

CONSTITUTION AMENDMENT A

Proposed amendment

- THAT the affirmative action clause 9.3a(i) is amended to read: “Four (4) women and/or gender diverse students”, AND
- THAT the “definitions” section of the Constitution is updated to include: “Gender Diverse means a person whose gender identity, role, or expression differs from the cultural norms prescribed for people of a particular sex”.

Explanation

- The 2022 Arc Board elections prompted a review of the Affirmative Action clause. The clause affected the 2022 Arc Board Elections as follows:
 - Per Regulations & Constitution, 2 x ‘restricted’ positions were open for female students, and 2x ‘unrestricted’ positions were open for all students.
 - 5 x nominations were received from students: 2 x male, 2 x female, 1 x non-binary.
 - Arc, per its current Constitution and Regulations automatically appointed the 2 x female Nominees to the ‘restricted’ positions, leaving the 3 remaining Nominees to campaign and run for the ‘unrestricted’ positions.
- In 2016, the addition of an “Affirmative Action” clause was proposed and passed by Arc Members, ensuring that 50% of Arc Board Student Director positions are reserved for female students. This amendment addressed a historical lack of female representation in Arc Board’s Student Directors, noting the documented challenges of women holding leadership positions. While intended to drive diversity and inclusivity, the amendment was not made with consideration for non-binary and gender-diverse students of UNSW.
- Arc Board made the decision to ensure that its Constitution and Regulations are representative of the importance of equity, diversity and inclusivity values of Arc. The amendments proposed are considered with the intention to safeguard the above values for next generations of Board and UNSW students.
- Several actions and consultations took place to review wording and strategies, resulting in the chosen amendment.

Statement from the Arc Board Chair

Dear Arc Member,

At this meeting we will be asking members to vote on proposed changes to Arc’s Constitution. We are seeking our members’ support to amend the Affirmative Action clause within the constitution to include gender diverse students. Additionally, we are seeking to update the definitions within the constitution to include a definition of gender diverse.

Gender diverse students are currently excluded from Arc’s Affirmative Action clause, which we are seeking to amend. We believe that the amendment proposed will ensure that our Board is more reflective of our members and community. We are cognisant that both female and gender diverse people have historically experienced barriers to jobs and leadership positions in society and believe that students feel safer and encouraged to apply for Director positions when there is representation of their demographic on the Board.

Gender equality and recognition helps Arc attract and retain talented representatives. I am proud to be in support of this amendment as it allows us to set and challenge the company strategy, and better understand the markets in which we operate.

I encourage all discourse around this topic to be respectful. I understand that sometimes these discussions can be challenging, and I urge you to reach out to support services when needed and have included several services below:

- Twenty10 - 02 8594 9555
- The Gender Centre - 02 9519 7599/02 9569 2366
- QLife - 1800 184 527
- Lifeline - 13 11 14
- UNSW Counselling - 02 9385 5418

If you are unable to attend the meeting, you are encouraged to appoint a proxy to attend and vote on your behalf. The Arc Board encourages you to vote in favour of the resolution.

Oliver Pike, Arc Chair