

WORONI

Meeting: Thursday 11th May 6:00pm			
Meeting Venue:	Office, Zoom		
Meeting Opened:	6:04pm		
Meeting Closed:	8:22		
Present:	Rose Dixon-Campbell, Jasmin Small, George Hogg, Charlie Crawford, Matthew Box, Alex Lane, Lizzie Fewster Virginia Plas (arrive late @6:12)		
Minutes:	Charlie Crawford		
Apologies:			
No.	Item	Action Items	
1	Acknowledgement of Country	Alex	
2	Previous action items	<p>Editors to put handovers in folder</p> <p>Lizzie look into Qualtrics for SSAF Survey - go ahead with free option re: discussion from last meeting</p> <p>Charlie to talk to photography team about coming to news meetings and responding better to discord notifs - Done, no response :(</p> <p>Charlie relay decision on mag launch/party to Lizzie - Done</p> <p>Lizzie to action SALT article - to be updated</p>	Lizzie to build survey

		<p>People to review HECS piece to decide whether editorial or analysis - will become a discussion in NAD</p> <p>People to think about board dinner times/places - in agenda item</p> <p>People to bring ideas about Bush week events and get started on mag launch ideas (see item 13)</p> <p>George to send info about what needs to be replaced for mics to Matthew → matthew to send finance approval (Alex An fixed xoxo)</p>	
Standing Items			
3	Minutes Approvals	<p>Motion to approve the minutes from the board meeting of the 4th of May</p> <p>For: 5 Against: 0 Abstain: 2 Status: Pass</p>	
4	Approvals	HECS Article - pls look at by 5pm tomorrow	Everyone read piece by 5pm and give comments
5	Finance Update	<p>Business Transaction Account: \$27,805.63</p> <p>Business Online Saver: \$297,048.93</p> <p>Term Deposit: \$60,000.00</p>	
6	Management Update	<p>Social media: Bri is doing exceptionally well. She is now confident with wordpress and consistently has about a week's worth of content in the works. She is a great example of how retaining sub-editors for as long as you can allows them to build their confidence and thus competence. I have given the Woroni SubEditor</p>	

		<p>wordpress account (the one she uses) administrator powers so that she can create authors for the posts. Previously she would give me a list of names and I'd make them all profiles and I just think that's a needlessly inefficient process. She has promised not to delete the website lol. Because she's focussing on assessments this week I have taken over work on an instagram post for Raida's street-lighting piece. She and I are very efficient and it will come out soon.</p> <p>Compliment: Charlie for being cool and coming to the SASS mixer</p> <p>Photography: Not much to update, meeting with ANU rep for Griffin Hall tomorrow re: Oskah issues, followed up on their coverage of news pieces and responding more efficiently,</p> <p>Alex: expand on email from IAC</p> <p>Compliment: Lizzie for new mag and managing team and Luca SALT stuff</p> <p>Events: No update for events, I am waiting for them to put ideas into the sheet for bush week</p> <p>Compliment: Alex and the budget coverage, second time going to lockup</p> <p>Rose for all of her work. Period. hustler.</p>	
7	Portfolio Updates	<p>Content: Team is going well. CAD is on schedule to be be with board on Sunday! Prompts for the next magazine (Scandal) are due to me from sub editors in 1 week's time. Lara's article online, very fun. Once people approve my review, that will</p>	

also be online. @alex am i good to put your piece online now too?

Re the party, I support people's call to do 10-17 June, progressing with booking on that basis. Kamrbi has been a little uncommunicative, so if they don't respond by tonight I'll call them tomorrow. Don't think they understood what I asked them about the booze situation @matthew so i'll have to speak to them in person about that.

This is Luca's response to the SALT drama. It kinda looks like it's going to go into a back and forth so I'm not sure at all what to do. Policy wasn't particularly helpful because its not a minor amendment or a retraction.

THOUGHTS ON SALT THING:

Rose: posting Lucas response opens it up to back and forth - most of it is conceding that he was wrong

Lizzie: where do we draw the line

Charlie: SALT article too long regardless

Alex: Lucas response is correct - SALT oppose service provision

Matthew: Right of reply vs. a stand alone article.

Refer to Woroni, rather than a personal attack - supports us not publishing Luca's response. Will pursue more in depth structural edits

To answer people's questions about SSE roles. While I understand that in theory they should really just be doing proreads, the reality is that by the

time junior sub editors are done with their edits, issues remain and the seniors wish to make bigger edits. This is partly due to the low quality of the contributions we get in the first place (subs are working very hard with contributors to improve quality) and the sub editors just not being experienced enough to get all the major edits done in one go. They do have enough time, especially with this mag, they're just not good enough at editing. While it's not ideal, it's the reality of the quality of subs and pieces we're getting. Seniors know this is outside their scope but are fine with it.

To address this, and improve the juniors, we agreed as a team that the senior sub editors would give more feedback to the juniors about how their edits are going. I've also started assigning SSEs to a whole portfolio, and that senior will work with that junior on an ongoing basis, instead of a different senior editing you work all the time, to get more consistent and accurate feedback. Regarding 'getting approvals' for edits, the seniors aren't really 'getting approval' from juniors, they just leave edits in there to show juniors what they've missed, the 'accepting' of them it just to show that the junior has seen and understood. When it comes to getting approvals from contributors, the subs only seek approval from contributors for the first round of edits they do (this is built into our new timeline) and only go back to them a second time if the senior is making significant edits to a piece that needs to be run past a contributor (seniors call). This is also so that the contributor themselves gets a chance to learn, rather than just see their piece as edited in the final, and also because

I had a contributor have fairly strong issues with edits made to a piece that wasn't run past them, so I'm trying to build more accountability into the process. Again, not perfect, but a WIP process that the team is trying to improve.

ROSE PASS CHAIR TO MATTHEW
AT 6:40PM

Compliment:

Alex for the great budget coverage and for clearly managing their team very well to produce such quality work on a tight timeline.

Art: Just about to start work on Environments, looks like team will have low availability because of the timing so that will be interesting (might ask for some work from photography to fill the gap?). Mag file is prepped and ready. Finally getting some work in from content which is good. I gave each of my members an indication of where they are at. Will probably be asking Angel to step down as he is just too busy to meet the senior requirements but I think they would do fine as a general sub-ed. Q (execs): Can I give them the MOUs?

MATTHEW PASS CHAIR TO ROSE
AT 6:45PM

Compliment: George for helping with the recording of sweepers and doing all the editing.

News:

Business as usual really. Zelda went to budget lock-up, and produced a really good piece from that. Raida and I will work on a budget analysis, while

Jasper wants to do a broader look at the Budget. I'm going to space these out so it's not a flood of stuff. Raida delivered her street-lighting piece which is fantastic.

I was too unwell to attend the team meeting, so Rosie hosted it and took notes, hopefully it provided some experience.

Rosie and I have decided we're going to push Shadow Workforce to Semester 2. People have been working hard on it but I think I have been a bit unrealistic in my expectations. The new plan is for drafts to roll in over the break and then they can be released regularly over Sem 2. Rosie has said she's happy with this as she thinks it's a worthwhile series.

We also received a media release from SAlt which is just so fun. I'm meeting with a Unity delegate on the weekend to hear their side of the story, and I've spoken to Yates about it. Honi already did a piece about it but it appears to be escalating.

Compliment: Charlie for riding back the other day and asking how I was feeling. And Rose because her birthday is tomorrow

Matthew: pushing shadow workforce, will any sub-editors leave before it is out?

Alex: haven't been told that that is the case

Radio: one week to go. (wait this is so ominous) anyway, eurovision has been scrapped due to Kambri being unhelpful and a lack of time to organise. sorry team. So far it looks

		<p>like all my staff will be staying on next term.</p> <p>I will be having a chat with Maya as she hasn't met her MoU this semester as she's very busy with Women's Dep. I'm thinking of asking her to step down to Producer, but I'm curious to know what y'all think.</p> <p>Compliment: Ginny for dealing with internal TV team issues really well. You guys might not know but Virginia really puts a lot of time into checking in with her staff and making sure everyone is doing well, especially when there's things going wrong.</p> <p>TV: Conversation with unengaged subeditor went well and I'll be giving her a few weeks to see if I change my mind about rehiring recommendation.</p> <p>TV news video on educational policy has been pushed back again but it's Brian Schmidt's fault. They're waiting on an interview with him and will be filming a video on food in the meantime.</p> <p>One of the producers, Niall, has quit to maintain his work life balance. I will be offering extra support to Lucy's team if they need it over the next few weeks.</p> <p>Short film team is making foley (extra sound recording like in the movies) this week, very cool and professional! They're compensating for low quality audio when filming too which is perhaps an indication that we need more training on using microphones in the future.</p>	
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		<p>Short Film: potentially end of next week, definitely end of the term. Have started on a second project</p> <p>Matthew: aims for news and campus team before the end of the term?</p> <p>Virginia: both a little bit behind, News team policy video will be more in depth, Campus team needs a follow up</p> <p>Alex: Beatrice Tucker bad at responding - try to go through Yates</p> <p>Compliment: Lizzie for dealing with SAIt - it sounds very full on and the thoughtfulness and thoroughness with which you've been managing it is admirable.</p> <p>RECESS 6:58pm</p>	
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Meeting Items (7:06pm)			
8	Fraud Management Policy	<p>https://drive.google.com/file/d/1JHkBvaqZJcnfVUr0GKw_cAqcNRGHIOh/_view?usp=share_link</p> <p>Add in dishonesty clause from Matthew's report</p> <p>Added in that where two members of the Exec are suspected, the fraud should be reported to the university, because of CBA's signatory policy.</p> <p>Added in need to contact auditors, as per Matthew's report</p> <p>Decided to add a clause that after the initial investigation, the accused has a right to see the evidence and present a counter-case</p> <ul style="list-style-type: none"> - Matthew: this is unnecessary, borderline irresponsible - Remove the word should - replace with 'may' - in what circumstances do they deserve a right of reply 	<p>Fraud management group to review changes:</p> <p>7 c)</p> <p>9 a) - "can include"</p> <p>Delete 9 c)</p> <p>10 b) i) - the other party can't vote, other investigated people, etc.</p> <p>Otherwise there is a loophole</p> <p>Anyone subject to another motion?</p> <p>Half the current board plus one (absolute majority)</p> <p>10 b)2)a) - change to must</p>

		<ul style="list-style-type: none"> - It should be considered, etc. in some scenarios? Confidential? - Where there is a reasonable ambiguity, benefit of the doubt, mistake? - Nature of the fraud distinguishes when this would be relevant - discretion is necessary <p>Added in clause about Woroni funds being moved to more secure accounts, as per Matthew's report</p> <p>Added in sub clause that where two exec members are suspected, and the investigation confirms this, all bank account decisions must require three signatories</p> <p>Votes to suspend multiple board members must separate between each board member</p> <ul style="list-style-type: none"> - Meeting quorum if two exec members are both committing fraud - Move to an email vote - assumed read, meeting quorum <p>Added in a clause about changing passwords.</p>	<p>TO BE REVIEWED W11/12 dependant on availability</p>
9	Content Warnings Policy	<p>https://docs.google.com/document/d/1WQMh63YuNGPyQjIQBH_75FogVDg8PFy-/edit?usp=sharing&oid=105763248607978584513&rtopf=true&sd=true</p> <p>Main changes were updating the list of content warnings, adding new ones in, and removing unnecessary ones. Updated the application of radio, tv and social media content warning procedure to include providing adequate space or pause between warning and content itself. Also added changes to definition to reflect amendments policy update</p> <p>Motion: To approve the content warnings policy</p> <p>For: 8</p>	<p>Charlie to format the glossary and double check support services so that everything lines up</p>

		<p>Against: 0 Abstentions: 0 Status: Pass</p>	
10	Board dinner options	<p>Location: Bamiyan (Afghani cuisine) Kinn Thai (Thai) Miss Van's (Vietnamese) White Chaco (Japanese x Taiwanese fusion) Okami (Japanese buffet)</p> <p>Date: Friday June 16th Saturday June 17th 6pm start</p>	<p>Friday or Saturday 6pm</p> <p>Rose to make a booking for Kinn Thai</p>
11	Rehiring	<p>Review the policy for rehiring sub-editors.</p> <p>The types of conversations you should have.</p> <p>Keep, Stop, Start</p>	
12	Bush week events	<p>Rose's idea - jumping castle - FOC Jas - dogs Charlie - Petting zoo on kambri lawns Alex's Idea - Understanding professional journalism. A Q&A seminar with Canberra media people, could be good a week before Bush Week to plug hiring.</p> <ul style="list-style-type: none"> - Rose: would be good to go beyond journalism - reflect a broader range of portfolios, HER canberra - Virginia: using sub editor connections - Something to bring the whole panel together - cant be too specific? <p>Alex: Was previously Indy's idea, but like workshopping pitches for the next mag. Better to do a "Bring Your Drafts In"</p>	

		<p>Photobooth?</p> <p>Alex: Fursuits</p>	
13	TV Editor hiring	<p>Applications close Saturday - we currently have two applicants. Shall we extend it to the 20th if we don't get another by the end of tomorrow? It would be good to be able to have the opportunity to consider a candidate external to the TV team.</p> <p>In that week we should aim to do more to promote hiring. As has been the case in the past, this should be led by Alex/Virginia/Charlie.</p> <p>As was the case with RE, CE and DEIC, interview questions need to be shared with the board ahead of interviews.</p> <p>Virginia: I don't think it's worth extending it. It has been difficult enough to get applicants from within the TV team.</p> <p>Don't have to wait until deadline comes to interview candidates</p>	<p>Story post, schmidtposting, post on socials (insta), ask around, etc. to promote week extension</p> <p>Rest of the board to review questions by Monday</p>
14	Amendments, Corrections and Retractions Policy	<p>https://drive.google.com/file/d/1DDThN0vwhNYQmrZiHRPuELUMpj6KvPAX/view?usp=share_link</p> <p>Main changes: Added in official email address Decided that correction requests in person and social media do not count. Editors can make minor amendments. Added grammar and spelling to minor amendments. Allows for corrections where there is consensus and the relevant Editor concurs. Added the question of wrongdoing into the Corrections Investigation</p>	MOVE TO WEEK 11

		<p>Board to vote on disputes around determining if a correction is needed. Retractions in the magazine shall be listed on the website Where practical the TV Ed should edit videos to correct them Broadened where the correction text goes for videos</p>	