



Exec Meeting - Thursday, 26 March 2015

Present			
Mathew Duardo	Sarah McCabe	Nandini Bajaj	Jacob Rock
Ryan Thalari	Dhanya Mani		
Absent			
Lachlan McGrath	William Gailey	Sarah Van Der Meer	

Action Items

- Externals to draft Australs trial policy.
- Nandini to draft AA policy
- Secretary and Treasurer to investigate new online email + website costs
- Secretary to decide on bi-monthly meeting time.

Minutes

- *Lachlan's address* - see separate document for those who require it - not to be dispersed generally.
- Portfolios - reclarified all exec members and their portfolios
 - see list on fb page
- Worlds
 - Ryan Thalari - We responded to Rob (UWS) Yesterday regarding whether or not other institutions who do not attend world's should be able to vote - we lost the vote + it was decided other teams who do not attend will be allowed to vote
 - Lachlan McGrath - Does not preference Amsterdam as a location because of expensive accommodation

- Jacob Rock - (in response) Flights are expensive everywhere, accommodation is expensive everywhere
- Nandini Bajaj - Sth Africa warmer but bid is inconsistent, OrgCom didn't come to world's, its a dangerous place geographically. Was initially going to look towards Amsterdam but more to the point, both adj cores are great, but Croatia is cheaper, less people, also more sketchy though. Maximum debating value needs to be considered. Transport costs of getting to the uni and the hotel are significant - this was something experienced as an issue in Malaysia. Orgcom's approach to women's night needs to be considered as well - historically not given enough credit. What is easily marketable also? The Hague probably isn't much fun, but the Hague is more accessible to Europe as a whole.
- Ryan Thalari - Chennai and Malaysia and Berlin weren't completely awful. Hague is probably more fun than Croatia - european winter (Snow). Sth Africa - seen the bid fail due to lack of organisation before. It had a better adj core etc and still wasn't great. Typically Sth Africa has its own interests at heart as they don't want to leave Sth Africa - hard for them to access Worlds.
- Mathew Duardo - mimic safety concerns of Sth Africa
- *General preference for Croatia from present exec*
- Jacob Rock - 2 more hours of sunlight in Croatia during the day
- Reforms to finance - nothing to say as Will Gailey absent from meeting
 - Ryan Thalari - last known prospectus given out to Lachlan McGrath and Will Gailey
 - Nandini Bajaj - did try and do a bunnings BBQ last year but it fell through. Could have a bake sale.
 - Jacob Rock - doesn't have confidence in the stream of revenue from a bake sale
 - Nandini Bajaj - need something more to attract people - last year failed more due to logistics rather than a lack of effort or feasibility of the bake sale
 - Sarah McCabe - We can learn from the past and advertise more.
 - Mathew Duardo - We can do it during intake of Semester 2 and can make it economical.
 - Nandini Bajaj - Can use the extra funds for mid-year intake and use funds for other things necessary such as Macfest expenses.
- Austral Trials and Dates
 - Ryan Thalari - USU and UWS have it scheduled in the calendar already.

- Nandini Bajaj - Lets do it week before or after USYD - need their adjudicators available.
- Ryan Thalari + Nandini Bajaj - We need to think about selectors, need to book them in quickly once we set a date
- Ryan Thalari - PROPOSAL Weekend the 9/10th May
- ALL EXEC - Decided as the weekend 9/10th May
- Ryan Thalari - I wanted to discuss exploring the Melbourne approach to forming teams for Australs - everyone meets up and lays cards on table - I wanna compete, I wanna have fun, I don't care etc, I wanna debate with XY. Much safer space for this dialogue to occur than outside of a formalised setting. E.g. probably last year I would have not wanted to mentor other debaters but wasn't given a chance to express this.
- Jacob Rock - Concerned people collectively exercising veto against one individual.
- Nandini Bajaj - We have a lower skill level than Melbourne, they have a larger pool of people, they can afford to do it. If the main people all wanted to be competitive, novices didn't want to, we could lock out novices from our teams. More resentment from those novices would be created as they don't get to be in the higher teams.
- Mathew Duardo - I think it's a good idea but not practical this year. Much of the problems of the proposed system already happen under the current system so I don't see much harm in them.
- Dhanya Mani - Suggestion - Have vetoes but not disclose them to the meeting
- Ryan Thalari - The proposed system isn't focused on vetoes but about what you want to get out of the experience. i.e. I would like to be in a competitive team
- Nandini Bajaj - Could be similarly achieved by a selector asking before/during/after trials 'What do you aim to achieve out of this tournament?'. That way a selector can know where to place people without having to disclose all this information.
- Nandini Bajaj - Suggestion - We could have options in the trial form to say what you wanted out of australs. i.e. check boxes saying "I wish to be in a competitive team" "Please do not place me in the first ranking team" etc.
- Jacob Rock - I have an issue with selectors having power to see people's preferences. Precludes people from teams that otherwise they would have made.
- Ryan Thalari - Team formation is important.
- Sarah McCabe - Benefit of transparent discussion is that it avoids breaking up team formation.

- Jacob Rock - We have trials and team formation afterwards - if people form teams prior to the trials then why are we doing trials? Trials allow rankings for people who have advanced since the previous time they were trialed.
 - Lachlan McGrath - Could work well as well all know each other by Worlds and Australs.
 - Mathew Duardo - I don't believe in vetoes based on social circumstance - only professional/competitive reasons. Meant to be an inclusive society.
 - Nandini Bajaj - It would be great to use preferences for team formation. Vetoes also serve a competitive purpose.
 - Jacob Rock - Currently person who is first is free to choose who they want.
 - Ryan Thalari - Gives other information rego form doesn't give, if you don't know them that well when they apply for trials (newcomers can say "I want to be in a competitive team").
 - Nandini Bajaj - Power dynamics need to be considered - people in person can abuse the position and pull rank on younger people - more compelled to express your emotions in person. Damages transparency as emotion ruins that.
 - Sarah McCabe - Probably good if people need to work closer together - an open discussion is easier to understand for a novice than a novice being forced to figure out the policy.
 - Mathew Duardo - People should be aware of the policy beforehand.
 - Sarah McCabe - No ones going to read policy.
 - Nandini Bajaj - We need a way of instructing people how the policy works - making information more available - sees value in open discussion, but easy for older people to interfere with the system.
 - Jacob Rock - Are we using the two teams plus one policy from worlds?
 - Ryan Thalari - No it was an isolated incident that caused us to use that policy.
 - ACTION ITEM - Externals to draft a Trial policy.
- Formal AA Policy
- Nandini Bajaj - We don't struggle to meet AA - however World's last year Nandini was the only woman sent. We comply but why shouldn't we have our own policy? Almost every other society has a formalised policy. Aiming to 50-50 would be good but don't see anything wrong with aiming for 30%
 - Jacob Rock - Recognise the flaws or shortcoming of AA Policy.

- Ryan Thalari - Where does this apply to? Easters? Australs? Worlds?
- Nandini Bajaj - Everywhere. We follow the tournament's policy but important even for our own belief system that we formalise it within MUDS
- Ryan Thalari - Its not true that every society does it. Principally, we didn't have interest in women for world's - it would have made us unable to send one team.
- Mathew Duardo - We don't take gendered bias into consideration when conducting trials - so why adopt a policy that will only take effect when it takes a spot off one person and gives it to another?
- Jacob Rock - Has more value besides overcoming bias - encourages women to trial. Open to exemption if no women trial.
- Ryan Thalari - on competitiveness - team's are allocated based off our previous performance. We need to support our novices. The absence of an AA policy is not the reason we don't have people trialling. We are dominated by strong women who rank well.
- Nandini Bajaj - Need to monitor the number of women in top teams - ensures more women getting development. 3 most experienced women are leaving soon. Its a likely outcome for more men to come along. Many tournaments formed out of lack of women. We don't sacrifice any competitiveness from implementing an AA policy.
- Ryan Thalari - objection with worlds - often the contingents are a much smaller size so this AA policy would have a disproportionate effect on those contingents.
- Dhanya Mani - just because we are small doesn't mean its not important. Indirect discrimination issue should be considered. Important to incentivise women who have a lesser perception. doesn't matter if it practically worked or not - if it helps people will plausibly be encouraged to trial.
- Ryan Thalari - If we look at Australs - in the instance we have this policy and women get in on their own merit - are there concerns that there is a legitimacy crisis over whether or not those women deserved their place?
- Jacob Rock - Everyone gets speaker scores - the numbers prove you deserved your spot.
- Nandini Bajaj - UQ didn't have AA policies - dramatically changed their culture by implementing them. *Anecdotal example* - She was pushed into harder teams. Need to prevent a back slip or creation of a UQ culture.
- Ryan Thalari - Worried about blaming the woman for the failures of the team.
- Sarah McCabe - it becomes an equity issue if we blame women.

- General consensus on this issue is that at best it would ensure better equity for all people and would deter indirect discrimination. At worst the policy was still important even if it was never exercised or drawn upon, due to the important symbolic value seen in having an AA policy. It is decided that a policy will be drafted and then voted on at a future executive meeting.
- ACTION ITEM - Nandini to draw up AA policy that speaks to concerns
- Internal Speaker Tab
 - Ryan Thalari - Dan and I have all individual speaker's tab scores - want to build into the externals portfolio. With internals not into it but how do we feel about judges tracking internals. Ash and Sarah both only had small CVs.
 - Mathew Duardo - Would discourage a culture of CVs unless necessary - running tab on file will help
 - Jacob Rock - Open to idea of CVs - more accurate as its a summation of your debates. Not in favour of internals - people discouraged from attending internals. People new to adjing - shouldn't give scores - wont know what appropriate scores for individuals are.
 - Sarah McCabe - gives a number for new people to work with (i.e. your 72 was too low, your 78 was too high) so those people can improve.
 - Ryan Thalari - gives people more chance to practice giving scores. Don't need to tell those people they are scoring them.
 - Nandini Bajaj - put inexperienced adjs with experienced ones for development.
 - Sarah McCabe - if someone gives strange scores, we can develop that.
- Sarah VDM Mock UN discussion - not present
- Funding
 - Website + email - schools days etc rego on the website. Email system.
 - ACTION ITEM - Secretary and Treasurer to investigate new online email and/or website costs
 - Funding for Australs
 - Pop-up Banner
- Training -
 - Lachlan McGrath - No one attended last Monday.

- Lachlan McGrath - Dan felt no one listened to his presentation. Don't want him to do it for free. Want to pay him a salary - Our best means for retention is to have engaging presenters
 - Sarah McCabe - Rooms weren't great or allocated well either due to lack of attendance
 - Nandini Bajaj - Can't pay Dan. Hard to answer if it would actually work because we don't know what will increase internal attendance. People come in and out all the time.
 - Mathew Duardo - We should present some interesting material earlier on - some of the focus ones on trade, international relations etc
 - Ryan Thalari - people like Angie want more instruction and time spent on Adjing
- Scheduled meetings
 - Mathew Duardo - once every two months - make people keep the meeting two months in advance free
 - Nandini Bajaj - agrees, once every two weeks excessive
 - Ryan Thalari - alternating meeting times
 - General resolution passed to have meeting fixed once every 2 months
 - Jarrod - Do we need to replace Jarrod?
 - Sarah McCabe - Can we replace Jarrod? It makes sense to just get a new exec member to disperse more workload
 - Discussion curtailed due to time constraints
 - Funding
 - Jacob Rock - we should talk to banks about getting more student groups funding - e.g. ANZ

Meeting finishes at this point due to time constraints