao, William Vu, Alison Jones, Madeleine Goodsir, Briony Whyte, Thomas Boyle)

Adelaide University Law Students' Society

Australian National University Law Students' Society

Blackstone Society

Bond University Law Students' Association

Canberra Law Students' Society

Central Queensland University Law Society

Curtin Student Law Society

Deakin Law Students' Society

Deakin Law Students' Society (Geelong)

Flinders Law Students' Association

Griffith University Law Society (Nathan)

Griffith University Law Students' Association Inc (Gold Coast)

La Trobe University Law Students' Association

MacKillop Law Students' Society (ACU Sydney)

Monash Law Students' Society



Macquarie University Law Society
Murdoch Student Law Society
Notre Dame Sydney Law Society
Notre Dame Law Students' Society (Fremantle)
Queensland University of Technology Society Inc.
South Cross University Law Student Society
South Cross University Law Association
South Cross University Law Club
St Patricks' Law Students' Society
Sydney University Law Society
Tasmanian University Law Society
University of Queensland Law Society Inc.
University of Newcastle Law Students' Association
University of New England Law Students' Society
University of New South Wales Law Society
University of Southern Queensland Law Society
University of the Sunshine Coast Law Students' Association
University of Technology Sydney Law Students' Society
University of Wollongong Law Students' Society
Western Sydney Law Students' Association Inc.



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Minutes for ALSA ANU GDLP July Council 2019

Saturday, 6 July 2019

Welcome and standing orders led by Erin Ritchie.

The Council unanimously passed the following motions:

That LSS/As who have not paid their affiliation fees who make representations to do so be granted speaking rights

- Moved by Margaret Cai
- Seconded by Erin Ritchie

That all Australian Law Students and International Law Students be granted speaking rights

- Moved by Margaret Cai
- Seconded by Erin Ritchie

That Council accept the minutes from the Council Meeting in February 2019

- Moved by Margaret Cai
- Seconded by Erin Ritchie

Competitions Appeals Board: Amanda Guruge (ALSA); Julius Moller (UQ); and Georgina Barnes (UTAS)

Non-Corporate Law Ideas Breakout

There were several different ideas and ways LSS/As use to promote non-corporate law events. Some ideas included:



- a panel event where either the entire panel featured speakers from non-corporate law
- just one speaker of that background but then featured drawcard speakers (either from a corporate firm or a well-known figure).
- A dedicated careers guide for non-corporate roles, either for penultimate or pre-penultimate events

It was also acknowledged that many public sector positions, such as associateships/tipstaff roles and public service internships/graduate roles open very early in the year, and can provide logistical challenges for LSS/As to organise given this may be shortly after a term/semester begins.

LSS/As also spoke about the role of law school alumni and how they are contacted to contribute to LSS/A events. Most LSS/As did not manage alumni relationships directly, with their school, faculty or university managing this. However, most LSS/As have access to alumni lists or assistance from their university to contact them.

Competitions Breakout

The issue of how to run competitions effectively is a largely universal problem amongst LSS/As. Many experienced difficulties either sourcing and retaining judges or enforcing rules and expectations on competitors.

There were several ideas which were suggested:

- Sourcing judges through sponsors as part of sponsorship packages to shift the onus from the LSS to the firm
- Using a mixture of academics, alumni and student judges (and creating a conflicts list) – noting that this was also a source for providing questions
 - For student judges, UQ noted that internal preliminary rounds could be judged by those who had previously broken in that particular



competition, and students with national and international experience could judge advanced rounds. Professionals were used in Grand Finals

- Judging workshops for standardising the judging, and shadow judging for inexperienced judges
- Moderating scores through judge discussion in a room
- Having benches of three students for advanced rounds
- Keeping a blacklist system – Blackstone has an effective mechanism where removal from a blacklist could occur where the competitor volunteers to be a witness, client or judge
- Having clear rules in competition handbooks
- Having a mediation policy in place for selected intervarsity teams which may not gel
- Sandboxing in preliminary rounds of first-year and beginning competitions (i.e. judge stepping and guiding competitors through appearances and other formalities in a moot)

From this discussion it was also agreed that ALSA would look towards creating a set of national model rules for competitions.

Same-size Breakouts

Mid-size Breakout

The breakout focused on four main areas:

Sponsorship: LSS/As identified that firms generally prioritised larger LSS/As in terms and sponsorship and discussed tactics to increase their competitiveness, ranging from: marketing themselves as an competitive alternative, sending out the sponsorship prospectus earlier and liaising with university to promote the brand.

Dismissal of committee: A comparison of the various formal and informal dismissal processes, with a focus on who was able to vote on dismissal, informal processes undertaken in the lead-up and what grounds are required for a dismissal. Formal



procedures were generally contained in the constitution or bylaws, but it is highly recommended that informal procedures be used where possible.

Increasing student engagement: There has been a general trend of decreasing engagement. Strategies to combat this included getting registration for all events (to increase student commitment), sending out email blasts and putting up posters in shared spaces.

University vs LSS/A Careers Events: Some universities/law schools also ran careers events in competition with the LSA. It is suggested that in this circumstance, it is preferable for the university Careers team to run the event rather than the Law School, as they have a better understanding of the market. LSAs wishing to run their events as well should leverage the university's connections, advocate on the strengths of LSA careers events (e.g. the strength of the LSA network, Law School's lack of specialist staff) and work collaboratively with the university where possible.

Large-size Breakout

There were four general topics of discussion in this session.

1. Sponsorship and sponsorship negotiations
 - a. Sponsorship and how much sponsorship amounts are increased

Generally, it is necessary to keep in mind that discounts for initiatives can have an effect on sponsorship renegotiations down the line. Sponsorship discussions should also be prioritised during handover.

In the case of increasing sponsorship and prospectus, a 4-5 year plan on how to spend that money may not be the best option if the preference is to retain flexibility for new committees and changes to initiatives.

It was suggested that LSS/As invest in a term deposit for reserves.

2. Engagement with international students

Two ways suggested for increasing international student engagement were:



- Having office-bearing positions which caters specifically to international students
- Collaborate more with independent societies on campus

3. Alumni relationships

The law faculty or student association, sponsors or barristers' associations were suggested places to start alumni relationships – these could be recruited to assist as judges or in other initiatives.

4. Postgraduate engagement

Successful initiatives and events for postgraduate students related specifically to cohort-building (i.e. JD drinks immediately after a foundations of law exam, wine and cheese nights), others related to changing the focus (i.e. providing resources rather than casual hangouts).

Committee Engagement Breakout

This session began with a discussion around the carrot/stick approaches to committee member engagement, the experiences were generally varied.

These include:

- using positive and friendly competition – like a sticker chart
- managing expectations through the use of physical and online calendars
- including committee discounts to certain events
- having a three strikes policy where their position will be vacated afterwards
- using Trello for workflow management
- having attendance count as credit points to contribute to extracurricular awards or recognition



It is important to also have constitutional processes or governance procedures in place for when it may be necessary to facilitate the removal of a committee member. This may involve having a committee vote, including an authority figure e.g. Dean of the Law School and strike policies. It's necessary to also consider issues around casual vacancies or providing leaves of absence if personal circumstances arise.

Public Policy Statements Breakout

LSS/A's compared their procedures for deciding when to issue public policy statements (e.g. on same-sex marriage, Christchurch, etc.). There was general consensus that ALSA, as the peak body, should take a greater advocacy role and discussion on how ALSA could publish policies.

It was suggested that there should be clarity about when a LSS/A would and would not make a statement. This should be tied to something tangible e.g. whether the statement reflects a clause in the constitution, or mission/objectives/directives which may be present (i.e. presence of a Queer Officer may put more impetus on the LSS/A to consider issues relating to their role).

There were three main types of statements identified:

1. Reactionary Solidarity Statements
 2. Reactionary Political Statements
 3. Proactive statements (e.g. submissions to law reform bodies)
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Sunday, 7 July 2019

Governance and Internal Management

Julius (Secretary, UQ) and Tom Boyle (Conference Convenor 2020, ALSA) presented on internal management processes and Constitutions and governance for LSS/As.



Constitution

Basics of a Constitution included:

- Aims and objects
- Status of Constitution and Amendments - providing for a constitutional basis, interactions with the Corps Act, differentiating between the different levels of amendments. Some Amendments will require the management committee, others will be specific and can only be amended at a general meeting.
- Membership - set out the powers of your members, the eligibility of members (especially in consideration of guild affiliation) should include things like speaking rights, obligations placed on members. Should be aware of the dispute process, whether that is through a court for incorporated societies, or through a. Dispute body.
- General Meetings - outline need at least one AGM a year to pass certain documents and hold elections for the management committee. Set out how you call, what is the notice period and what is quorum. This knowledge can be lost if not set out and result in invalid AGMs.
- Committee - different structures in terms of speaking and voting rights for general members or the Committee only. Crucial to state the management committee act as agents for the association,. This will be experts for incorporated, critical to include for non-incorporated. Set out the role, term, how casual vacancies will be filled
- Committee Meetings - how decisions will be made, meetings called, setting out a process for circular resolution to pass decisions
- Financial Matters - important to set out that in order to spend money you must vote or approve appropriations of the funds. As agents acting for the association we must be aware of the manner and way in which we spend the money. Simple things like requiring 2 signatures to approve accounts or a by-law in relation to use of cards. Also outline information in relation to auditing processed.
- Winding up - set out a process for the worst case scenario, important for NGO to set out that profits would go to similar organisation.



Other requirements:

- Compliance with law
- Incorporated associations - various state legislation
- Company - Corps Act
- Charity - ACNC - be aware of conflict of management committee in terms of this

By-laws

- Assist with the management and operation. The by-laws and additional information sit under the constitution. This is a place to elaborate on the duties and responsibilities of your officers where they can be amended more easily. Include the meeting procedure and standing orders for procedural and substantive matters. Set out so management committee and general members are aware.
- Could additionally outline policies, such as requirements for working with children in each state, codes of conduct, reimbursement, conflict of interest, welfare.
- Set out how these by-laws can be amended, whether by the management committee or general members. For instance, ALSA by-laws can only be changed by the Council as the voting body.
- Who should be involved in drafting, also applicable to constitution. More cooks does not equal the best. Have your VPA or secretary engage with President and Treasurer for a draft which is then circulated to Committee for amendments prior to general members.

External feedback

- Don't be afraid to seek legal or financial advice. We are student societies but we must be aware of the laws which we must comply with. There are pro-bono



resources out there. Discuss with stakeholders, your law schools, university guilds who may have own requirements and university more generally

Accountability and transparency

- Core element is promoting honest and making it clear that being honest does not mean they will be punished.
- Maintaining effective channels of communication is key, Slack and messaging services provide an effective way of delegating tasks and knowing what is going on in the committee. Won't get lost in your personal Facebook messages, but have separate channels for the portfolios which include the executive for oversight, not micro management. Easier to communicate than standard emails
- Have set timelines for tasks and checklists. Important for accountability, making sure things are done.

Roles, responsibilities & Sanctions

- Relating to the breakout yesterday, have the stick methods (removal/sanctions) set out in Constitution and By-laws to ensure clear, for instance noting at management committee.
- Informal processes are also very important, having a system and method of being able to check in on people

Elections

- Think about who you want elected and who you want appointed. Suitable to elect the management committee (directors, President, VPs) as they are higher up and demand more from the association, also good for members to have a say.
- More skills based (publications officer) may be appropriate for this position to be appointed to ensure that there is a person fit for the role. Queer reps, diversity officers are also good examples for appointment, offers to the applicants the ability to speak in a smaller forum too.



- Methods of voting are shifting towards electronic ballots (election body (used for state and political party elections in some countries) QR codes, high degree of removal and fairness).
- Clearly set out the role of returning officer, how they are elected or appointed, what their obligations will be. Set out a set of election rules setting out how people can run, rules around how they can market to run and what appeals process exists

Agendas and Meetings

- To ensure effective and efficient meetings, good to have an agenda. There is a rolling agenda for UQ which gets updated. Details for next meetings, preliminaries set out in constitutions, we publish minutes to members, apologies for non-attendance, any circular minutes for the meeting. Setting it out at the beginning is a good reminder to the executive of the obligations
- Set out written portfolio reports for general updated with officers then focusing on one particular aspect for the meeting. This frees up time in the meeting and are then included in the minutes circulated to members
- Clearly indicate items off business to be addressed or that decision is required on. Setting hit out here allows for consideration prior to the meeting rather than haphazard
- Business without notice and adjournment at the end
- On a more practical level on face to face the agenda allows for people in the meeting to feel heard
- Maintaining speaking list to maintain order in the meeting, generally people will fall into line with this

Education Reform Breakout

Session led by Guest Speaker Brendan Lacota

A collection of LSS/As discussed and decided that:



1. Law is not a general degree, though it teaches skills which are highly transferable
2. While not aspects of the Priestly 11 are used in practice, it is important to recognise the interrelation of different areas of law
3. Universities are generally highly theoretical. While this is also identified as strength, there was a general consensus that universities should also integrate practical aspects into the course

Finally, the group brainstormed some techniques to ensure that students are able to graduate with more practical experience, from requiring a practical component to the degree to forcing firms to take on interns for training or a giving a grant to lawyers who take on an intern

ANU Networking Workshop

Session led by Guest Speaker Craig Collins (ANU GDLP)

Networking is not new but is a fundamental part of the human experience.

7,538 students graduated from law schools (36) in Australia, 2015.

Hybrid network, law-students, academics, practitioners.

24% increase between admitted lawyers 2011 to 2016.

In a world of big data... am I just a dot on the graph?

Interpersonal relations define a career – more and more valuable today with the improvements in technology taking over other work and tasks of lawyers.

Convention of Barristers not shaking hands.

Introductions

Keep it simple – do not need to re-invent the wheel.

Small Talk – invisible codes

In Australia/UK chat about the weather is normal, but not in other countries/cultures.



Subtle humour not bold and crass.

Taboo on earnestness – being too direct, hard selling yourself.

Asking Questions:

'Cast a wide net for common interests/people'

How did they experience going through your stage of getting a first law job?

The Law of 3s – your theme, varied

A real value or experience that may be of value to them, listen for opportunities to reinforce this by brief stories or comments.

Aim for 3 variations on the theme to enter their memory.

The *metis* of a lawyer – **wisdom** and **deep thought**; **craft** and **strategy**, **Kairos** and **courage...**

CAREER LIMITING MOVES – CLMs

1. Any hint of arrogance;
2. Being *too* earnest;
3. Not grasping the situation/setting;
4. Too theoretical/abstract;
5. Indifference;
6. Interrupting;
7. Queue jumping;
8. Talking too much;
9. Jokes in poor taste.

Following up:

Email, brief, simple, polite

Timing: same or next day is best for you and the contact – shows efficiency.



If there is a delay: 'I met you at the last event, but I appreciate that you probably won't remember.'

Spotlight NZLSA

Guest speaker Fletcher Boswell (President of NZLSA)

The most notable thing which has occurred during the tenure has been the events of Christchurch.

The presentation was broken up into three parts:

1. A run-down of law student politics

The Association has 6 law student societies. There is a very similar curriculum, because this is all regulated by one body. In terms of the LSS/As, there are usually 10 – 15 committee members, and across the board they all perform similar functions. There are 9500 law students in NZ. What NZLSA and ALSA do are quite similar. NZLSA operates as an advisory board to LSS/As presidents and recently has transitioned to taking on more advocacy.

2. The legal profession in NZ

In NZ the legal profession is experiencing a plateau – a large number of students don't use their law degree to practice in law. Over the last few years, there are more female lawyers practising, this hasn't been reflected up in the hierarchy.

3. What's changing in the profession

Challenges in the profession

More lawyers and more automation – law firms are able to do the same work with less human capital

City-centric work supply – mismatch

Bullying and harassment of junior and female lawyers



This came to a head on February 14, 2018 - a media organisation broke the story about Russell McVeagh where, over the course of a summer, a partner had been sexually assaulting summer clerks.

In terms of the NZLSA response:

Short term

- Ending sponsorship with the firm
- Self-review of practices – LSS/As looking at all the practices that are run, are we comfortable with our own practices and comfortable with the example set for the profession
- Condemning actions and response. It is important to be very clear what you are criticising about i.e. their failure to respond properly

Long term

- Get more information on the junior recruitment process, all the universities have asked the list of summer clerks to touch base
- Ethical sponsorship - cutting ties and outwardly and having ongoing dialogue with other firms – reviewing sponsorship to see we were comfortable aligning with their values
- Working with NZ law societies – NZLSA ran a survey to see whether the regulators had been doing it enough

Advocacy

- Scope – having consensus and agreement on what you are going to comment on
- Media – ensure that the media spokesperson has media training
- Approval process – consider how much discretion the LSS/A has to comment on certain things

State-based Breakout



VIC Breakout

VIC LSS/As meet once every 3 months and are happy with this schedule, although they noted that there had previously been communication breakdowns and have not been able to secure attendance of all LSS/As at this meeting. It was noted that attending the meeting should be emphasised during the handover procedure.

Key areas for collaboration were identified, notably collaboration with Queer events (particularly opening events so that smaller LSS/As could send their members) as well as working together to require firms to follow the LIV clerkship schedule, as this provides more certainty for students. Larger LSS/As are especially able to take the lead in this respect, with suggested strategies including declining or limiting sponsorship.

QLD Breakout

Prior to the session UNSW Law Society discussed the NSW system of having regular state meetings throughout the year. Queensland LSAs were in favour of this idea and much of the session was focused on the organisation and coordination of this meeting. For newer LSAs questions were raised as to the function of the L card and explanations were given as to how it operated and the advantages of the L Card regardless of what area the LSA was based because by agreeing to the L Card, the LSA would be required to get a certain number of discounts. Emphasis was placed on the accommodation of resources and capacity of smaller LSAs.

NSW Breakout

UNSW raised the issue of where a student approaches an LSS/A with an allegation of serious misconduct – what position is the LSS/A in to investigate, pre-emptively bar the accused from attending LSS/A events, and what other mechanisms are in place at other LSS/As. UNSW added that UNSW LSS was looking to implement a 'code of conduct' to address this.

Existing university policies in place



Several universities already had policies in place where their codes of conduct extended to events both on and off campus, including LSS/A events. There was general agreement that LSS/As would escalate through the university's formal complaint mechanisms, with concerns around whether LSS/As are in a position to investigate allegations and potential liability issues for the LSS/A.

LSS/A ability to exclude accused from attending LSS/A event and investigating allegations

There was significant discussion about the ability and place of an LSS/A to exclude a student from attending an LSS/A event where there were allegations against said student. Some examples of how LSS/As currently or would respond:

- WSU had a contractual relationship with members such that if there was any allegation of misconduct the LSS would take action
- UTSLSS relied on their student guild, Activate, which was very active and decisive in taking action in this space;
- MULS has by-laws that allows the LSS to pre-emptively remove students from events;
- UOWLSS has by-laws that allows an ex-officio (ie ex-LSS) member to sit at a committee level to help resolve such issues

There was significant disagreement in the room about whether students with allegations against them should be barred from LSS/A events. On the one hand, there was the presumption of innocence and the need for natural justice for that student. On the other hand, LSS/As were attentive to the need to protect students from harm and prevent incidents arising.

Monday, 8 July 2019

Leadership Workshop

Jenni Lightowlers opened the session by giving three short stories on different types of leadership: (1) Sir Francis Drake, who she considered a hero in high school but from the locals' perspective was an attacker; (2) Craig Mullaney, as an example of



leadership in the military; (3) American leaders Franklin D Roosevelt, Thomas Jefferson, Martin Luther King, and how each identified an 'enemy' to bring the people together. She then asked the room to discuss their examples and characteristics of leadership.

Characteristics of leadership

Some of the common themes the room discussed as characteristics of leadership were:

- Strategic and decisiveness (Julie Bishop);
- Listening to others, inclusive (Julie Bishop);
- Diversity (Barack Obama and Julia Gillard);
- Leadership in face of institutional challenges (Pope Francis, Malcolm Turnbull, Ashton Kushton)
- Leading by example, they persuade (Elon Musk, Steve Jobs, Jacinda Ardern)

Good v Bad Leaders

There was then a brief discussion on the difference between 'good' and 'bad' leaders. The above were given as examples of 'good leaders', but examples of 'bad leaders' included Kim Jong-Un, the Waco Cult leader. Jenni challenged the room to consider whether leadership through coercion was really leadership, as there was no consent from the people.

Leadership during crisis

Jenni then moved on to discuss issues facing our generation that requires leadership. Examples of such crises given included:

- Global conflict;
 - Relations between China and the United States;
 - Food and water security
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Financial Literacy Workshop

Everyone does better when they understand the following (when it comes to finances):

- How the financials work
- How their financial decisions impact the organisation and its ability to achieve the goals set out

Non-profits should not be making a profit (surplus) - this statement is false

- NFP's need to make money
- Non-profit is a tax term, but organisations need to be sustainable and make money to succeed

The Treasurer is the person responsible for making sure the financials are right - this statement is false

- This is everyone's (committee/exec/board) responsibility
- The Treasurer is one amongst equals when it comes to making decisions and ensuring accuracy

Budget

It's about planning for the future.

For those not financially literate, when explaining or making a budget, it can be easier to explain the plan, rather than talking through spreadsheet.

What do you need to think about when putting the budget together?

- Are we doing the same thing next year or something entirely different?
- How does this change the budget from last year to the future?
- If there is nothing to compare to creating a budget can be challenging

Education/Trimester Structure Breakout

Each university has a different trimester model. It is hard to compare universities and impact on students without quantifiable data collected.



Advocacy paths for university's attempting to implement trimester model:

- It has to be a collective approach throughout the university.
- The guild should be involved.
- All impacts should be considered, both internal and external to the university.

Issues for LSS/As:

- For the LSS/A, organising events is difficult. UNE has had to push events and event planning into first couple of weeks so students come because there a little free time after the first few weeks of trimester.
- It is really hard to plan events before heavy assignment periods. Events that are held after assignments needs to be planned before the assignments period because committee is busy as well.
- Sponsorship concerns: Curtin moved committee term to start in September and approached sponsors earlier.

Key issues for students after implementation of trimesters:

- Student engagement- there is no on-campus presence anymore.
- A move to digitalization of teaching.
- Reduced teaching time
- Students don't have time to adequately engage with campus and campus life.
- Higher rate of dropping course - they can't complete all the additional stuff students do concurrently.

LSS Spotlight: Blackstone Society

Mentoring

Recommendations on successfully running mentoring with sponsors:

1. Have a Launch event
2. Provide a 'How to manage a successful Mentor/Mentee relationship' guide



3. Create feedback channels

Question: Were there other events apart from the launch event?

Answer: Generally, only 1 event a semester, but Blackstone is intending to implement monthly catch ups moving forward.

Question: Logistically speaking, was there a cap on how many sponsors were approached? Number of mentors from each firm?

Answer: A form with links was provided to sponsors, and initially it was gauging interest, and no cap was implemented.

Question: How do you get all firms to put their name with other firms for the events?

Answer: Blackstone did this by having small additions to sponsorship packages so events were only a small contribution from each firm. We also played on rivalries, a bit of playing them against each other and dropping names in meetings helped.

LSA Spotlight: Bond University Law Students' Association

Bond LSA has a special interests director – who has a role in dealing with mental health and special interest groups. To avoid the role being tokenistic, Bond LSA created a speaker panel which dealt with relevant issues. Alumni connections were used to participate in these discussions. And partnerships with other associations would be used in both the marketing and engagement activities for the events.

Mental Health and Wellbeing

Guest Speaker Emily Coppola (Corporate Health & Wellbeing Lead at Medibank)

This session related to creating a 'psychologically safe' professional environment. The Council was encouraged to think about the 'top 3' things that they did individually to help stay healthy and well.



There were four key pillars of wellbeing that were presented:

- Mind – relating to people and resilience
- Body – relating to physical health
- Purpose – having a sense of connectedness
- Place – both the experiencing of culture and physical space

It's important to have 'leader led wellbeing'. Everyone wants to feel that their leader has their back. Sometimes it's about having human to human connection and checking in with the team, asking about someone's personal life.

In her conclusion, Emily posed three key questions to the Council for them to consider:

How will your definition of health and wellbeing change?

How can you adapt?

What kind of leader do you want to be?

Tuesday, 9 July 2019

Advocacy – Bullying and Harassment Policy

The final discussion of the Council centred on next steps for advocacy and the policy surrounding bullying and harassment. Tom spoke about the piece of work around advocacy more broadly. He noted that there was a great push in the public policy breakout for ALSA to have a stronger focus on advocacy for the rest of this tenure and the 2020-1 committee.

Maddie then showed the Council a bullying and harassment mission statement drafted from her Advocacy Hackathon session. The Council was asked – by show of hands – whether the mission statement should be published.

ALSA has since published the media statement on its [website](#).