

WORONI

BOARD MEETING MINUTES:
Thursday 22 September 2022, 4:00pm (public holiday)

Meeting Venue:	Woroni Boardroom, Kambri Office
Meeting Opened:	4:05PM
Meeting Closed:	5:49PM
Present (anticipated)	Juliette Baxter, Saad Khalid, Matthew Box, Rose Dixon-Campbell, Alexander Lane, Karolina Kocimska, Clara Ho, Fergus Sherwood.
Apologies:	

No.	Item	Action Items	
1	Acknowledgement of Country	Delivered by Alexander	
2	Confirmation of Previous Minutes	Please reply to agenda email. Thanks Team. 5/7 approvals are there.	Follow up on previous meetings
3	Previous Action Items:	MV Law Legal Advice + Settlement Mag Launch Juliette: contact Democracy in Colour and ANU Media about running trainings (still waiting to hear back)	

Meeting Items

4	Approvals	Alex - would like a few more people checking over my articles in the future.	
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5	Finance Update	<p>Business Transaction Account: \$122,126.60 Business Online Saver: \$103,000.98 Term Deposit: \$60,000</p> <p>Significant spending since last board meeting:</p> <ul style="list-style-type: none"> ● Edition 5 magazine launch: \$475 for venue, \$200 for DJs (yet to be paid) ● Edition 5 printing: \$4125 ● MV Law defamation advice: \$2304.50 - \$1650 paid previously into the trust account and \$654.50 paid recently <p>Overarching budget update: Due to some issues with when Editors' Honoraria was paid last year we need to pay extra for workers' compensation which will take us \$192.57 over on that budget line when we exclude GST since, as an incorporated association, we get that refunded by the ATO. Additionally we may want to look at moving some more into leadership development to fund board dinner since the previous board overspent on both retreat and dinner, I am very happy with how little we spent on board retreat since I was concerned we may not be able to afford it all on what was left in the budget line so thank you to everyone for that. In light of this I have contacted James Brann regarding changing our budget slightly and am waiting on a response from him - I bumped him last night so may get one tomorrow if we're lucky. We will need to pass changes at the OGM but may require more justification for ANU. I am currently looking at moving up to \$400 in the budget, this could come from printing, professional development or the SCRIPT fund since we will not spend all of those lines by the end of the year. Additionally I am hoping that ANU will allow us to create a new budget line for end of financial year spending and we can move large amounts of money into that line to spend money that otherwise will go unspent but we will see if we are able to do that.</p> <p>Karolina: frustrated at 400 copies being ordered by the previous Board. That's all.</p> <p>Alex: are changes at OGM contingent upon ANU in the first place?</p>	
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		<p>Matthew: that's what I am waiting to hear back. They might need more justification.</p>	
6	Management Update	<p>Juliette: Met w/ Honi Soit last week. Social media - team has been under the pump this week but should have more capacity next week. Ankita in the process of prepping TV content for insta. Website approval doc has been sent out w/ the homepage mock up. Will be doing other pages in next week or so.</p> <p>Saad: in touch with developers?</p> <p>Juliette: yes, sent them an email today.</p> <p>Alex: what is happening with the social media calendar?</p> <p>Juliette: spoke to Ankita and she was gonna be working on it. Haven't heard back. Will followup. Using Google Docs improves accessibility rather than Link In Bio.</p> <p>Karolina: posted in social media chat. Rose and I have populated this. Everyone please put your content in there.</p> <p>DEIC - Saad We will need to move towards the election of a number of Board Members. For added context, the positions of Content Editor, TV Editor, Radio Editor, and Managing Editor will be available for nomination. Please speak to your SubEds about nominating for these positions. A contested election with qualified and capable candidates is what we'd like to see. Technicality of 6 months prior needing clarification from Roxy + a possible board interpretation.</p> <p>Additionally, we will be having the election of the incoming Editor in Chief. I propose for this to happen - next week. All Board Members need to be present for that meeting - either in person or on Zoom. Saad, Karolina, Rose, and Alex are eligible to run - whilst I believe that Fergus, Clara, and Juliette are graduating (correct me if I'm wrong) and Matthew by virtue of casual vacancy cannot run. From there, we will figure out what positions are vacant and Roxy - our Returning Officer can open up nominations to the ANU community via</p>	<p>Email ANU Governance to get clarity and think about possible board motion for interpretation.</p>

an All Students email. We need at least a 2 week nomination period + set a date for the election. I will be confirming said details with her tomorrow.

Karolina: can this be Week 9?

Matthew: Yes gives us time to prepare and think about it

Saad: sure. Though conscious that we do have to conduct our own elections in a compressed timeframe

Saad: Matthew, when did we agree to the Honoraria Meeting? Noting everyone needs to be there for the entirety of discussion.

Matthew: Week 11 or Week 12.

OGM is scheduled for the 4th of October (Tuesday) at 6PM. Please encourage your subeds to come along. Check with Matthew if we can do a bit of pizza or snacks to spruik up attendance. Your honoraria first-ever one! is in there. Matthew will have some updates to the Budget, and we'll have Portfolio Editor reports tabled at the meeting. I have a meeting with Roxanne - our Returning Officer tomorrow and have one final thing to discuss before an Agenda can go out to everyone. I will also populate an FB event and send a message out on Discord.

Photography: Saad

Team has been going well. Robin - our Senior Photographer from last Semester has expressed that they would like to step down from their position due to external photography commitments. I have met up one-to-one with Oskah and Chris - both of whom are happy with how their Woroni experience has been going and appreciate the volume of working coming through,

More generally, they believe that its adhoc pieces that mostly guide what photography they do for Woroni - and are more than happy to help out with any bits going around the Portfolios. Specifically TV and Radio have been mentioned as places that they'd like to do more work in. Chris and Oskah will be doing the upcoming event and are keen to do more stuff!! I'vent been in touch with

		<p>our third photographer Isabella - as she's been rather busy and unresponsive to messages. Will update next week on the progress of such.</p> <p>Events: Matthew Jeffrey and Arabella have done a great job in organising the magazine launch and I am really excited to see what happens on Saturday. Juliette and I met with the two of them the other day to highlight the importance of who we engage for our events and how we go about engaging businesses and individuals and they took this on really well. I have set up an email for them and they have begun to use this which is really helpful for me to be able to see what is going on and get invoices sent to that email which I access. They have done a great job including me in communications as well. Excited to move onto some other events such as a Smith's music event in collaboration with Fergus hopefully, Jeffrey was keen on working on this event so that would be really cool.</p>	
7	Portfolio Updates	<p>News: Alex Election has gone well, I wanted to hear everyone's feedback on the coverage. Thanks to Clara and TV for their help on the election. Being doing good work, glad to get back to some hard-hitting stuff!</p> <p>Fergus: did have an idea on reach of something like the election debates for future years. Should be Mid Afternoon. Kambri Lawns open air - improves accessibility and opens up to a broader audience and makes sure non stu pol people are also there</p> <p>Alex: making it more physically accessible is a really good idea. Will add into my OGM report.</p> <p>I want news to become more aggressive in its coverage. Its clear that ANU Media is not telling us the truth. ANU will remain our first point of response, but we are going to seek out staff to talk to. And, we are going to take the student's side in more of our articles. I want each of our articles to make a point about how the issue affects students, and what other universities do /</p>	

		<p>ANU could do better. The whole team is very much in support in this. I think, regarding the Board, they should be that bulwark of sensibility, but the articles coming will be more aggressive.</p> <p>Karolina: a lot of staff members may have in their contracts, clauses that don't allow for speaking out.</p> <p>Alex: anonymous articles aren't ideal. We'll try our best to uphold journalistic principles.</p> <p>Radio: Fergus Radio going well, everyone give the WAAP some love, keen to roll it out. Lot more cash in the cash box. Smaller denominations.</p> <p>Art: Rose CAYA mag has come out. I'm noticing some discrepancies between the proof and the final prints particularly in the saturation of some pages so I'm going to follow up with Ilija on that point. I also managed to secure us 100 free mags somehow. Had an art team meeting on 21/9.</p> <p>Fergus: might be best to consider anonymous contributions in the CAD - and if Subeds should have access to proofs in that period. If we're concerned about proof security.</p> <p>Rose: come into office, go through together, and highlight what they want. No one will have access to the accounts. Team expressed an interest to have an input on each others' art</p> <p>Fergus: same period that they'll have access to the Cad anyways</p> <p>Rose: yes. When the CAD is compiled - is when they'll have access.</p> <p>Starting work on Dive on the 27th. Giving everyone advanced notice: I plan to be done with the proof on the 14th/15th of October and would like to send to the printers on the 16th so if you could carve out some time on those days for the proof I would appreciate that.</p> <p>I am also considering doing a cover competition</p>	
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		<p>for Dive (not allowed to seek cash prizes). I have a rough idea of how I would do this (board vote on pieces presented anonymously, with art editor retaining ultimate discretion) but keen to hear other people's thoughts.</p> <p>Rose: There will be the ultimate discretion of the Art Editor will be made as to the final cover of the magazine regardless of the result of the competition.</p> <p>Saad: sponsorship. We had a murky situation with hindenburg last year. Have we considered our policy and update on a board interpretation of this sponsorship?</p> <p>Rose: small gifts from Canberra businesses. This won't be anything massive. I'd be surprised if we get more than \$50 worth of sponsorship</p> <p>Content: Karolina CAD will be sent to the board on the 26th. We have gotten lots of creative submissions for this edition. Online articles are ticking along nicely, we are set to have more this semester than in Semester 1. Still dealing with fair bit of ghosting but I have been encouraging the team to follow up. Update on my conversation with Lachlan: It has ended very nicely and he raised some points I hadn't thought of (the implications of reviews for people's future careers). He is keen to have us on Saturday and to keep engaging with us! Arts and Law review have also been in contact w me and are keen to have us there! Update on Letter to the Editor: I move that we close that and rethink how we do it as it has been overtaken by BOTS.</p> <p>Matthew: reCaptcha.</p> <p>Alex: can do an back end IP thing to sort out the issue of bots</p> <p>Karolina: I also have an idea for a hiring vid I want to share w everyone. We should be highlighting the roles performed by the Board Editors - just something to attract a number of nominations to our organisation. Something that we aspired towards!</p>	
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Also thinking about running an open mike/similar event in Week 10. This could be run in tandem with Radio.

Fergus: keen!

Letter to the Editor discussion

Saad: happy for Clara/Ferg to take over.

Fergus: **MINIONS**

Clara: **MINIONS SURE.**

Reviews discussion

Karolina: what does everyone think on the

Fergus: frustration that this has happened again. I know an agenda item is there for a reason. Potential to piss off people and our collaborations could be at stake if we keep on writing reviews like this. This might be annoying that reviews don't get us anything, shooting me in foot in terms of what is possible

Alex: Interesting to see Honi Soit's approach to reviews and how they encounter backlash.

Alex: maybe we move away from timely reviews. Someone like Fergus can think about it for longer

Karolina: we've moved away from that. This latest review followed the procedures for publishing a normal piece.

Karolina: I would also like to do a 2 minute video on what the content team does and interviewing next people for content. Also written for an Open Mic for my senior sub eds to think about.

TV: Clara

Is going well, did debate vids, all teams are busy with own projects. FNP short vid. Tiny Desk in the works. Cum As You Are making-of behind the scenes vid released.

8	Conflict of Interest Discussion	<p>Saad: this is standing notice of the Conflicts of Interest of Company Directors and Board Editors of Woroni (ANU Student Media Inc.) for the 6 month period from June the 18th, to November the 20th of the year 2022.</p> <p>We will be going around the Table and discussing any interests within the University and within the wider Canberra community that you may have in terms of family/close friends/housemates/relationships, in terms of where you are gainfully employed, and whether you hold any other material interest that may impede your full performance as a Director of ANU Student Media Inc.</p> <p>How this will work is that these interests with forever be living in this document (with the title to the minutes of this meeting noting that CoIs are contained here), only severe ones such as employment will be Googleable through our website, and that we will move to bar participation/voting rights of said person from discussion/vote on subject matter if they have a conflict in a specific matter. We can move to redact any interest that you would not like made public.</p> <p>Please note that personal relationships between Subeditors and/or between Editors will mean that that either parties cannot vote on motions at Board Meetings referring to the editor in a personal context i.e in a case of dismissal, misconduct/breach of policies, criminal investigation and cannot participate/take part in ensuing Board discussion on these subject matters. It is also best practice for those Editors engaged in a personal relationship, to abstain from voting on the Honoraria motion ordinarily tabled in Ordinary/Annual General Meetings of the Association pertaining to the other party.</p> <p>We are also able to discuss mitigating controls for each of the interests as they come through - and how as the Board we will look to manage these. I will create a register that will be shared alongside the Minutes of this Meeting for us to add/remove any interests - noting that a standing notice must given via email for such and/or that a discussion</p>	
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will need to be had at a Board Meeting for said matters.

Let us start:

Juliette Baxter:

- Campaign Facilitator @ Community Shapers
- (Not on Website) Personal Relationship with the Director of the ANU Women's Revue.

Saad Khalid:

- Management Consultant @ Sententia Consulting - Commonwealth + NSW Government(s).
- Senior Resident at UniLodge Corporation

Matthew Box:

- Gymnastics Coach @ Gungahlin Gymnastics
- Gender and Sexuality Advocate at Bruce Hall
- Former Treasurer of the ANU Queer* Department

Rose Dixon-Campbell:

- Policy officer at the DITRDCA
- Father - Professor Andrew Campbell is an Honorary Professor at the ANU Fenner School and CEO of ACIAR. He is also a councillor for the ACT division of the Institute of Public Administration and a Board Director of the Peter Cullen Trust
- In a relationship with Alex Lane
- Previously affair with Karolina Kocimska

Karolina Kocimska:

- Policy officer at DE
- Vice President at Snowsports
- Previously affair with Alex Lane, and Rose Dixon Campbell

Alexander Lane:

- Employed by the MOAD @ Old Parliament House
- Father contracts for the Federal Government and state government
- In a relationship with Rose Dixon-Campbell
- Previous affair with Karolina Kocimska
- Resident of Fenner Hall
- In a casual relationship with Dorcas Bugeme (Treasurer of the ANU BIPOC Department)

		<ul style="list-style-type: none"> - Previous relationship with an Executive of the ANU Interhall Arts Committee - A best friend is the Social Officer for the Indigenous Department <p>Fergus Sherwood:</p> <ul style="list-style-type: none"> - VSO at the National Film and Sounds Archive - Relationship with the lovely Eleanor Cooper (Gen Sec of the ANU PARSA) - Mum is a district court judge in New South Wales <p>Clara Ho:</p> <ul style="list-style-type: none"> - Senior Resident (also Academic SR) at Wamburun Hall/ANU. 	
9	Anonymous SASH Piece	<p>Saad: MV Law have provided a pretty comprehensive update on the Defamation matter. Thanks to Matthew for paying the invoice!</p> <p>I had sent through the Legal advice on Discord and am happy to discuss this further. It is believed that the changes we discussed with Karolina are consistent with somewhat minimization of our legal risk associated with publishing the article.</p> <p>Do we have any word from the contributor, Karolina?</p> <p>Karolina: reached out and touched base and how they're feeling. Offered work on the draft, they considered taking it to alternative media outlets and what works for them. Said that we're always available.</p> <p>Karolina: less identifiable took the winds of the sails a little bit. They might feel the passion and call for change when they initially wrote it diminished due to the time required for it to get through our editing process. They wanted to figure out their options in publishing on some other media mediums too</p> <p>Fergus: withdrawing the article or explored options?</p> <p>Karolina: not withdrawing but definitely exploring other options. Other outlets, they feel, might be something different.</p>	

		<p>Rose: reviewing legal advice document, can revisit when contributor comes back. The advice at Board Meeting is different and legal risk stated is understated compared to the legal advice provided. Question on why we sought this legal advice in the first place?</p> <p>Karolina: the Lawyers might be confused with ANU as an entity</p> <p>Alex: it should have been emphasised that the meeting wasn't end all. That the Legal Advice was an extension of what was there</p> <p>Fergus: where do we go from here? Don't want this to be a quiet fizzle out. Not that we should grill the Author, is there anything that we can walk back on?</p> <p>Karolina: I've asked them and asked best option forward. Will discuss with future content editor and discuss with them how things will progress.</p>	
10	Magazine Launch (Week 7)	<ul style="list-style-type: none"> - Will look to get the word out and on Schmidtposting - We are looking good on the planning front 35 tickets. Capacity of 65. 	
11	SSAF	<ul style="list-style-type: none"> - Matthew: SSAF survey is being released soon and we are waiting to see what the results of the feedback Woroni, ANUSA and Observer gave to the ANU are. Once the survey is released I will consult with Christian from ANUSA and Alex from Observer and I expect that we will either endorse the survey or encourage people to boycott it. 	
12	Social Media Schedule	<p>Karolina: I have made an interim one could everyone please use it. How many posts per day?</p> <p>Karolina: no personal opinion on this. Only thing is that content posts go out in the evening, we might be oversaturating.</p> <p>Juliette: 3 doesn't seem excessive.</p>	

		<p>Fergus: grey area on when I post in good faith for a place like ANUSA.</p> <p>Rose: point is not saturating with our own content.</p> <p>Alex: for articles that aren't timely, when you put up for approval - when you'd post based on the calendar. 3 doesn't seem excessive. After StuPol, I would normally post 1 every 2/3 days.</p> <p>Karolina: okay to use schedule</p> <p>Alex: yep. Acknowledge that some articles can be published in the same day.</p> <p>Fergus: what about timely stuff from my portfolio.</p> <p>- Juliette: maybe that's e</p>	
13	Careers in Media event and EAD	<p>Saad: Hey Team! I hope you had a chance to squizz the Event plan I had sent through on email. It is quite important to have an event like this and I hope that my connections in the Broadcast Journalism industry can assist in facilitating a positive brand image of Woroni to the wider ANU community as being at the forefront. If we don't have any formal training - an event like this can really guide!</p> <p>This will be at the Marie Reay Superfloor on the 11th of October from 6 to 8PM and I expect a large number of student attendees alongside 4-5 leading journalists. Some key highlights being that I'll be handling the event A to Z - which can free up events officers for other things and updating the Discord on a bi weekly basis to ensure communications are clear.</p> <p>In terms of sheer cost, Marie Reay doesn't cost anything! I am happy to follow the Professional Development/Team Training budget head to guide the spend on light food/drinks and any respective expenditure on that front. Will follow all respective procedures.</p> <p>Please let me know if you'd like to be involved. I am also hoping to tee up a visit to the CanberraTimes office and to the ABC on Northbourne for October, and hope to have interest from the Teams. I have some contacts</p>	<p>Saad to update the approvals policy to reflect current practice.</p> <p>Saad to update website with newer policies.</p> <p>Saad to inform organisation of new policies.</p> <p>Saad to clarify from Dharmesh on event cleaning costs</p> <p>Dismissal Rehiring Approvals Procedure Style Guide</p>

		<p>there and should be able to do quite easily. Spoke at an event recently, where the respective people agreed to have Woroni tour in October. Intent is to take anyone interested.</p> <p>Rose: Unsure how much students would really benefit from a panel style event, would it be better to have just the one media professional come in to run a workshop?</p> <p>Alex: I think that having one person coming in for workshops with news team has gone well.</p> <p>Saad: Idea of the event is to attract all students, not just those within Woroni. ANU doesn't have a journalism school.</p> <p>Karolina: I can see the benefit of running this event as it would be open to the public, not just Woroni.</p> <p>Alex: Attracting new students to Woroni doesn't seem to be an issue. Students are interested anyway, as shown with hiring this year.</p> <p>Alex https://docs.google.com/document/d/1t-9cyGqAIRIAJy-HoTSDIN6AQJgP7oEBL-2TK90J424/edit?usp=sharing Clause 14 is the new one.</p> <p>Alex: This is an updated approvals procedure doc, removing mention of the print team, and including an Events Approval Doc. It does need further updates.</p> <p>Saad: Motion to accept changes to the Approvals Procedure for Woroni as outlined by Alex retrospectively</p> <p>For: 7 Against: 0 Abstain: 1 (Karolina) Result: passes</p> <p>Matthew: section on our governance page should be broken up. Procedures aren't a thing in our constitution and whereas regulations need to be passed by a General Meeting.</p>	
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		Alex: some references to print and news team have been removed.	
14	Promo video for board positions (Karo)	<p>Having contested elections is better for us as an organisation. Board positions don't have the uptake that we anticipate that they should. Talk through our positions and say what we do @ Woroni. Obviously with capacity of TV team and coordination of the Board, everyone can say what they like about their positions.</p> <p>Rose: shouldn't be a board decision to place Clara to a video. Karo, do you have capacity to do this within your teams?</p> <p>Karolina: Speaking to this, I have my own DSLR and can ge the Team on it.</p> <p>Clara: team wouldn't have capacity. Will speak to my Teams and get back.</p>	
15	Open Mic event	<p>Ferg here, don't hate me but I've been bring this for a while and I think it's time! Could</p> <p>Karolina here: OMG Content was literally discussing this on Tuesday!</p> <p>Fergus: how much we have in the events budget, issue of exploitation - how should we be paying them and what compensation we give to people? Prohibiting larger acts for doing it for the kicks - more for first year and younger students to showcase their talents</p> <p>Karolina: could invite more experienced people to big it up and Food Coop.</p> <p>Fergus: also seek sponsorship and pay \$20 to small acts.</p>	
16	Acknowledgements of Country	Matthew: I think we should rotate who gives the acknowledgement of country at each of our board meetings and it should not be the same every time. When the same person gives the same acknowledgement of country every meeting we are not paying mind to what this means and critically considering our position as student media and what we can do to further the voices of Indigenous Australians. Each acknowledgement should cover that which it needs to but it would be a small step towards actually considering	

		reconciliation efforts (which we constantly say we are in our AoC's) that a different board member writes an AoC for each meeting that has its own focus.	
17	Financial Policies	Matthew: I would like to flag that I have been working on rewriting all of Woroni's financial policies and I will be ready to present these at a board meeting soon, it will be a lot of policy reading for everyone but I feel that it is necessary to bring policy up to date and inline with practice and it makes it simpler for future boards and Managing Editors.	
18	Who moved the sticker on the Mac often used by News	Don't know.	
19	Storeroom	Clara and Fergus: Photographers in storeroom? We thought they didn't need access, why are some of them going in? ' Saad: Photographers don't have access. None of them even know the code lol. I don't think anyone will be using Woroni cameras. They have their own. And storeroom expectations have been conveyed.	
20	SCRIPT	Matthew: Would anyone be available on Saturday around 10am to help Vy with sticker printing? I have work so can't do then and Vy is going to Sydney on Sunday so can't do after Saturday for a while Rose is doing it	