



## **Disabled Members' Annual Conference 2024**

### **Nominations for the Disabled Members' Standing Committee**

**Thursday 28 November**

### **Extract from Standing Orders relating to nominations**

Nominations submitted by branches/local associations must have been approved either by a quorate branch meeting, or by a properly constituted meeting of members from the relevant constituent group, or by a quorate branch committee meeting. The secretary of the branch/local association will confirm that nominations submitted have received such approval.

1.7 Elections The election of standing committee members will be determined by a secret ballot of all voting delegates present during the relevant annual equality conferences. Voting will be in a single ballot conducted by single transferable vote. Should there be a casual vacancy or an unfilled vacancy at the time of the annual conference it will be filled by the candidate with the next highest number of votes after members have been elected to the full-term vacancies.

1.8 Co-options. The standing committees will have the power to co-opt members where an insufficient number of nominations have been made to the committee at any annual conference, or in the case of a casual vacancy arising between annual conferences. Members co-opted must fulfil the criteria for eligibility outlined in paragraph 1.4 above. Co-options will only occur in these circumstances and will cease at the annual conference following co-option when the vacancy can be filled through the process of election. When co-opting, standing committees (other than the DMC) shall take gender balance into account.

## **Vacancies to which nominations are sought**

- **5 vacancies for a term of two years**
- **1 vacancy for a term of one year**

and the following four nominations have been submitted:

<b>Nominee</b>	<b>College / University</b>
Kevin Daws	City of Bristol College
Dan Green	Heriot-Watt University
Sophia Lycouris	The University of Edinburgh
Jennifer Dods	Leeds Beckett University

**Name**                      **Kevin Daws**  
**Branch**                   **City of Bristol College**  
**Word Count**           **149**

I am seeking re-election to UCU's Disabled Members Standing Committee because I would like to continue to work with colleagues on to take forward the important work of the DMSC. Since January 2023 I have had the privilege of serving as Vice-Chair of the DMSC and during that time I have supported the work of the Chair including co-ordinating the work of the UCU Delegation at the TUC Disabled Workers Conference

I wrote or was the lead author of motions on

- Inclusive and Accessible Conferences and Workplaces
- Long Covid
- Cost of Living Crisis
- BSL training for UCU members
- Disability Employment Charter
- UNCRDP
- War on Disabled People
- The Disabled People's Manifesto

We all hoped that the election of a new government would bring about a much-needed change in attitude towards disabled people, unfortunately this has not

been the case so far. Our work is now more important than ever

**Name**                      **Dan Green**  
**Branch**                    **Heriot-Watt University**  
**Word Count**            **130**

Having been co-opted last year onto the DMSC, I am keen to stand again so that I can continue to contribute to the work of the committee. I have a particular interest in supporting the work to allow for a hybrid congress, to ensure that this is done as accessibly as possible and to push for parity between those attending online and those attending in person. I feel I can contribute a useful perspective to the committee, both from my own lived experiences of disability as well as the experiences shared with me as Equalities Officer of my branch. I look forward, should I be selected, to continuing to work alongside the other members of the DMSC to highlight the concerns, needs and views of disabled members of our union.

**Name**                      **Sophia Lycouris**  
**Branch**                    **The University of Edinburgh**  
**Word Count**            **149**

I have been the UCU Edinburgh Equalities Officer since 2019, and the Joint Unions Liaison Committee rep on the Equality, Diversity and Inclusion Committee of the University of Edinburgh since 2020. I am an artist/academic with a track record in inclusive choreography and research interests in embodied discrimination. I joined the DMSC in 2023. I am committed to transforming UCU to a fully member-led organisation, using intersectional analysis to understand how discrimination of disabled people occurs in the workplace and building alliances (both within UCU and beyond it) to address shared problems with other groups of workers with protected characteristics. I am interested in the role of well-informed active bystanders and constantly explore educational approaches that enable our members to detect disability discrimination and stop it as it happens. As an autistic individual, I advocate that neurodivergent people have different capabilities which are equally important with those of neurotypical people.

<b>Name</b>	<b>Jennifer Dods</b>
<b>Branch</b>	<b>Leeds Beckett University</b>
<b>Word Count</b>	<b>148</b>

I am currently a member of the Disabled Members Standing Committee, and equalities officer at Leeds Beckett University. Additionally, I am a member of the UCU Yorkshire & Humberside Regional Committee and UCU representative on Yorkshire & Humberside Regional TUC Exec.

As an experienced trade unionist, I remain committed to working within the union & DMSC to protect, progress and improve the rights and opportunities of disabled members. I firmly believe that we must build on recent work to monitor and improve our members access to reasonable adjustments; to help and empower disabled members get the essential adjustments they require in their workplaces swiftly and effectively. The social model of disability reflects our intentions to remove the physical and attitudinal barriers often experienced and negatively impacting our disabled members in their work environment and allows us to further promote equality and provide disabled members with increased autonomy, choice and control.