

Policies Due to Expire

## Policy at USI has a three year life, and is then subject to renewal, should Comhdháil decide so to do.

In 2025, policies passed in 2022 are ‘up for renewal’, along with policies first initiated in:

* 2019
* 2016
* 2013
* 2010

Policies passed before 2010 had a policy life of five years, all of which have subsequently been harmonised or repealed.

This list is considered canonical at the time of publication. The most complete one will always be on congress.usi.ie Errors and Omissions Excepted. Please forward any issues with this document IMMEDIATELY to the USI Congress Director on: congress@usi.ie

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# **Academic Affairs**

## 2022 EM (AA) 1: Motion to support graduate entry medicine students gain access to loans.

### Proposed by UCC Students’ Union

#### Comhdháil Notes with Concern:

In the past week Bank of Ireland, who are the primary provider of Graduate Entry Medicine loan schemes in Ireland. Bank of Ireland announced this week that they will cease this loan scheme. This announcement was devastating to many students whose only way of funding their studies was via this loan scheme.

#### Comhdháil also Notes

Access to study medicine is extremely difficult due to the financial constraints associated with entering the medical field - whether it be the cost of study, accommodation or fees. This will be massively impacted by the announcement of Bank of Ireland ceasing their Graduate Entry Medicine loan - the only suitable loan of this kind in the country. From July onward, it will be phased out.

#### Comhdháil believes

All students pay extortionate fees, but in particular students attempting to enter graduate entry medicine who can pay thousands of euros and pounds between the 5000-16000 region.

#### Comhdháil Further Believes

Graduate Entry Medicine often leads to a more diverse field of students.

#### Comhdháil Mandates

The Vice President for Campaigns is to work with and campaign with the Association for Medical Students in Ireland, Irish Medical Council and other major stakeholders to lobby for a solution where graduate entry medicine students can access student loans until such a time where education is affordable in Ireland/Northern Ireland.

## 2022 EM (AA) 3: College Awareness Week

### Proposed by TCDSU

#### Comhdháil Notes:

That College Awareness Week is a national campaign which seeks to offer encouragement, support, and information to people of all ages about post-leaving certificate educational opportunities by showcasing and celebrating local role models.

#### Comhdháil Acknowledges:

The continuing need to tackle educational disadvantage and the absence of equal opportunities as seen by the expansion of the DEIS school programme announced on March 9th 2022.

#### Comhdháil Mandates:

The Coiste Gnó to endorse and promote the national annual campaign: College Awareness Week.

#### Comhdháil Further Mandates:

The Vice President for Academic Affairs to seek to collaborate with the Irish Second Level Students’ Union (ISSU) in support of College Awareness Week and its events.

## 2022 AA 7: Study Abroad & Erasmus Accessibility

### Proposed by the Vice President for Academic Affairs

#### Comhdháil Notes

International exchange opportunities for students continue to grow, with a significant number of students studying abroad during their degree. However, there can be significant social, physical and financial barriers preventing students from availing of these opportunities.

#### Comhdháil Believes

There are great benefits for students engaging in study abroad programmes.

#### Comhdháil Mandates

The USI President and Vice President for Campaigns to lobby for the increased funding of student exchange programmes and availability of grants.

#### Comhdháil Mandates

The Vice President for Academic Affairs to lead to work with, and lobby the European Students’ Union (ESU) to provide general resources for participating Erasmus+ institutions (e.g. info on accommodation, finance, transport links) and to investigate flaws in the current Erasmus+ system.

#### Comhdháil Further Mandates

The Vice President for Equality and Citizenship and Vice President for Academic Affairs to work with member organisation representatives to ensure their Higher Education Institution clearly communicates the available supports and physical accessibility of their partner institutions and to push for HEI’s to continually lobby for improved accessibility for students with disabilities in their partner institutions.

#### Comhdháil Further Mandates

The Vice President for Academic Affairs to support MO officers in lobbying for the standardisation of application processes and grade conversion tables in HEI’s across the country.

## 2022 AA 8: StudentSurvey.ie

### Proposed by the Vice President for Academic Affairs

#### Comhdháil Notes

The StudentSurvey.ie is well respected and recognised across Irish Higher Education Institutions having been launched in 2013, and the Postgraduate Research survey in 2018, following years of lobbying from USI. The survey was created to ensure the gathering of empirical data from students in colleges across the country.

#### Comhdháil Further Notes

The USI and Students’ Unions have worked to ensure the StudentSurvey.ie is recognised and engaged with by students, and are often the main driving force behind promoting the survey, using their own human and financial resources. StudentSurvey.ie data should be readily available and accessible to student representatives to allow them to examine the findings and seek ways to action them through their institutional processes. The expectation or burden of data analysis should not be placed upon student representatives. USI and StudentSurvey.ie should aid Student Representatives to advocate for their role in strategy and decision making, using the findings of the survey.

#### Comhdháil Notes with Concern

The success of this valuable national initiative hinges on the power of the data generated to bring about positive, meaningful and long-lasting impacting the participating institutions. Despite significant efforts of student representatives and rising response rates, collaboration between student representatives and institutions is not always facilitated and sabbatical officers in most cases, do not have access to the institutional data. Students often do not understand the importance of the StudentSurvey.ie and as a result, some HEI’s struggle with poor response rates.

#### Comhdháil Believes That

If students are empowered to understand the available data, and how this can facilitate change within their institution, they are more likely to engage in the survey.

#### Comhdháil Therefore Mandates

The Vice President for Academic Affairs to complete a review, with the support of the Regional Vice Presidents, to present to the StudentSurvey.ie Steering group no later than June 2023, which includes;

* How member organisations work in partnership and collaboration with their institution on the promotion of the survey with a view to continually increase institutional response rates and address any barriers to student engagement with the survey
* Good practice recommendations on the role of Students’ Unions, including ways in which the StudentSurvey.ie data can be viewed, distributed, and engaged with by students and staff in partnership

#### Comhdháil Further Mandates

The Vice President for Academic Affairs to promote the availability of accessible and relevant reports and resources following the analysis of data each year as a member of the StudentSurvey.ie Steering Group.

#### Comhdháil Also Mandates

The Vice President for Academic Affairs and Vice President for Campaigns to co-ordinate a briefing session with the StudentSurvey.ie Project Manager for all officers, prior to the launch of field work each year, to inform on the StudentSurvey.ie processes and idea share for promotional opportunities. Also, to support MO’s to work in partnership with their registrar or designated nominee, throughout the fieldwork period, return of results and analysis.

The Vice President for Academic Affairs to facilitate a training session, following the publication of results, to support officers' ability to engage with the results and recognise the possible strategic actions arising from the survey findings. This should include the provision of a template for an institutional action plan arising from the findings of the survey for officers to utilise and crossover to their successors each year.

## 2022 AA 4: Connecting Creative Arts Students

### Proposed by the Creatives Working Group

#### Comhdháil Notes:

Within many of the USI MOs there are Creative Arts courses that are underrepresented locally, as well as nationally, and offer unique issues to their students. Networking and support within the Creative Arts is essential for progression and further development.

#### Comhdháil Further Notes:

Graduates from Creative Arts courses tend to have fewer employment opportunities available in their field. There is a lack of information directly available to creative arts students about specific financial supports available to them.

#### Comhdháil Recognises:

The need for support and promotion of such an event for creative arts students in all MOs.

#### Comhdháil Mandates:

The VP for Academic Affairs, VP Campaigns and regional officers to organise a one-day support and networking event for Creative Arts students to discuss and educate artists on issues such as, internships, international opportunities, funding grants. This event should also provide information on tax and finances.

## 2022 AA 9: Examination Best Practice

### Proposed by the Academic Affairs Working Group

#### Comhdháil Notes

Following the swift transition to online learning during the pandemic, we saw the flexibility of the sector and assessment practices.

#### Comhdháil Believes

The accommodations made available should where possible, stay in place to support students with disabilities, caregivers, those completing part-time work etc.

#### Comhdháil Mandates

The Vice President for Academic Affairs to support officers in lobbying for the expansion of deferrals, flexible repeat scheduling and any other accommodations.

#### Comhdháil Mandates

Vice President for Academic Affairs and Vice President for Welfare to conduct a review, in collaboration with member organisations on HEI policies and procedures including, but not limited to exam scheduling, repeats, illness support, extensions and provision of feedback, with the intention of creating a best practice framework for assessment in collaboration with other relevant stakeholders.

## AA 19-5: Postgraduate Funding in Northern Ireland

### Proposed by the Postgraduate Working Group

#### Comhdháil Notes

The Postgraduate Tuition Fee Loan in Northern Ireland which only entitles students to £5,500 towards the cost of postgraduate taught course. Tuition Fees for standard Masters courses in Northern Ireland are set to rise to £5,900, with many other Masters programmes costing much more but tuition fee loans will not automatically rise in line with this. Northern Ireland is the only part of the UK to cap tuition fee loans for Postgraduate students at £5,500, meaning that students are offered no maintenance support.

That many postgraduate students in Northern Ireland opt for part-time study in order to be able to work alongside their degree. The insufficiency of the current funding system for part-time students where the loan must be split equally across years regardless of whether there are differential fees within the course, resulting in some students being left with a shortfall in their second or third year, which has led to some students being forced to withdraw from the programme.

Due to the collapse of the Northern Ireland Executive in 2017, there is currently no Minister in place to approve an increase in the tuition fee loan available to Postgraduate students or to commission any change to the current Postgraduate Funding system.

#### Comhdháil Believes

The current funding arrangements for postgraduate students in Northern Ireland are wholly inadequate, providing no maintenance support whatsoever and not covering the entire cost of standard Master’s programmes, or any programmes with higher fees. A review of postgraduate funding in Northern Ireland must be commissioned, in order to improve the support offered to students there and improve the coherency of funding arrangements for part-time students.

#### Comhdháil Mandates

The Vice President for Postgraduate Affairs to work with NUS-USI and its members to lobby for a review of postgraduate funding in Northern Ireland with a view to increasing available support whilst continuing to strive towards lobbying for publicly funded education, accessible to all.

## AA (NC) 19 2: Career Guidance Review

### Proposed by the USI Vice President for Academic Affairs

#### Comhdháil notes:

The Career Guidance Review announced by the Minister for Education, Richard Bruton, in early 2018. That this review aims to examine all aspects of Career Guidance, including at secondary and third-level. That USI aided Indecon in circulating a number of surveys for Further and Higher Education students, and that USI submitted its own written submission in June 2018.

#### Comhdháil believes:

That this Review is an important opportunity to consider the role of good career guidance for transition, progression, retention, success, and wellbeing.

That the specific focus of the Review on enterprise engagement should not detract from the views of students in shaping the outcome of the Review.

#### Comhdháil believes that:

The Review should conclude that career guidance must be considered as a continuous process, and that a National Strategy should clearly link each level of education and each pathway to promote lifelong learning, supports, and informed decision-making.

The Review must include the need to invest in significant resource, including employing more specific Career Guidance Teachers/Counsellors in Schools after cuts during austerity years, as well as resourcing for Careers Offices at third-level.

#### Comhdháil mandates that:

The Vice President for Academic Affairs should lobby that any National Strategy or approach requires a new agency for oversight and implementation, that can also create best practice and support continuous professional development in career guidance. This agency should also develop, maintain, and support an online resource that can replace or revamp Qualifax and other tools.

# Welfare

## 2022 WEL 1: Sexual Harassment Policies in HEIs

### Proposed by CMLOÉG

#### Congress Notes

That there are major downfalls in sexual harassment policy documents, as well as a high number of students reporting sexual harassment or violence (34% - over 1,100 students, according to a national survey). The USI must take a zero-tolerance approach to gender based violence, rape, sexual assault and intimate partner abuse.

#### Congress further understands

Students who are failed by their university policy have no course for appeal and often deal with the severe consequences of this failure in isolation. The disciplinary process for cases of sexual harassment should not be developed on an ad-hoc basis nor should cases of sexual harassment be assimilated into standard disciplinary process that deals with cases of plagiarism, drinking etc. Furthermore, there must be oversight and transparency regarding the implementation of sexual harassment policy.

#### Congress Therefore Mandates

That it shall be the position of USI to recommend the implementation of national standards

regarding sexual harassment policy, developed with the input of those working in the

fields of trauma informed care, sexual violence, women’s rights and minority rights. USI shall recommend that these standards should consider the following, amongst more in consultation with these groups:

Minimum standards of training for all parties involved in conducting disciplinary procedures including first contacts, investigators and disciplinary committee members.

Special accommodations must be outlined for students taking cases of sexual harassment which consider, how many times a complaining student must recount their experience of abuse, whether a complaining student can have someone speak on their behalf, whether the complaining student must face their accused, giving fair warning to the complaining student of exactly when the accused will be notified of the case against them and so on.

A support worker should be assigned to assist students who are taking a complaint through the disciplinary process. This role of the worker should include helping students to write and edit complaints and appeals; assisting students to compile supporting documentation; accompanying students to disciplinary hearings; assisting students in communicating with the disciplinary committee and appeals board; and keeping in touch with students to inform them of each step in the process. All support workers must receive adequate training.

Students making complaints of sexual and gender-based violence should be entitled to submit all relevant evidence for consideration. A lack of corroborating evidence is a  major reason for cases to fail, students who have witnesses of their assaults are not  allowed to have this evidence considered at any point in the disciplinary proceeding.

There should be no time limit on taking cases of sexual harassment/ violence beyond the requirement that all parties remain students/ staff of the university

Policy on sexual harassment should not contain sections on false complaints nor should they include a threat of retribution for complaints that lack evidence.

Complaining students must be kept informed of any and all updates to their case. The disciplinary committee should be in regular contact with the complainant, take on board any concerns regarding the handling of the case, make a genuine effort to provide any extra accommodation that is requested and reply to any communications from complainants in a timely manner.

The reasonable length of time that a case of sexual harassment should be dealt within must be outlined. Where there are delays, this should be justified by an objective reason and this reason should be clearly communicated to the complainant.

These standards should be made available to all complaining students as soon as they register a complaint.

A permanent member of staff, separate from the disciplinary committee, should be tasked with overseeing the implementation of policy and ensuring that standards are met.

Reports should be issued to a body external to the university.

Where the handling of a sexual harassment complaint falls below best practice, the complaining student should have an option to register a complaint regarding this to the university and/or a body external to the university.

Aggregate data regarding the number of cases taken in a university, the portion of successful/ unsuccessful cases, the time taken to conclude cases, the number of complaints made regarding the process, the number of cases taken by students against staff, the number of rejected appeals and so on should be made available to students.

## 2022 WEL (NC) 2: Expansion of Provision of Free HIV Supports

### Proposed by Trinity College Dublin Students’ Union

#### Comhdháil notes

The HIV epidemic is an intersectional issue affecting people of all walks of life, including the students we represent, and its continued presence in Irish Society for over 30 years alongside the many preventative measures we have available to us.

#### Comhdháil further notes

The inequalities of the HIV epidemic have been exacerbated by the Covid 19 pandemic, and the closure of the Gay Mens Health service, deeming it not a priority of our government.

#### Comhdháil recognises

The work done by many organisations such as HIV Ireland and MPOWER Ireland to make available free PrEP and free Rapid HIV testing kits.

#### Comhdháil mandates

The Vice President for Campaigns, the Vice President for Equality and Citizenship, and the Vice President for Welfare to work with HIV Ireland and MPOWER Ireland and work with and lobby the HSE to expand the provision of free rapid HIV testing kits and PrEP within Colleges for every student who needs it.

#### Comhdháil Further Mandates

The relevant Executive Team members lobby for extensive informational and educational resources to be more expansive, readily available and easily accessible.

## 2022 WEL 5: National Stalking Awareness Campaign

### Proposed by IT Sligo Students' Union

#### Congress Notes

The many victims of stalking in Ireland.

#### Congress Further Notes

Many studies suggest that most cases of stalking occur between the ages of 18 and 24 years old, directly coinciding with the typical age demographic of students of third level education.

#### Congress Recognises

The continuous work that many organisations, including Stalking Ireland and others are doing to create awareness and combat this area of concern within Ireland

#### Congress Further Recognises

Currently (March 2022), Stalking is not recognised in current legislation - the work of Senator Lisa Chambers, Eve McDowell, Una Ring and others to create the Non-Fatal Offences Against the Person Bill (Stalking Bill), will hopefully result in Stalking being recognised by law in the near future.

#### Congress Mandates

The Vice President for Welfare rolls out, in collaboration with the Campaigns Working Group, a national informational and awareness campaign for all students regarding Stalking. This campaign will collaborate with local and national campaigns where appropriate. This campaign will coincide with the 2018 WEL 12: Abusive Relationships, Sexual Violence & Harassment campaign if applicable.

## 2022 WEL 6: Night-Time Safety

### Proposed by the USI VP Welfare

#### Congress Notes

The night-time industry is an integral part of the student experience. Unfortunately, the night-time industry in Ireland is in need of urgent reform at a governmental level to ensure that those engaging and participating in the industry are safe and are able to enjoy themselves.

#### Congress also notes

In late 2021, there was a clear rise in the number of cases relating to spiking, including the worrying trend of ‘needle spiking’ within the Irish night-time industry.

#### Congress also notes

The slow return of the Nitelink services in Dublin following the easing of restrictions (and a lack of services all together elsewhere), a service which many students rely on to get home after standard public transport options have ceased. This has resulted in an increased demand on the taxi industry, and an increased number of people attempting to get home at the same time, a clear barrier to keeping our population safe.

#### Congress Acknowledges

The incredible work done by MOs and external organisations to ensure that students engaging with the night-time industry in any capacity are safe.

#### Congress Mandates

The VP for Welfare to engage with relevant stakeholders in the night-time industry nationally (inc. N.Ire) working to ensure the safety of patrons, and to continuously explore potential partnerships with new organisations.

#### Congress also Mandates

The USI Coiste Gnó to lobby the Government to introduce further supports to protect students engaging with the night-time industry, including but not limited to: further public transport supports outside of traditional hours, a review of legislation surrounding opening hours, further protection for students working in the night time industry.

## 2022 WEL 7: Drug Harm Reduction and the Decriminalisation of Drugs

### Proposed by the USI Vice President for Welfare

#### Congress Notes

In July 2015, USI National Council formally adopted a stance that called for USI to support a call for decriminalisation of drugs, with a view to taking a similar approach to the one in place in Portugal. Following the adoption of this stance, the VP Equality and Citizenship made a submission to the Oireachtas Joint Committee on Justice, Defence and Equality as part of their Drugs Policy Review process. In 2016, USI Congress mandated the Coiste Gnó to lobby for decriminalisation, and in 2018, Coiste Gnó had developed connections with external expert groups to promote and produce information surrounding the use of drugs with a harm reduction focus and to promote decriminalisation models. Since 2018, the VP for Welfare has continued to engage with relevant stakeholders and endeavoured to ensure that any work being carried out by the Coiste Gnó referencing drugs has a harm reduction centred approach.

#### Congress Notes

College is a time when many students are exposed to drugs. For many students, this exposure can happen at an even younger age. There is currently very little information being given to students at second or third level about drug consumption or risks. There is a culture of fear amongst wider society around talking about drugs in an informed and responsible manner.

#### Congress Also Notes

That if a student gets a conviction for personal use, this can have lifelong implications. It can prevent a student from accessing a visa to certain countries, a job which requires Garda vetting, certain types of insurance, and can impede them from availing of further education or training. A criminal conviction also limits an individual’s chances of social mobility, which results in them becoming dependent on the state.

#### Congress Further Notes

On July 1st 2001, Portugal decriminalised drug use, acquisition and possession of illicit drugs when conducted for personal use as part of a comprehensive new policy. This quantity of personal use amounted to up to 10 days’ supply for personal use. The policy also included a significant expansion in drug treatment, including methadone maintenance, to help dependent users get away from injecting heroin.

#### Congress Believes

There is a need for health professionals, parents and educators to acknowledge the fact that young people often engage in drug use, and at the very least will be exposed to drug use at some point in their lives. Drug use cannot be tackled by policy measures which are only aimed at controlling the supply of drugs. It is futile to only have supply reduction strategies in place of more cost-effective and evidence based investments in harm- reduction and education.

#### Congress Mandates

The Coiste Gnó to lobby for the decriminalisation of drugs in line with the Portuguese Model. USI Coiste Gnó should also lobby for investment into treatment and health facilities along with education about drug use and risk for young adults and those of school age.

#### Congress Further Mandates

The VP Welfare, and VP Campaigns (with the aid of the Coiste Gnó), to run information campaigns for students to educate them of the need for this reform and on safe drug use.

#### Congress Further Mandates

The VP Welfare to provide appropriate information and supports to MOs to best understand these issues, and to promote such campaigns in their own unions, and to appropriate bodies in their own institutions.

## 2022 WEL 8: Creation of a workshop to identify domestic abuse and red flags

### Proposed by UCC Students' Union

#### Comhdháil Notes with concern

That domestic violence cases are rising at an alarming rate since the beginning of the pandemic with Ireland reporting a 24% increase since 2020 alone.

#### Comhdháil Further Notes

That the creation of a workshop based off the model of the SafeTalk model could be beneficial in helping people recognize the signs of abuse in their own relationship while also providing tools on how to start a conversation with someone you are concerned about, how to start a conversation with someone to ask for help as well as providing information on how to seek help and get out of the relationship safely.

#### Comhdháil recognizes

The work USI, Students’ Unions, Rape Crisis Centers and Networks have been doing over the decades to drive forward cultural change through sexual health awareness campaigns, consent education via consent workshops, offering disclosure training, coordinating rallies and protests to stand in solidarity with survivors and lobbying for policy development, both on a local and national level.

#### Comhdháil Therefore Mandates

The Vice President for Welfare and the Vice President for Equality and Citizenship to coordinate a workshop like the SafeTalk workshops in conjunction with any relevant organisations to roll out nationwide."

## 2022 WEL 11: Community Action Tenants Union

### Proposed by UCC Students' Union

#### Comhdháil Notes

Community Action Tenants Union (CATU) Ireland is a union for communities and tenants, that is renters, council tenants, mortgage holders and people in emergency or precarious living situations. Over the past two years CATU has grown hugely as a union, successfully resisting evictions, defending the rights of its members, highlighting dereliction and the exploitation of landlords, and raising class consciousness amongst its membership and the wider population.

#### Comhdháil Also Notes

Students make up a significant proportion of the population of renters across Ireland, and the housing crisis and access to safe, affordable and adequate accommodation is one of the most pressing issues for students today. Public services and community infrastructure are also critical to supporting students and the areas they are living in.

#### Comhdháil Further Notes

The USI Executive, and in particular the VP Campaigns and VP Welfare, are already mandated to work with and support the establishment and growth of tenants unions. However, there is a need for more direct engagement with tenants unions through information sharing, supporting direct action and encouraging students to join tenants unions.

#### Comhdháil Believes

The knowledge, experience and resources from CATU, as well as their strength as an active tenants union, could have huge benefits to student tenants and the student union movement as a whole, and vice versa.

#### Comhdháil Mandates

The Vice President for Campaigns to investigate the feasibility of developing a partnership agreement between USI and CATU, with the aim of supporting and strengthening both unions, facilitating joining campaigns and actions, and providing students with support as tenants. If the Vice President for Campaigns concludes that such a partnership is feasible then they should go about developing such an agreement with the support of the USI Executive.

## 2022 WEL 12: Public Diagnostic Services

### Proposed by the USI VP Welfare

#### Congress Notes:

There is a distinct lack of publicly funded diagnostic services accessible to students who may need support for potential neurodivergencies. Currently students who are seeking diagnostic services for ADHD are forced to enroll in the private medical industry, which is often financially inaccessible for students, or be faced with long waiting lists.

#### Congress Mandates:

The USI Coiste Gnó to lobby for increased publicly funded accessible diagnostic services that are accessible to students, and to keep this in mind when developing submissions (e.g. the prebudget submission).

#### Congress also Mandates:

The VP Welfare and VP E&C to develop a resource pack for MOs of publicly funded diagnostic and disability services accessible to students that is to be reviewed and updated at the beginning  of each semester.

## 2022 WEL 13: Reflect - Supporting Students’ Union Officers

### Proposed by Welfare Working Group

#### Comhdháil Notes:

That Students’ Union Training (SUT) and Students’ Union Top-Up Training (SUT+) are extremely beneficial and useful to Students’ Union Officers before the academic term begins. Sessions delivered during these training days allow Students’ Union Officers to receive detailed knowledge on topics relating to their briefs, gain insight around potential challenges that may arise and focus on what they would like to achieve in the year.

#### Comhdháil Notes with Concern

That Students’ Union Officers work in extremely stressful, highly pressurized and intense working conditions to adapt and react to the emerging issues around them.

#### Comhdháil Further Notes with Concern

That due to the nature of the workload many Students’ Union Officers are at risk of experiencing burnout or a loss of motivation.

#### Comhdháíl Believes

USI should facilitate and enable Students’ Union Officers to work at their best capacity and feel supported by offering tailored training wherever deemed necessary.

#### Comhdháil Therefore Mandates

The Vice President for Welfare with the support of the Regional Officers, to organise an event, in person or online, including the following topics, but not limited to; motivation, leadership, goal setting and re-prioritizing manifesto policies, self-care and wellbeing. The structure of the event should be planned in agreement with Welfare Working Group.
Repeals 2021 UO 3

## WEL 19 - 3: Investment in Mental Health Care in Rural and West of Ireland

### Proposed By GMIT Students’ Union

#### Congress Notes

Mental Health supports and preventative ongoing care provisions are lacking in Ireland, leaving many without adequate, if any supports especially in rural and the west of Ireland.

As well as this, gaps in the system and miss-information has seen students wrongly

‘transferred’ to services which aren’t capable/exist for that purpose.

#### Congress Further Notes

Ongoing Preventative Mental Health services are necessary for general wellbeing and not just for emergency cases where focus currently lies, increased investment in preventative services can help us stop of the loss of student lives in disadvantaged and under resourced areas, these people are the future of Ireland.

#### Congress Recognises

The need for more investment and resources in early and ongoing care and awareness, with this also assisting in reducing the pressure on emergency services

#### Congress Mandates

The USI Welfare Officer to lobby for ongoing Mental Health services in the west and rural Ireland inclusive of non-emergency services as well as bringing awareness to the current situation in order to highlight the need, and aid the lobbying for this investment.

## WEL 19 - 4: Undetectable = Untransmittable

### Proposed By Trinity College Dublin Students’ Union

#### Congress notes

That there has been a significant increase in HIV diagnoses within Ireland in recent years. The level of new HIV diagnoses is the highest on record to date with at least one diagnosis being issued every 18 hours on average. The stigma surrounding HIV in Ireland prevents us from tackling the epidemic and lowering HIV diagnoses.

#### Congress further notes

The “PARTNER 1” and “PARTNER 2” studies showed that if someone living with HIV, who are virally suppressed from antiretroviral therapy (ART) medication, cannot transmit HIV to a sexual partner. This is known as “Undetectable = Untransmittable,” or “U=U”.

#### Congress mandates

The VP for Welfare to organise a national campaign, which would be brought to every MO, to highlight and educate students on the term “U=U,” or “Undetectable = Untransmittable.” This campaign should emphasise the increasing diagnoses of HIV in Ireland and highlight the benefits of knowing your HIV status.

#### Congress further mandates

The VP for Welfare to produce a document containing information about STI checks, including, but not limited to, information regarding STI’s, how, where and when to get STI checks, and how much they cost.

## WEL 19 - 5: Local Specialised Sexual Health Services

### Proposed By Athlone IT Students’ Union

#### Congress notes

The importance of students having local access to specialised sexual health services.

#### Congress further notes

The student cohort is a demographic at risk of obtaining sexual health infections.

#### Congress mandates

The VP for Welfare and the officer board to lobby the HSE and government to provide local access to Specialised Sexual Health Services in every town/city with a third level institution.

# **Equality**

## 2022 EM (EQ) 2: Improving Inclusion & Engagement of Ethnic Minorities in USI

### Proposed by DCU Students’ Union

#### Congress notes

UCD’s recent anti-racist campaign reviewed on March 16th 2022. This campaign highlights the need for increased visibility, representation and, engagement of ethnic minorities in Further & Higher Education. It also calls for explicit anti-racist practices.

#### Congress further notes

That ethnic minorities at congress are under represented.They account for less than 10% of Congress when as a student body they account for 20% since the 2016 Census and has increased since.

#### Congress further notes

There are several benefits to increasing ethnic minority representation at Congress. Such as, allowing for ethnic minority students to share their lived experience.

#### Congress acknowledges

Much work has been done to improve the visibility , engagement, and representation of ethnic minorities since Congress began decades ago. However, campaigns must be created and task groups formed to bring representation in line with the population dynamics of the student population across our Island.

#### Congress mandates

The VP for Equality and Citizenship to build a strategy to inform ethnic minorities of their rights to be in attendance as a delegate and/or observer at USI Comhdháil.

#### Congress further mandates

The VP for Equality & Citizenship to coordinate with sabbatical officers on strategic plans to ensure ethnic minorities are prioritised as active members at USI events, especially USI Comhdháil.

## 2022 EQ 2: SUSI Proof of Estrangement

### Proposed by Southern Region Working Group

#### Comhdháil Notes

Student Universal Support Ireland is a grant system that aims to help bridge the barriers to

education for students from a lower socio-economic background. The SUSI maintenance grant has helped thousands of students access education, however there are still some barriers.

#### Comhdháil Recognises

Currently to prove estrangement students are required to have/provide documentation that can include a court order, a letter from a social worker or from TUSLA. This documentation has proven to be difficult to secure from students across the country, leaving them ineligible to apply for SUSI without submitting records from their parents/guardians.

#### Comhdháil Therefore Mandates

The VP Equality and Citizenship and VP Welfare in conjunction with the VP Academic Affairs to work with SUSI and TUSLA to investigate other avenues to prove estrangement for students.

#### Comhdháil Further Mandates

The Coiste Gnó members working on this should aim to begin lobbying prior to the commencement of semester one.

## 2022 EQ 5: T Fund

### Proposed by TU Dublin Students’ Union

#### Congress Notes With Concern

That according to TENI, 78% of trans people in the UK and Ireland have thought about ending their lives and 40% have attempted suicide. For many people, beginning and continuing social transition brings significant relief, however college is filled with financial stresses and for many transgender students, name changes and other transition expenses are not an option, even though they are life-saving.

#### Congress Commends

NUI Galway and other MOs for the introduction of the ‘T fund’ for social transition, aiding

students financially with elements of social transition which may include gender affirming items, such as makeup, and dysphoria relieving items like chest binders.

#### Congress Also Notes

That the USI has a proud history of fundraising for various causes, but more recently does not fundraise annually for charity.

#### Congress Therefore Mandates

The VP Equality & Citizenship to develop a guidance strategy, based on best practice models, on how to establish a local fund, which USI will then circulate to all member organisations.

#### Congress Further Mandates

The VP Equality & Citizenship to run a yearly campaign and work with relevant departments and ministers to introduce funding for all HEI’s to be able to provide a T Fund for their trans students.

##### Repeals 2020 EQ (NC) 2

## 2022 EQ 6: Reproductive Justice & Abortion Rights

### Proposed by the Equality & Citizenship Working Group

#### Comhdháil Acknowledges with pride

That on 25th May 2018, the Irish Electorate voted by a landslide in favour of removing the 8th Amendment (Ireland’s constitutional ban on abortion). Following this, on 22nd October 2019, abortion was decriminalized in Northern Ireland. These are both historical moments in Irish history that many students and young people across Ireland played a role in.

#### Comhdháil Notes

That even after the recent victories of the repeal of the 8th Amendment in the Republic and

decriminalization in the North, there is continued opposition to abortion access by many anti-choice groups throughout Ireland.

#### Comhdháil Further Notes with Concern

That despite these monumental changes in legislation, abortion access is still heavily limited across Ireland. 371 people travelled from the North and 194 travelled from the Republic of Ireland to England for abortion care during the height of the pandemic. Due to a lack of commissioned abortion services in the North, abortion access is only currently provided for up to 10 weeks', through early medical abortion (EMA). Therefore, many pregnant people are still being forced to travel to Great Britain for Healthcare. If Northern Irish residents wish to access abortion services in the Republic of Ireland, they are required to pay to access care privately and must comply with the mandatory three-day waiting period. In the Republic of Ireland, only 1/10 GPs and 10/19 Maternity Hospitals currently provide abortion care. Combined with the medically unnecessary 3 day waiting period and strict 12-week limit, the small number of providers across the country also results in people from the Republic of Ireland travelling for abortion care.

#### Comhdháil Believes

Individuals who make the decision to terminate a pregnancy should be supported and cared for in their local healthcare system, rather than disempowered and isolated by having to travel elsewhere to do so. Access to reproductive healthcare is a student welfare issue. The lack of access to abortion services across the island of Ireland can significantly impact the personal and academic lives of students with crisis pregnancies. The inaccessibility of safe and legal abortion in Northern Ireland places an undue burden on students in an already stressful situation. Abortion should be governed by the same robust regulatory and ethical frameworks as all other medical procedures. Abortion reform should be designed in a manner which is inclusive of women, trans men, non-binary, and gender fluid people.

#### Comhdháil Therefore Mandates

The Vice President for Equality & Citizenship, in solidarity with NUS-USI, to continue to campaign for accessible reproductive healthcare and the removal of barriers to abortion access across the island of Ireland. The Vice President for Equality and Citizenship should support relevant campaigns and organisations in the fight to ‘Free, Safe, Legal and Local’ abortion care.

#### Comhdháil Further Mandates

That the Vice President for Equality & Citizenship endeavours to support the decriminalisation of abortion across the island of Ireland and actively engage with NUS-USI to ensure our solidarity in the North is as effective as possible.

## 2022 EQ 7: Equality Events Advisory Groups

### Proposed by the VP Southern Region

#### Comhdháil Recognises

The VP Equality and Citizenship organises many events every year including but not limited to  EMpower, Pink Training, Women Lead, Power of Disability, Mature Student Seminar etc. These events are organised to support, mobilise, empower and engage with students within these events.

#### Comhdháil acknowledges

The VP Equality and Citizenship may not be a member of the community that the event is aimed towards. This can make organising the events difficult for the VP when ensuring that the events are effective.

#### Comhdháil Mandates

The VP Equality and Citizenship to set up advisory groups for every Equality Event. These groups should be populated with members of the community that the event is for.

## 2022 EQ 8: EMpower

### Proposed by the USI Vice President for Equality & Citizenship

#### Comhdháil Notes

The importance of recognising and celebrating voices from ethnically diverse communities in Ireland. Over several decades, Irish institutions have witnessed an increase in people of colour and those from Ethnic Minority background enrolling in institutions across the country. This will continue to rise.

#### Comhdháil Notes with concern

That students from ethnic minority backgrounds can be underrepresented in positions of leadership and representation. This can include, students’ union positions, class

representatives, clubs, and societies committee positions etc.

#### Comhdháil Recognises

The importance of safe spaces for students of colour and ethnic minority students within their journey through third level education in predominantly white and settled institutions. These spaces allow for them to organise, create, and come together as a community in what can sometimes be an isolating environment.

#### Comhdháil applauds

The success of Pink Training, Women Lead, the conference for students with disabilities, and similar events in the promoting of minority students running for leadership positions. These events have shaped future leaders of Ireland.

#### Comhdháil Therefore Mandates

The Vice President for Equality and Citizenship to organise an event called EMPower. The aim of this event will be to encourage students of colour and ethnic minorities to take up leadership positions in their institutions, community, and professional lives. The Vice President for Equality and Citizenship should endeavour, that the event;

Provides a safe space closed to ethnic minority students, where possible.

Incorporates aspects of culture and social life for ethnic minority students to engage in.

Is organised in partnership with people of colour and ethnic minorities to ensure the event is tailored to its respective target audience.

## 2022 EQ 9: Use of Name on Third Level Certificates

### Proposed by UCC Students' Union

#### Comhdháil Notes

As per current policy of Higher Education Institutions in Ireland, certificates are awarded to students upon graduation with the students’ legal name.

#### Comhdháil Also Notes

This system of using the legal name may be particularly harmful for non-binary, trans, and

students with a gender beyond the binary of male and female. Particularly if a student is in/will be in the process of changing their name legally, and then after the change is made, the name on their certificate does not match their legal name.

#### Comhdháil Further Notes

This also extends to students who may have divorced parents, a name in Irish spelling, or a

non-western name, and the name that they wish to have may be on their Higher Education

Institution’s records as being misspelt or incorrect. This can be morally and emotionally

harmful if the student does not identify with their given name, or at least how it is spelled on the Higher Education Institution’s databases.

#### Comhdháil Believes

That while attending/upon graduating from a Higher Education Institutions, students should be given the choice on the name that is used on their graduating certificate. This includes (but not limited to); the spelling of the name (both forename and surname), the use of certain characters (eg. fadas on vowels), the use of non-english characters, etc.

#### Comhdháil Mandates

The Vice President for Equality and Citizenship, the Vice President for Academic Affairs, and the Vice President for Welfare work with all relevant parties in the Higher Education Sector with an aim towards this option being implemented across all Higher Education Institutions.

## EM 19 (EQ) – 1: Decolonising Education

### Proposed by QUB Students’ Union

#### Congress notes:

That a student-led occupation started on 12 March 2019 surrounding anti-racism & decolonization in Goldsmiths University. This ongoing occupation’s demands from the university is grounded in the ethos of decolonizing education as the core of anti-racist work in tertiary/third-level institutions. The #GoldOccupy movement has encouraged actions of solidarity from across the UK & Northern Ireland.
  That USI and NUS UK work in partnership through the Trilateral Agreement and that the student movement across the world has a proud history of coming together in solidarity actions. Student-led ‘Decolonise education’ campaigns have emerged across the UK since 2015’s ‘Why is My Curriculum White?’ And ‘Rhodes Must Fall’ campaigns, and connect to a rich history of student radicalism. Deep inequalities persist in education for students of colour, including-but-not-limited-to the attainment gap – these are exacerbated by the scrapping of the Education Maintenance Allowance and Maintenance Grants. The BAME Attainment Gap is a national crisis, with BAME students 20% less likely to achieve a first or upper second-class degree compared to their white counterparts, despite having been admitted into university with the same A-level grades. According to NUS liberate the curriculum research 34% of BAME students feel unable to bring their perspectives as students of colour, to their lectures/seminars.
  There is a lack of sufficient research, across the island of Ireland, into the issues resulting in the BAME Attainment Gap and how it affects BAME students of intersectional identities and liberation groups (i.e. Women, LGBTQ, Disabled). University staff employed are not representative of the students that they teach or the national population regarding race and this is also a prevalent issue amongst university senior management. BAME students are being severely disadvantaged because they are more likely to leave university unable to secure jobs and twice as unlikely to make use of their degree. A truly liberated and antiracist education system must include racial justice for students, staff and workers within an institution. University administration are vested in the racist and xenophobic climate of wider society, and embrace the marketisation of higher education to reduce their responsibilities towards workers. Decolonising education means democratised – transformative change will not happen through seat-at-the-table politics, but by leveraging student-worker-community power against institutions, to wrest control over them from the hands of overpaid management and corporate interests.

  A ‘movement-based’ approach, organising both in and outside the confines of SUs, and rooted in local communities, should be taken to build a democratic, dynamic movement of truly decolonising our curriculum and institution.

#### Congress Further Believes

Decolonise campaigns must, at core, confront the processes of marketisation, corporatisation and securitisation of education that have shut down universities as spaces to organise for radical change – not narrowly consider matters of curriculum and/or faculty diversity.

‘Decolonising education’ must necessarily be connected to;

* The demand for free education;
* The imposition of visa monitoring on institutions;
* The exclusion and gentrification of working class communities adjacent to many universities;
* The managerialism in the university, and shutting down of internal democracy
* Links between institutions and the arms trade/militarisation abroad;
* Ending Direct Provision.

We should seek where possible to connect with education movements for radical change in the global south. Many local campaigns across the UK, led primarily by sabbatical officers and guided by NUS UK, have been co-opted by universities and re-routed into diversity initiatives, or incrementalistic reformism. The aim of these campaigns should be transformative, not merely replacing one set of bourgeois intellectuals with another of a different hue. Issues of ‘race’ inequality cannot be divorced from the other pressures affecting institutions and education on a national scale. Addressing ‘race’ inequality goes hand-in-hand with campaigns for free education and democratising our education - not band-wagoning on regressive government reforms because we’re promised crumbs.

#### Congress mandates

The President, Vice-President Equality & Citizenship, Vice-President Academic Affairs to work on investigating issues surrounding the attainment gap in Ireland.

#### Congress also mandates

USI Officer Board to work on the ethos of this policy.

#### Congress reaffirms

USI’s stance on calling for free education, and that the democratising education is central to ensuring education is accessible for all.

## EQ 19 – 2: Students in Direct Provision

### Proposed by Equality and Citizenship Working Group

#### Congress commends

The work done to date by the Union of Students in Ireland and students’ unions across the country towards ending the inhumane system of Direct Provision and working to protect and support students living in Direct Provision in their institutions.

#### Congress notes

More and more asylum seekers are entering third level education, whether through access routes or Institution of Sanctuary scholarships. It is of great concern that College of Sanctuary scholarship students can be faced with deportation orders when they are in the middle of their studies.

#### Congress applauds

The work done by DCUSU in particular around the Save our Shepherd campaign, and the incredible success of that campaign.

#### Congress mandates

The Vice President for Equality and Citizenship to lobby the Department of Justice to take a person’s student status into special consideration when in the asylum process.

#### Congress also mandates

The Vice President for Equality and Citizenship to devise a national strategy on what to do in the case of a student being faced with a deportation order, and to develop materials and resources around this for Students’ Union officers.

#### Congress further mandates

The Vice President for Equality and Citizenship to lobby the Minister for Education to extend domestic fee status to students who are asylum seekers across all third level institutions.

## EQ 19 – 7: Gender Equality

### Proposed By IT Carlow Students’ Union

#### Congress Notes

The lack of policy in relation to transgender, non-binary and intersex students, and gender identity/expression inclusivity within higher education. Research from LGBTI Ireland Report (2016) found that transgender, non-binary and intersex people face additional challenges in their day-to-day lives such as being referred to/as by the wrong pronoun or gender and this can have an immensely negative impact on a person’s mental health.

#### Congress Believes

We need to lead the way in supporting transgender, non-binary and intersex students within higher and further education.

#### Congress Mandates

VP Equality and Citizenship to develop a campaign in conjunction with relevant organisations such as ShoutOut, BeLonG To and TENI to support Students’ Union Officers in running a transgender, non-binary and intersex inclusivity campaign on campus for both staff and students which should include information packs, posters, workshop materials and leads to further resources.

#### Congress Further Mandates

USI VP for Equality & Citizenship to gather and circulate all relevant HEI and SU policy relating to transgender, non-binary and intersex gender identity and expression policies.

# Citizenship

## 2022 CZN 1: Student Cyclist Initiative

### Proposed by the USI Vice President for the Dublin Region

#### Comhdháil Notes

The merits of cycling as an alternative to other carbon intensive modes of transport. Cycling also promotes improved physical and mental well-being.

#### Comhdháil Celebrates

Improved cycling infrastructure nationwide making it safer and more attractive for citizens to commute via cycling.

#### Comhdháil Also Recognises

Government’s commitment to incentivising cycling through significant investment in the sector, e.g. National Cycle Policy Framework, Budget 2022, Climate Action Plan 2021.

#### Comhdháil Regrets

That no scheme exists for students to offset the expense of buying a bike and necessary accessories as it can deter students from cycling to college.

#### Comhdháil Therefore Mandates

The USI Coiste Gnó to lobby the government to target student cyclists in future initiatives via the establishment of “Cycle to College” scheme, subsidised City Bikes or otherwise.

#### Comhdháil Further Mandates

The USI Coiste Gnó to continue lobbying for improved cycle networks, particularly in rural areas.

## 2022 CZN 2: HEI Divestment from Fossil Fuel Industry

### Proposed by the Vice President for the Dublin Region

#### Comhdháil Notes

Fossil fuel companies were responsible for 71% of global carbon emissions between 1988 and 2017. Since 2010 climate-related disasters across the world have displaced 21.5 million people annually.

#### Comhdháil Believes

The fossil fuel industry, by extracting, processing, promoting, and facilitating the use of, selling, and profiting from fossil fuels, as well as by having a major influence on government policy, is driving climate change and its catastrophic impacts. That university commitments to tackling climate change - such as carbon  neutral / net zero strategies - should extend to their investment portfolios and policies.

#### Therefore, Comhdháil Mandates

The USI President and USI Vice President for Equality & Citizenship to undertake research into Higher Education Institute's (HEI) existing investment portfolios and investments in the fossil fuel industry.

#### Comhdháil Further Mandates

The Vice President for Campaigns, in conjunction with Regional Vice Presidents, to develop a strategy for a campaign highlighting the extent of the links between existing HEI investment portfolios and the fossil fuel industry, as well the potential benefit of divestment.

#### Comhdháil Also Mandates

The USI Coiste Gnó to liaise closely with special interest groups in the development of this campaign.

## 2022 CZN 4: Third Level Eco-Action Forum

### Proposed by the Equality & Citizenship Working Group

#### Comhdháil Recognises

The important role young people and students have played in the fight against global warming. Climate change is here. As the impact of climate change intensifies over the coming few years, it is the children and young people of today who will face the worst effects. Young people across the globe have taken to the streets to protest the lack of action on the climate crisis by Governments across the globe. This sparked a global movement of school-age students demanding greater action from governments to fight climate change. Now millions are marching to demonstrate their support.

#### Comhdháil Notes

Governments across the globe are not taking action to fulfil the Paris agreement. Across the island of Ireland, the Irish Government and the Northern Ireland Assembly continue to ignore their obligations and role in combating climate change. The Climate Action (Amendment) Bill 2020 aims to pursue climate neutrality by 2050 but does not have to achieve it, and the carbon budgets do not have to be consistent with the 2050 objective. In February 2020, the Northern Ireland Assembly declared a climate emergency. Northern Ireland is the only part of the UK that does not have its own climate legislation, although it does contribute to wider UK targets on emissions reductions and has a Northern Ireland Climate Change Adaptation Programme 2019-2024.

#### Comhdháil Further Notes with disappointment

The environmental/sustainability movement is largely made up of white, middle to upper class people. Much of the mainstream messaging around fighting climate change focuses entirely on personal responsibility. While this is an important element of societal change it often leads to elitism. The most necessary and effective changes (e.g., insulating a house for energy efficiency), are out of the reach of many, particularly those from disadvantaged socio-economic backgrounds. Working class voices are under-represented, their needs unaddressed, and often feel unwelcome in the movement. BIPOC activists have repeatedly expressed discomfort within the sustainability movement. Racism and colonialism’s contribution to climate change has long been ignored. The “third world” nations already feeling the effects have contributed very little to climate change, and their plight is ignored by international media.

Additionally, the sustainability movement often doesn’t understand the needs of BIPOC activists and fails to make a welcoming space for these voices. People with disabilities have a particularly high stake in fighting climate change. Rising temperatures and biodiversity loss mean increased natural disasters, in which disabled persons are more vulnerable. Furthermore, these changes are linked to pandemics. The UK Office of National Statistics revealed 60% of their Covid deaths were people with disabilities. The concerns of disabled activists need to enter the mainstream.

#### Comhdháil Therefore Mandates

The Vice President for Equality and Citizenship and Vice President for Campaigns to develop a forum to centralise third level sustainability activism. The forum’s purpose is to unite Students Union, Green Campus, environmental societies and third level institutions in pursuing systemic change. It will be an opportunity to coordinate efforts, strengthen a national movement, share knowledge and network.

The forum should launch in the first semester of the 2022/23 academic year. Prior to the launch of the forum, careful planning must be done to consult possible partner organisations (e.g. Eco-UNESCO) and to ensure that BIPOC, disabled and socio-economically disadvantaged activists are central.

Repeals 2021 CZN 4 (REPEALED)

## 12 CZN 2: Students in the Workplace

#### Congress notes

That in order to help fund their education, many students take up a part time job.

#### Congress welcomes

The decision to reverse the cut to the minimum wage, which targeted students in part time jobs who are already struggling financially.

#### Congress notes with concern

That in many of these jobs, trade union membership is absent and in some places discouraged. Furthermore, many students are unaware of what their rights and entitlements are in relation to time off, payment and hours.

#### Congress mandates

The Vice President of Equality and Citizenship to better inform students of their rights in the workplace by providing information that is set out by the LRC, NERA and Employment legislation. This mandate should be completed within the first quarter of the Academic Year.

# National Affairs

## 2022 EM (NA) 7: Cultural Revival of Our Island

### Proposed by Comhaltas na Mac Léinn OÉ Gaillimh

#### Congress notes with concern:

The continued degradation of culture in our Island’s towns and cities. This was highlighted by the announcement of the closure of Galway's last remaining nightclub on the 11th of March.

#### Congress further notes:

The wider negative implications on the student experience caused by the recent announcement of the closure of numerous cultural venues across the island of Ireland, including libraries, museums, bars, nightclubs and restaurants. In the Border Midlands and Western region DNA Galway, Mischief Maynooth, Golden Grill Letterkenny have closed or are due to close.

In the Southern region spaces such as Club C, Live at the Marquee, Sextant bar, Camden Place, and Kino bar in Cork have closed or are due to close. The Abbey Inn, Horan’s nightclub and Fabric nightclub in Tralee have closed or are due to close. Shortts, Grady’s Yard, the Dome Bar in Waterford have closed or are due to close. The sale of the Dun Mháire Theatre and the closure of multiple locally owned bookshops in Wexford. In the North, cultural spaces in towns and cities are continually under threat from government cuts, with the cultural scene becoming increasingly centralised in Belfast resulting in reduced support for other cities including Derry. This has a wider impact on transport infrastructure across the North. In the Dublin region, spaces such as Trinitiy’s Science Gallery, the Smithfield vintage stores, Hanger Jam Park, District 8, Tivoli theatre, and more recently Richmond studios have closed or are due to close. This is not an exhaustive list and many other cultural resources have closed or are due to close all across the Island of Ireland.

#### Congress therefore mandates

The Vice President for Campaigns and the Regional Vice Presidents to;

Support the development of cultural resources throughout the island of Ireland.

Lobby for funding to support our cultural resources.

Campaign against the further closures of our cultural resources.

Work with trade unions working in the creative industry such as PRAXIS.

#### Congress Further Mandates

The Coiste Gnó to adopt an official stance supporting the #StopKillingDublin campaign, supporting the #SaveCathedralQuarter campaign in Belfast, continue to work with #giveusthenight campaign and work with external organisations and other campaigns supporting cultural revival across the island of Ireland.

## 2022 NA NC 1: Conversion Therapy Ban

### Proposed by the Vice President for Equality and Citizenship

#### Comhairle Náisiúnta recognises

That the practice of conversion therapy is the harmful practice of attempting to erase, suppress or change someone’s sexual orientation and/or gender identity. Conversion therapy includes medical, psychiatric, psychological, religious, cultural or any other interventions that seek to erase, repress or change the sexual orientation and/or gender identity of a person.

#### Comhairle Náisiúnta notes

That conversion therapy is currently legal and is widely practiced in both jurisdictions on this island. In 1990, the WHO (World Health Organisation) removed homosexuality from the international classification of diseases. Yet, 31 years later attempts to ‘cure’ people who identify as LGBTQ+ continue across the island and globally.

#### Comhairle Náisiúnta further notes

The immense suffering experienced by, and lives lost within, the LGBT+ community due to this harmful practice. Conversion therapy has lifelong impacts on those who survive and for some who do not survive. The need for victim and survivor support is vital to support and protect the LGBTQ+ community across the island and globally.

#### Comhairle Náisiúnta acknowledges

There is a commitment in the Programme for Government to legislate to ban conversion therapy, alongside officials at the Department of Children, Equality, Disability, Integration and Youth confirming that they have prepared a scoping paper on banning conversion therapy and are currently engaging with the Department of Health to forward proposals on banning conversation therapy. On April 20th, Stormont passed a motion by 59-24, calling on the Minister for Communities to commit to bringing forward legislation to ban conversion therapy in all its forms before the end of the current Assembly mandate. MLAs also voted to reject an amendment from the DUP to remove a section reading “it is fundamentally wrong to view our LGBTQ community as requiring a fix or cure”.

#### Comhairle Náisiúnta believes

That all forms of conversion therapy must be made illegal on an all-island basis and the Governments across the island must take action to ban this harmful practice. In order to support LGBTQ+ people across the island we need to introduce a full legislative ban, along with providing supports for victims and survivors and introduce public awareness, education and training.

#### Comhairle Náisiúnta therefore mandates

The President and the Vice President for Equality and Citizenship to support the NUS USI President in lobbying for the introduction of a full legislative ban to take place within the current Assembly mandate.

#### Comhairle Náisiúnta further mandates

The President and Vice President for Equality and Citizenship lobby and raise awareness of this issue nationally and lobby the Minister for Children, Equality, Disability, Integration and Youth ban conversation therapy in Ireland within the lifetime of this Government.

## 2022 NA 2: Parental Leave Implementation Review

### Proposed by USI Vice President for Postgraduate Affairs

#### Comhdháil Notes

Many external PhD funding bodies allocate paid parental leave for their postgraduate researchers. However, issues may exist where the tax-exempt status of PhD researchers means allocated funding cannot be provided through Higher Education Institutions. This is due to the fact that Universities Higher Education Institutions are not legally allowed to pay a de-registered student under the current framework.

#### Comhdháil Further Notes

Local arrangements can be implemented, but crucially these remedies sidestep the existing issue. An effective payment release mechanism for postgraduate students on parental leave is urgently needed.

#### Comhdháil Therefore Mandates

VPPGA and the Coiste Gnó to lobby through governmental channels for a review of the payment allocation scheme for parental leave for postgraduate researchers per institution to ensure that provided funding can be released effectively.

## 2022 NA 3: Electoral Reform

### Proposed by: Campaigns Working Group

#### Comhdháil Notes that

Automatic voter registration does not exist in Ireland.

#### Comhdháil Further Notes that

The current system of Seanad voting leaves the majority of students and graduates without a vote, despite many attempts to reform this system.

#### Comhdháil Believes that

Automatic voter registration, and a democratically elected Seanad would increase voter participation among young people and facilitate better political engagement.

#### Comhdháil Mandates

The VP Equality and Citizenship and the VP Campaigns to develop a long running electoral reform campaign to which includes but is not limited to;

 Votes at 16

Automatic voter registration

The establishment of an electoral commission

A democratically elected Seanad where all citizens have the right to vote

The removal of the 11 Seanad seats nominated by An Taoiseach

The introduction of the secret ballot for all Seanad voting

##### Repeals 2021 NA 2, 2020 NA 3, NA (NC) 19 – 7

# International Affairs

## 2022 EM (IA) 4: Ukraine Aid

### Proposed by the USI VP for the BMW Region

#### Congress Condemns

The invasion of Ukraine by the Russian federation. The attempt to colonise by Russia to overthrow a democratic government of a sovereign state.

#### Congress Recognises

The Ukrainians right to independence and self-governance. The huge generosity of the Irish community in donating to causes to help the Ukrainian population. That many people in Ukraine currently require and will require assistance from foreign governments and charitable organisations.

The USI position against war.

#### Congress notes with urgency

The increasing death toll in Ukraine particularly in areas such as Mariupol which is currently in the Tens of Thousands.

The reports from the Ukrainian Government on April 12th about the Russian usage of chemical warfare against Ukraine.

The needs civilians will urgently need to international aid.

On Sunday 10th April Minister for Equality and Integration Roderic O’Gorman said more than 20 thousand refugees have already arrived in Ireland.

#### Congress Notes

The calls from many different organisations for support in fundraising for non lethal supplies to assist people in Ukraine.

#### Congress Mandates

USI Coiste Gnó to provide resources to member organisations which wish to fundraise for non-lethal supplies to Ukrainian citizens.

The Coiste Gnó to lobby the Department of Higher and Further Education and Skills for students who were studying in Ukraine to be able to continue their studies in Ireland.

The Coiste Gnó to lobby the Department of Higher and Further Education and Skills for recognition to be given to students for prior learning prior to arriving in Ireland.

USI to continue to work with stakeholders to expand our capacity in Higher level Education to incorporate as many refugee students as possible.

## 2022 EM (IA) 9: Military Expansion and NATO Motion

### Proposed by UCC Students' Union

#### Comhdháil Notes

The North Atlantic Treaty Organisation (NATO) is an intergovernmental military alliance between 30 members states, 28 of which are in Europe and 2 of which are in North America.

#### Comhdháil Notes With Concern

A recent poll carried out by the Business Post published on March 26th 2022 indicated that 48% of Irish people are in favour of Ireland joining NATO, 59% said they wanted Ireland “to significantly increase” military spending, and 46% said they would support “a referendum for Irish troops to serve in a potential future European army.”

#### Comhdháil Further Notes

As an anti-imperialist and anti-war organisation, USI is opposed to Ireland:

Joining NATO

Increasing military spending

Having a referendum for Irish troops to serve in a potential future European army

#### Comhdháil Therefore Mandates

The USI Coiste Gnó to campaign and lobby against the above measures being implemented in Ireland.

#### Comhdháil Further Mandates

The USI Coiste Gnó, at their discretion, to support and work with organisations that are campaigning and lobbying against the above measures being implemented in Ireland.

## 2022 IA 2:  Anti-War & Expansionism

### Proposed by Maynooth Students’ Union

#### Congress Notes with Concern

The recent invasion of the sovereign, independent and democratic nation of Ukraine by Russia, a separate and distinct territory, political entity, and nation and the humanitarian crisis that has arisen as a result.

#### Congress Affirms

The statement made recently by the European Students’ Union (ESU) where they stated a clear position of “no to war and expansionism, yes to peace and the protection of the human and social right to study in a peaceful context”

#### Congress Believes

That while the world’s focus is currently on Ukraine, there are other humanitarian crises occurring including, but not limited to, events in both Palestine and Yemen and we have seen motions on such crises in the past.

#### Congress Further Believes

That if the Union of Students in Ireland formally adopted an Anti-War and Expansionism position, the Irish Student Movement (Local and National) will be able to effectively mobilise and stand in solidarity against current and future crises such as these, unified as one under the USI.

#### Congress Therefore Mandates

The Union of Students in Ireland to adopt an “Anti-War and Expansionism‚” position.

## 2022 IA 3: Motion on Vaccine Equity

### Proposed by DCU Students’ Union

#### Congress celebrates

The easing of public health restrictions that have allowed students to return to in-person lectures and a full social life.

#### Congress Notes with concern

How this is not a reality shared in most countries, particularly in the Global South and the continent of Africa where fewer vaccines have been administered due to unavailability and cost factors.

#### Congress Recognises

How there are over 100 factories in the African continent that would be able to produce COVID-19 and other life-saving vaccines and ensure students in those countries could access vaccines.

#### Congress Therefore Mandates

The VP for Equality & Citizenship to lobby the government to call for a TRIPS waiver on COVID-19 vaccines and funding of the ACT-A accelerator, The VP should also lobby the minister to ensure Ireland meets its target of 0.7% of Gross National Income is spent on Official Development Aid to meet the Sustainable Development Goals

#### Congress also mandates

The VP for Equality & Citizenship to work with student health groups such as Students4VaccineEquity on vaccine and medicine equity.

# **Union Organisation**

## 2022 EM (UO) 8: Inclusive Language in Motions for Students in the North

### Proposed by QUB Students' Union

#### Comhdháil notes

In Northern Ireland, the current Assembly ceased to operate on the 25th March 2022. Without an Executive Government in session; lobbying efforts, and progress on a national level on behalf of Students’ Unions in the NUS-USI region is severely impinged.

#### Comhdháil further acknowledges

That the USI does engage regularly with NUS-USI with campaign action. However, the NUS-USI President is supported by two full-time staff members, and USI has a responsibility to lobby on behalf of its membership in the North alongside the South.

#### Comhdháil also notes

The lack of inclusive language within motions proposed at the current Comhdháil, and underrepresentation of specific Northern Irish services and issues.

#### Comhdháil therefore mandates

The USI Coiste Gnó to promote inclusivity of Northern Irish student issues within the wording of motions submitted to Comhdháil, with exception for regional proposals for specific areas which would not have relevance.

## 2022 UO (NC) 1: Casework De-briefing Session

### Proposed by WIT Students’ Union

#### Comhdháil Notes

The difficult casework which officers deal with on a regular basis; and often must rely on self-coping mechanisms between periods of little support.

#### Comhdháil further notes

That although working groups or spaces at NC can be useful to debrief, an Exec member may not be adequately equipped to lead a facilitation session to help officers explore issues they have faced in their roles.

#### Comhdháil therefore mandates

Each Exec Team member with responsibility for a Working Group to organise debriefing sessions, on the request of that working group, in order to best help officers. Debriefing sessions should be led by an appropriately skilled facilitator, and also encompass coping skills that officers can use in self-care exercises.

## 2022 UO (NC) 2: Careers Fair for Outgoing Sabbatical Officers

### Proposed by TUS Students’ Union

#### Comhdháil Notes

Every year near the end of term, some outgoing sabbaticals have difficulty about their next step when leaving the movement. USI and member organisations have alumni officers who might be able to assist in sourcing their next career opportunities.

#### Comhdháil Further Notes

The skills elected officers develop throughout their terms makes them excellent adaptable employees in a wide range of organisations. Many officers have gone on and shaped excellent careers who might be able to offer employment opportunities and advice for these officers.

#### Comhdháil Notes with Concern

That many officers can face unemployment for the few weeks or months after their term’s finishes finding suitable employment.

#### Comhdháil Therefore Mandates

The USI Executive team to organise a careers fair for outgoing sabbaticals no later than end of May each year.

## 2022 UO (NC) 3: USI Support for Equality for Children Campaign

### Proposed by the USI VP Southern Region

#### Comhdháil Notes

LGBT+ people in Ireland are currently still being discriminated against when it comes to LGBT+ Families. LGBT+ Families are currently prevented from having a legal relationship with both of their parents.

#### Comhdháil Welcomes

The enactment of the Children and Families Relationships Act (CRFA) in Ireland. This Act allows for some LGBT+ Parents to have a legal relationship with their families.

#### However, Comhdháil Further Notes

The CRFA still discriminates anyone who falls into the below categories:

Children born to male parents

Children born via surrogacy

Children conceived or born outside of Ireland

Children conceived using at-home insemination

Children conceived using known or anonymous donors

#### Comhdháil therefore Mandates

The Vice President for Equality and Citizenship to join and support the Equality for Children Campaign and support LGBT+ parents in fighting this discrimination.

#### Comhairle Further Mandates

USI President, Vice President for Equality and Citizenship and the USI Executive Team to call on the Government to end this discrimination by publishing an Assisted Human Reproduction Bill to include all children born to LGBT+ families; and by updating policy, supports, benefits and services that benefit children of heterosexual parents to also include children of LGBT+ parents.

## 2022 UO 1: SU Autonomy

### Proposed by Presidents’ Working Group

#### Comhdháil Notes

That Students’ Union autonomy has been compromised by higher education institutions for a number of years. It is unacceptable that some Students’ Unions have had their funding withdrawn by their HEI which in turn has prevented many unions from operating to the best of their ability.

#### Comhdháil Notes with concern

The attempts of higher education institutions to censor some students’ unions, and encroach on their freedom of association.

#### Comhdháil strongly believes

That Students’ Unions should have the right to fully self-govern and self-direct union finances and governance structures and be free from interference from outside bodies.

#### Comhdháil Mandates

The USI President to ensure the continuity of the recently established Students’ Union Autonomy working group with member organisations. The President should also collate information on the national picture of Students’ Unions around the country which can be used to share best practices including, but not limited to funding allocations, internal and external governance structures, Students’ Union composition, number of union staff, relationship with HEIs etc

#### Comhdháil Further Mandates

The USI President and Coiste Gnó to devise a guidance document on the pillars of Students’ Union autonomy in consultation with member organisations and key stakeholders. In addition, the Coiste Gnó should work with and lobby the Minister for FHERIS to implement legislation defining Students’ Unions.

#### Comhdháil Further Mandates

The USI President to lobby the Minister for FHERIS and HEA to agree on an oversight body that monitors funding allocations from higher education institutions to Students’ Unions and has a procedure in place to deal with any disputes.

Repeals 17 UO 1

## 2022 UO 2: USI Mandated Training

### Proposed by Dublin Region Working Group

#### Comhdháil Notes

Through training, sabbatical and part-time officers are equipped with crucial skills that enable them to best represent students.

#### Comhdháil Commends

The existence of current mandated trainings on the USI policy file.

#### However, Comhdháil Also Notes

That existing mandates are spread across the policy file and it is therefore difficult to hold relevant USI Officers to account.

#### Comhdháil Believes

Mandated trainings would be better consolidated into a single mandate.

#### Therefore, Comhdháil Mandates

Members of the USI Coiste Gnó (outlined in []) to provide training on the following issues to fully prepare officers for their work;

Lobbying [VP for Equality and Citizenship]

Casework [VP for Academic Affairs and VP for Welfare]

Bystander Intervention [VP for Welfare]

Governance [USI President]

Media Training [VP for Campaigns]

Part-Time Officer Training [USI Regional Officers]

Postgraduate Affairs [VP for Postgraduate Affairs]

Suicide Prevention [VP for Welfare]

Anti-Racism Training [VP For Equality and Citizenship]

Personal Development Training [USI Regional Officers]

Students’ Union Staff Training [USI President]

#### Comhdháil Further Mandates

The USI Coiste Gnó to provide further training on the following;

Disclosure Training [VP for Welfare]

Union Finances [USI President]

Freedom of Information Requests [USI President]

Crisis Response Training [VP for Welfare]

##### Repeals 2021 NC 5, 2021 UO, 2021 UO 5, UO 19 2, UO 19 8, UO 19 16, 2021 AA NC, 20 AA 8, 20 WEL 8, 21 UO NC 1, 15 UO 3

## 2022 UO 3: Higher Education Funding Campaign

### Proposed by the Campaigns Working Group

#### Comhdháil Notes that

The USI has spent over a decade campaigning for the reduction of the Student Contribution Charge.

#### Comhdháil commends

The work of the Coiste Gnó and previous Coiste Gnó teams on campaigns for publicly funded education including; Cost of College, Education for All, Break the Barriers, etc.

#### Comhdháil Believes that

The yearly brand change of a higher education funding campaign where the messaging remains wholly the same is detrimental to student engagement with the campaign.

#### Comhdháil Believes that

A long running campaign would be more beneficial and would increase student participation in campaign actions.

#### Comhdháil Mandates

The VP for Campaigns and USI President to work towards continuing the Cost of College campaign, rather than rebranding the national Higher Education Funding Campaign.

## 2022 UO 5: Amendments to the USI Constitution for Regionalisation

### Proposed by the USI President

#### Comhdháil Notes

That the organisation’s constitution governs the ethos and operations of the entire organisation. It is imperative that the constitution is up to date, accurate and reflects the spirit of the organisation.

#### Comhdháil Further Notes

Institutes of Technologies are merging to become Technological Universities across the island of Ireland, spanning cross-county campuses, and larger student bodies. In addition, Technological Universities (TUs) have unique needs. Students' Unions are merging as a result of the creation of TUs, requiring a huge amount of resourcing, experience and advice.

#### Comhdháil Notes with concern

That while the current USI Regional Officers are absolutely integral to providing local MO

support, their roles are not tailored to fit USI's requirements from member organisations when it comes to Technological Universities, and will not be able to represent all TUs coming down the line. One example of this is the Technological University of the Shannon: Midlands and Midwest, which spans across two different regions.

#### Comhdháil Mandates

The President and Vice Presidents for the Regions to set up of a Constitutional Review Working Group to have a full review of the composition of the Coiste Gnó, role descriptions, schedules etc. This review should be completed no later than the December Comhairle Náisiúnta of 2023.

#### Comhdháil Further Mandates:

The USI President and Vice President for the Regions to collaborate and co-ordinate their engagement with member organisations until a new constitutional amendment comes into effect.

##### Repeals 2021 UO 13, 20 UO 6

## 2022 UO 6: MO Support Directory

### Proposed by Maynooth Students’ Union

#### Congress Notes

USI was established to represent the students of Ireland but also to support local Member

Organisations in their time of need and provide expertise and experience to make them

stronger.

#### Congress further notes

USI is made up of Member Organisations who not only face a variety of challenges but all have varying levels of resources and supports to meet those challenges.

#### Congress Believes

That MO Presidents should be able to turn to their national union for support and guidance.

#### Congress Further Believes

That even USI officers are not always equipped to support officers as they may be new to the job however should have some form of institutional knowledge they can turn to.

#### Congress Therefore Mandates

The USI President to compile and maintain a directory of various supports (including but not  limited to people, resources, information etc.)in different areas (including but not limited to Autonomy, Welfare, Human Resources, Legal etc.) in order to be able to assist MO’s in their time of need.

## 2022 UO 7: Support Sessions for Officers

### Proposed by the USI VP Welfare

#### Comhdháil Notes

The extreme stress that officers face on a daily basis as a result of their roles, as a result of the various forms of casework they may face and alongside further stress as a result of pressure put on them by their HEI, students and external organisations.

#### Comhdháil Also Notes

That officers often must rely on self-coping mechanisms due to the lack of tailored concrete supports in place for them.

#### Comhdháil Further Notes

That although working groups or spaces at NC can be useful to debrief, a Coiste Gnó member may not be adequately equipped to lead a facilitation session to help officers explore issues they have faced in their roles.

#### Comhdháil Therefore Mandates

The VP Welfare and the VP Academic Affairs to organise regular debriefing sessions, in order to best help officers. Debriefing sessions should be lead by an appropriately skilled facilitator (where it is inappropriate for a Coiste Gnó member to lead), and also encompass coping skills that officers can use in self-care exercises. These are to include, but not be limited to: Casework debrief sessions, anger redirection sessions, and general informal spaces for officers to discuss their issues and stresses.

##### Repeals WEL 19-15

## 2022 UO 8: Trade Union Partnerships

### Proposed by the Campaigns Working Group

#### Comhdháil Notes that

That there is a need for students to become aware of their rights as workers and interns, no matter what sector they are working in.

#### Comhdháil welcomes

The SIPTU-USI Partnership, renewed in 2019, as a means for furthering the work of USI on workers rights.

#### Comhdháil Believes that

The USI needs to actively seek out similar levels of partnership with trade unions that represent student workers who are not represented by the work of SIPTU; including creative arts students, student nurses and midwives, student media interns, etc.

#### Comhdháil Further Notes that

Partnership with trade unions plays a vital role in allowing the USI Coiste Gnó access to knowledge and resources surrounding workers rights.

#### Comhdháil Mandates

The VP for Campaigns to advocate for elected Students’ Union officers and their staff to become members of a union.

#### Comhdháil Further Mandates

The USI Vice President for Campaigns and USI Coiste Gnó to actively seek out partnerships with trade unions that represent the different sectors of student workers and interns, and to provide updates on these partnerships to Comhairle Náisiúnta

#### Comhdháil Further Mandates

The VP for Campaigns to develop a position paper outlining the USI perspective on workers’ rights across the multiple sectors of the students they represent. This position paper should be informed by students, students’ union officers and trade unions.

##### Repeals UO 19-21, 20 NA (NC) 7

## 2022 UO 9: International World Days Standardised Calendar

### Proposed by TU Dublin Students’ Union

#### Congress Notes

That there are certain dates that USI & MO’s mark or celebrate each year. Such as World Mental Health Day, Trans Day of Remembrance, and International Women’s

Day.

#### Congress Further Notes

That it would be beneficial to both USI and MO’s if there was a standardised calendar for all to work from on a yearly basis.

#### Congress Mandates

The VP Equality & Citizenship and VP Welfare to compile a calendar of such days to be circulated to MO’s before August 31st each year.

## 2022 UO 10: USI and STAND Partnership Strategy 2022 - 2025

### Proposed by the USI Vice President for Equality & Citizenship

#### Comhdháil Notes

At the beginning of STAND and USI’s collaboration in May of 2019, it was agreed that STAND staff would be present in the USI Office on a part-time basis, that STAND staff would facilitate Students’ Union Training sessions and that they would attend Comhairle Náisiúnta meetings.

#### Comhdháil acknowledges

The partnership between STAND and USI is borne out of the mutual understanding of the importance of sustainability, the interconnectedness of local and global issues, and the role that young people must play in achieving the United Nations’ Sustainable Development Goals.

#### Comhdháil applauds

The 10,000 Students Initiative which was launched in Autumn 2019 and has since grown into the primary collaboration between STAND and USI. This initiative highlights the detrimental effects of climate change, the battles of social injustices, economic disadvantages, and political uncertainties. It therefore challenges third level students across Ireland to come together and act for a better world.

#### Comhdháil Therefore Mandates

The adoption of the [USI and STAND Partnership Strategy 2022-2025](https://usiirl-my.sharepoint.com/%3Aw%3A/g/personal/education_usi_ie/EcyFlRdfoE1GvArl8yr6-GsBSc5ExTYU2f6_I5r_GnByRQ?e=ZiQp6c)

## 2022 UO 11: Coiste Gnó Plans of Work

### Proposed by the USI VP Campaigns

#### Comhdháil Notes that

The Coiste Gnó provides a plan of work to Comhairle Náisiúnta at the beginning of the first semester, outlining the work that the Coiste Gnó member hopes to achieve during their term.

#### Comhdháil Regrets that

These plans of work are often prepared without consultation with other USI officers and do not accurately reflect the cooperative nature of the work done within the organisation.

#### Comhdháil Believes that

The USI Coiste Gnó plans of work are a beneficial way of holding officers to account during their term and should be reflective of the collaborative work of the Coiste Gnó.

#### Comhdháil Mandates

The USI President to work with the Coiste Gnó to provide an overall team plan of work to be presented to Comhairle Náisiúnta, outlining any work that will take place across more than one remit.

#### Comhdháil Further Mandates

The USI President to provide Plan of Work updates to each Comhairle Náisiúnta alongside updates provided in the Policy File Tracker.

## 2022 UO 12: Training Days

### Proposed by the Presidents’ Working Group

#### Comhdháil Notes

That the role of Students’ Union Presidents and Deputy Presidents is incredibly vast, dynamic and reactive. USI must ensure that Presidents and Deputy Presidents are as best equipped and supported as they can be to lead their Students’ Unions as effectively as possible.

#### Comhdháil Further Notes

That many merged Students’ Unions and Students’ Unions with satellite campuses have officers with specific or portfolio responsibilities on their campuses that may be additional to all other officers.

#### Comhdháil Mandates

The USI President and Deputy President to organise Presidents’ & Deputies day no later than August 31st each year.

#### Comhdháil Further Mandates

The USI President and Deputy President to consult with member organisations on the trainings they would like provided.

#### Comhdháil Further Mandates

The USI President and Deputy President to include sessions for those officers with specific or portfolio responsibilities on their campuses.

##### Repeals 2021 UO NC 4

## 2022 UO 13:  USI Awareness Campaign

### Proposed by TU Dublin Students’ Union

#### Congress Notes

That the student movement has been at the forefront of social change with significant involvement of USI.

#### Congress Regrets

That many students who are not directly involved with their union or USI are often unaware of who USI are and what they do for students. This is resulting in poor engagement from students with USI events and activities.

#### Congress Believes

That a widespread awareness campaign has the potential to increase awareness of USI and therefore increase the reach and engagement of campaigns and activities.

#### Congress Mandates

The VP Campaigns and the Regional VP’s to develop an awareness campaign about USI with Member Organisations from each region.

#### Congress Therefore Mandates

That the awareness campaign be rolled out in person and online by USI in conjunction with all relevant MO’s in October of the academic year.

## 2022 UO 14: ESU Participation

### Proposed by the USI VP South

#### Comhdháil Notes

USI are members of the European Students' Union. This membership allows USI to have a vital role in shaping international policies and informing national and local policies with international best practice.

#### Comhdháil Recognises

Each year two USI Coiste Gnó members are assigned ESU Lead and Support. These officers attend European Student Conventions and Board Meetings on behalf of USI. Normally, the two officers can also bring a delegation with them to the events. The delegation represents USI and speaks on many topics pertaining to students.

#### Comhdháil Acknowledges

Some Member Organisations may have difficulties with participating in ESU events due to the costs (Flights, Registration Fees etc) associated with participation.

#### Comhdháil Mandates

The USI President to propose the two Coiste Gnó officers who are Lead and Support on ESU to Comhairle Náisiúnta by the second meeting of Comhairle Náisiúnta each year. These Officers must have a proficiency in social, academic and equality issues facing students. They shall be tasked with providing a comprehensive information session for Students’ Union Officers on the European Students Union at SUT each year.

#### Comhdháil Further Mandates

The Coiste Gnó Lead and Support for ESU to co-ordinate a delegation to each ESU event (Board Meetings, Student Conventions etc) where possible. Each delegation shall provide a detailed report on the event they have attended, which shall be circulated to Comhairle Náisiúnta at the following meeting.

#### Comhdháil also Mandates

The Coiste Gnó Lead and Support for ESU to investigate funding opportunities to cover the associated costs with attending ESU events.

##### Repeals 20 AA 1

## 2022 UO 15: Regional Officers

### Proposed by the USI Vice President for the Dublin Region

#### Comhdháil Notes

The benefit of having Regional Officers on campus and the experience and direction Regional Officers can give to local member organisations.

#### Comhdháil Further Notes

Local Student Councillor/Class Rep Council meetings are the beating heart of local unions and attendees typically represent a cohort of the student population that are most engaged in union activity.

#### Comhdháil Therefore Mandates

Vice Presidents for the Regions be obligated to attend local union council meetings, provided they are given a minimum of 3 days' notice, or otherwise send their apologies in advance.

#### Comhdháil Further Mandates

The Vice Presidents for the Regions to visit MO’s a minimum of four times per semester.

##### Repeals UO 19-7

## 2022 UO 16: Motion on Unionisation Stance

### Proposed by DCU Students’ Union

#### Congress Notes

USI may wish to work alongside companies throughout the year based on shared interests or common goals. This can sometimes take the form of a partnership agreement between the employer and the USI which identifies their common interests and objectives. USI voted through 2021 UO 5: USI Commercial Strategy last year, and this motion would add to that strategy.

#### Congress Further Notes

USI has engaged increasingly with commercial organisations for sponsorship of USI events and support for venue hire, catering and materials.

#### Congress supports and encourages

USI in seeking sponsorship in order to reduce costs and add value to events for members.

#### Congress Understands

That the ability to seek out and secure sponsorship offers varies depending on the project involved and the financial benefit offered and is regularly time-sensitive.

#### Congress Mandates

The USI President and VP Campaigns to create a policy regarding commercial partnerships, following consultation with MO sabbatical officers and the USI Officer board. This policy would cover how partnerships are sought out, agreed upon, and the length of time they are active for.

## 2022 UO 17: Vice-President for Postgraduate Affairs

### Proposed by the USI VP for Postgraduate Affairs

#### Comhdháil Notes

The importance of USI Vice President for Postgraduate Affairs (VPPGA) is that they represent over all postgraduate students across the island of Ireland.

#### Comhdháil Regrets

The existing workload for the VPPGA is onerous as the VPPGA must sit on/chair numerous working groups, boards and committees and carry out many administrative tasks within a 16-hour working week.

#### Comhdháil Believes

It is necessary to explore all options when revising the postgraduate role, some of which include but is not limited to;

Three part-time VPPGAs; one postgraduate taught representative, one postgraduate research representative and one postgraduate engagement representative to visit HEIs. These roles would represent both postgraduate student cohorts whilst supporting engagement, reduce isolation for the VPPGA in their work and allow for collaboration.

#### Comhdháil Therefore Mandates

The Union of Students in Ireland Coiste Gnó to conduct a strategic review of the VPPGA role before opening of nominations for Comhdháil 2023/24.

#### Comhdháil Further Mandates

The USI VPPGA and Regional Officers to work together in consultation with MOs, postgraduate  representatives and part time officers to review best practices to support part time officers.

#### Comhdháil Further Mandates

The USI VPPGA to consult with Eurodoc on best practices of the postgraduate role and/or part time officer role in European Student Unions

#### Comhdháil Further Mandates

The USI Coiste Gnó to review finances and/or secure/seek funding to remedy the added costs of restructuring the role.

##### Repeals 2021 AA 13

## 2022 UO 18: Election Supports

### Proposed by the USI Vice President for Academic Affairs

#### Comhdháil Notes

Member organisations run two major sets of elections each year, for class representatives and sabbatical officership elections.

#### Comhdháil Believes

The transition to online elections has improved the accessibility of many elections, but has also resulted in officers having less hands-on experience in orchestrating elections, including counting votes.

#### Comhdháil Mandates

The USI Regional Vice Presidents to gather information on when, and how each member organisation conducts their elections each year and to coordinate with the Vice President for Academic Affairs in making best practice recommendations available to all member organisations.

#### Comhdháil Further Mandates

The USI president with the support of the Regional Vice Presidents to collate a ‘Returning Officer database’ for those involved or previously involved in the student movement with a knowledge of voting systems to support member organisations with their elections.

#### Comhdháil Also Mandates

The USI President and Vice President for Academic Affairs to arrange Election Training prior to September of each year on including Electoral Commissions and election regulations, Referenda and Voting Systems and count procedure such as single transfer voting. This training should also include support for election process reviews, resolving issues such as tie-breaking and the re-open nominations.

#### Comhdháil Further Mandates

The USI President and Vice President for Academic Affairs to create a glossary of key terms and explanations for member organisations based on their requirements and training each year, including but not limited to the following;

Constituency/Electorate

Ballots, Secret, Online/Paper

Quotas

Proportional Representation

## 2022 UO 19: Accessibility of USI Events; Rotation of CN

### Proposed by Presidents’ Working Group

#### Comhdháil Believes

USI events should be as accessible and accommodating as possible.

#### Comhdháil Notes

That is can sometimes be difficult for member organisations to attend all USI events in person based on the locations that are chosen.

#### Comhdháil Therefore Mandates

That Comhairle Náisiúnta will take place on a rotational basis in each of the four different regions. Where a member organisation can no longer host a Comhairle Náisiúnta, flexibility should be allowed to re-arrange Comhairle Náisiúnta going ahead in person.

#### Comhdháil Mandates

The USI President to agree with Presidents’ Working Group on the locations of Comhairle Náisiúnta for the year, no later than the second Comhairle Náisiúnta in August.

## 2022 UO 21: Vice-President for Post Graduate Affairs and Coiste Gnó

### Proposed by USI Vice President for Postgraduate Affairs

#### Comhdháil Notes

There is a disparity in the stipend rates received by Postgraduate Research Students.

#### Comhdháil Further Notes

That the cost of living is rising whilst stipends remain relatively stagnant and are not fit for purpose.

#### Comhdháil Therefore Mandates

That Coiste Gnó to lobby for the creation of a National Minimum Stipend Rate.

#### Comhdháil Further Mandates

That this objective be pursued with the ambition of paring the National Minimum Stipend Rate to the cost of living.

#### Comhdháil Further Mandates

The Coiste Gnó to send out a stipend survey yearly to research postgraduate students to determine stipends nationally.

#### Comhdháil Further Mandates

The Coiste Gnó to carry out a comparative study on the stipend rate from year to year to determine if the actions taken by the Coiste Gnó, VPPGA and DFHERIS are addressing the disparities.

#### Comhdháil Further Mandates

The Coiste Gnó to report the comparative results back to the HEA Research Graduate Education Committee and the National Forum for Doctoral Education Advisory Forum.

Please refer to [Postgraduate Student Survey 2022](https://usi.ie/postgraduate-student-survey-%20%202022/)

##### Repeals AA 19 - 4

## 2022 UO 23: Regional Officers

### Proposed by USI Vice President for Postgraduate Affairs

#### Comhdháil Notes

The benefits of the Regional Officers working closely with the Vice President for Postgraduate Affairs (VPPGA).

#### Comhdháil Further Notes

The VPPGA role is a part-time policy officer role and developing engagement amongst postgraduates can be difficult given the limited amount of time and resources.

#### Comhdháil Therefore Mandates

The Vice President for the Regions to compile a contact list of all postgraduate officers and any officers interested in postgraduate affairs no later than 31st October each year.

#### Comhdháil Further Mandates

The Vice Presidents for the Regions to work with local member organisations, postgraduate officers and officers interested in postgraduate affairs to develop engagement between USI and the member organisations.

## 2022 UO 24: USI Strategic Review and Strategic Plan 2023 - 2028

### Proposed by National College Of Ireland Students’ Union

#### Comhdháil Notes

That as per UO 19-1, the cyclical nature of student representation often leads to an annual change in direction and shifts in priority as new Officers begin their term which is not conducive to long term organisational development or gathering momentum on key issues that the student movement contends with. Setting out a strategic plan which outlines a clear vision for the development of the USI as well as its Member Organisations is integral to the future growth and strength of our combined national voice.

#### Comhdháil Further Notes

As per UO 19-5, USI has not undertaken a strategic review of the organisation since 1999. In 2015, USI adopted a Union Development Strategy 2015 - 2020, which outlines a vision and strategy for developing not only Students’ Unions but also USI as an organisation but this is the last time such a plan was set out and a full strategic review is crucial to inform any strategic plan development.

#### Comhdháil Believes

That in order for the full potential of USI to be realised, we must adopt a long term vision for the organisation that future iterations of the Coiste Gnó and MO’s can use to help guide their actions and ensure that we build, year on year, on the incredible work done by Officers within USI.

#### Comhdháil Mandates

The USI President to carry out a comprehensive strategic review of USI encompassing all areas of the organisation including but not limited to governance, finance, democracy, political lobbying and campaigns to be brought before December Comhairle Náisiúnta 2022. This review should be carried out in conjunction with an external consultant and in consideration and consultation of the thoughts and views of USI Member Organisations.

#### Comhdháil Further Mandates

That upon the completion of this strategic review, it helps to form the basis of the development of a strategic plan for USI to be presented and ratified at Comhdháil 2023. The USI President should publish an annual report on the progress of this strategic plan at Comhdháil each year for the duration of the plan.

#### Comhdháil Further Mandates

A working group of Comhairle Náisiúnta be established to oversee and inform the full development and implementation of both the strategic review and strategic plan.

## 2022 UO 25: Progress Reports on Mandates

### Proposed by National College Of Ireland Students’ Union

#### Comhdháil notes

USI Coiste Gnó can be mandated to take on a large number of motions and it is not realistic to complete all of these mandates in one year.

#### Comhdháil recognizes

The hard work being put in by the Coiste Gnó to complete a large number of motions and progress a multitude of these at any given time.

#### Comhdháil further recognizes

The need for an efficient and clear way of tracking the current status of all mandates.

#### Comhdháil mandates

That the Coiste Gnó submit a policy tracker as part of their reports to Comhairle Náisiúnta so MO’s can see the current status of all mandates currently on the policy handbook.

## UO 19 – 17: Students’ Union Officer Handbook

### Proposed by the USI Vice President for the Southern Region

#### Congress Recognises

The role of an Officer within a Students’ Union is a unique role. It is also very important to have a well-rounded understanding of how to approach your role as an Officer within a Students’ Union and that a well-developed crossover is extremely valuable for newly elected Officers.

#### Congress Understands

It can be helpful to have a source of information provided to Students’ Union Officers that cover areas they may find useful throughout their term in Office such as effective communication, event organisation, useful contacts and a jargon buster.

#### Congress Mandates

USI Officer Board to publish a Students’ Union Officer Handbook before SUT each year to

support newly elected officers.

# **Administration & Finance**

## 2024 AF 1 USI Commercial Entities Engagement Strategy

### Proposed by DCU Students’ Union

#### Comhdháil Notes

External commercial entities such as but not limited to event agencies, promoters, marketing agencies and brands often look to use Students’ Unions and the Union of Students Ireland as ways to engage with new customers.

#### Comhdháil Further Notes

That engaging with such companies can provide a benefit to students and provide students with new opportunities.

#### Comhdháil Believes

That it is of utmost importance that there is a fair, transparent and clear procedure that aligns with the USI Constitution is accessible to all Member Organisations outlining the criteria of what external commercial entities USI engage with.

#### Comhdháil Further Believes

Engagement with commercial entities should, where applicable, provide USI with financial benefits directly to the organisation.

#### Comhdháil Mandates

The USI President develops a clear procedure on the selection and vetting of external commercial entities that USI will consider working with in the future. This procedure shall be presented to the next Comhairle Náisúinta for discussion, and sent to the next Comhdháil for approval.

#### Comhdháil Further Mandates

Annually the USI President develops and reviews a costing rate guide for external commercial entities to engage with USI.

#### Comhdháil Further Mandates

That USI only works with commercial entities whose values align with stances approved by Comhdháil and the values of the USI Constitution.

# **Gaeilge**

## 2022 EM (GAE) 6: Ag Tacú le Gaeilgeoirí ó Thuaidh leis an Lá Dearg/Support Gaeilgeoirí in the North with the Lá Dearg

### Proposed by QUB Students’ Union

#### Aithníonn an Comhdháil

Tháinig deireadh le cruinniú idir Conradh na Gaeilge agus an Aire stáit i mBéal Feirste ar 12 Aibreán 2022 nuair a dhiúltaigh an tAire am cinntithe a chur ar fáil i gclár ama Westminster chun an reachtaíocht Gaeilge a chur i bhfeidhm faoi mar a gealladh í sa chomhaontú Ré Nua Cur Chuige Nua.

#### Aithníonn an Comhdháil chomh maith

Bhí sé mar bhunchloch aitheanta sa chomhaontú sin, Ré Nua Cur Chuige Nua (Eanáir 2020), go dtabharfadh na páirtithe agus / nó na Rialtais reachtaíocht Gaeilge isteach laistigh de 100 lá. Faoi 17 Meitheamh 2021 bhí spriocdháta úr tugtha ag Rúnaí Stáit na Breataine Brandon Lewis MP o lucht Chnoc an Anfa, an reachtaíocht a thabhairt isteach faoi mhí Mheán Fómhair 2021 nó go dtabharfadh a Rialtas féin an reachtaíocht fríd Westminster i mí Dheireadh Fómhair 2021. Tháinig deireadh le mandáid Stormont i mí Márta 2022 agus ag an stád sin d’fhógair Rialtas na Breataine nach raibh sin chun an reachtaíocht a thabhairt isteach an taobh seo den toghchán.

#### Aithníonn an Comhdháil

Gur theip ar Tionól Thuaisceart na hÉireann a ghealltanas a chomhlíonadh chun Acht Gaeilge a chur in áit. Feachtasaíocht láidir Conradh na Gaeilge, an Dream Dearg, grúpaí pobail, aontais na macléinn, agus gníomhaíthe i dtreo Acht Gaeilge a fháil.

#### Creideann an Comhdháil

Tá Gaeilgeoirí sa Tuaisceart ag fanacht i bhfad ar Acht Gaeilge, agus gur chóir dóibh siúd atá ag rialú i dTuaisceart na hÉireann obair go gníomhach chun Acht Gaeilge a chur in áit.

#### Sainordaíonn an Chomhdháil

An Coiste Gnó, le béim áirithe ar an LU don Ghaeilge agus LU d’Fheachtasaíocht, chun obair gníomhach a dhéanamh chun tacú leis an Dream Dearg agus an obair i dtreo Acht Gaeilge sa Tuaisceart.

#### Chomh maith leis sin sainordaíonn an Chomhdháil

Na hOifigigh Reigiúnda agus an LU d’Fheachtasaíocht chun tacú le baill taisteal go dtí an Lá Dearg ag glacadh páirte ar an 21ú Bealtaine i mBéal Feirste.

#### Comhdháil notes

A meeting between Conradh na Gaeilge and the Minister of State Conor Burns MP in Belfast ended early on the 12th of April 2022. This was after the Minister refused to give a specific parliamentary date for Westminster introduction of the New Decade New Approach Irish Language legislation.

#### Comhdháil further notes

The New Decade New Approach agreement (January 2020) committed parties and Governments to implementing Irish language legislation within 100 days. By 17 June 2021, the Secretary of State Brandon Lewis gave the Northern Ireland Assembly a final deadline of September 2021 to enact the legislation. Brandon Lewis committed publicly that Westminster would bring forward the legislation directly by October 2021. That deadline then changed to ‘the end of the current Stormont mandate’. All deadlines have now passed and to date no Irish language legislation has been moved or has been scheduled to be passed at Westminster.

#### Comhdháil acknowledges

That the Northern Ireland Assembly has not fulfilled their repeated promises to introduce an Irish Language Act. The incredible campaigning of Conradh na Gaeilge, an Dream Dearg, community groups, students’ unions and activists in the North towards securing an Irish Language Act.

#### Comhdháil believes

That Irish language speakers in the North have waited too long for the introduction of an Irish Language Act, and that those who govern in Northern Ireland must act immediately to introduce an Irish Language Act.

#### Comhdháil mandates

The USI Coiste Gnó, with particular mandate on LU don Ghaeilge and VP for Campaigns, to take proactive measures to support An Dream Dearg and the work towards an Irish Language Act in the North.

#### Comhdháil further mandates

The regional officers and VP for Campaigns to support MOs to organise transport to An Lá Dearg taking place on the 21/05/2022 in Belfast.

## 2022 GAE (NC) 1: Comhphairtíocht le Misneach/ Partnership with Misneach

### Proposed by the USI VP for Welfare

#### Aithníonn an Chomhdháil seo

Is grúpa é Misneach a bhfuil luachanna an cosúil linne, mar ghluaiseacht, acu; mar shampla, ag obair i dtreo na dícholínithe, ag cur deireadh le géarchéim na Gaeltachta agus tsochaí a bhfuil cothrom do chách.

#### Creideann an Chomhdháil seo

Go bhfuil buntaistí le comhpháirtíocht a chrúthú le Misneach, chun dul i mbun feachtasaíocht, ag eagrú imeachtaí oideachais, pléphaineál agus traenáil d’ár oifigigh agus gníomhaithe.

#### Agus creideann an Chomhdháil seo

Gur chóir dúinne mar eagraíocht le 374,000 ball ardán a thabhairt don ghrúpa gníomhaíochta seo ag ár imeachtaí agus spásanna Gaeilge.

#### Mar sin, Glacann an Chomhdháil seo

Le comhpháirtíocht oifigiúil a chruthú idir Aontas na Mic Léinn in Éirinn agus Misneach.

#### Sainordaíonn an Chomhdháil seo

Go n-oibríonn an Leas Uachtarán don Ghaeilge le Misneach chun tacú agus dul i mbun feachtais, agus imeachtaí a eagrú le chéile.

#### Comhdháil recognises

Misneach is a group whose values are very similar to our own as a movement; for example, working towards decolonisation, ending the crisis in An Ghaeltacht and creating a fairer and more equal society.

#### Comhdháil believes

That there are advantages with creating a partnership with Misneach, to get involved in campaigns, organising education events, panel discussions and training for our officers and activists.

#### Comhdháil also believes

As an organisation with 374,000 members, we should provide a platform for this activist group within our Irish language events and spaces.

#### Therefore, Comhdháil Approves

The creation of an official partnership between the Union of Students in Ireland and Misneach.

#### Comhdháil mandates:

The Leas Uachtarán don Ghaeilge work with Misneach to support and organise campaigns and hold events together.

## 2022 GAE 1:  Use of Irish Language County Names

### Proposed by NUIG Students’ Union

#### Comhdháil Recognises

The original place names of our towns, villages and counties north and south, place names which have a greater meaning in their original form.

#### Comhdháil regrets

That most of our original place names were turned into nonsensical gibberish words as part of colonial anglicisation.

#### Comhdháil believes

That we lost part of the heritage and culture of our towns and villages as new colonial names were forced upon them.

#### Comhdháil applauds

Other decolonised nations who are reclaiming and changing back to their indigenous place names, such as Mumbai instead of Bombay in India or the former country of Burma changing their name back to Myanmar.

#### Comhdháil also applauds

Other organisations such as the GAA who encourage the use of our county names in Irish.

#### Comhdháil believes

That proactive measures should be taken over time to reclaim the prominence of our Irish language place names.

#### Comhdháil Mandates

USI Coiste Gnó to proactively use the Irish language versions of county names as much as

possible when referring directly to counties in order to help normalise their use. This mandate would apply to press releases, letters, submissions and social media, while excluding specific names of third level colleges and MOs.

## 2022 GAE 4: Scéim Teanga 2022

### Proposed by Gaeilge Working Group

#### Aithníonn an Chomdháil:

An tábhacht a bhaineann le scéim teanga a bheith ag Aontas na Mac Léinn in Éirinn leis an nGaeilge a chur chun cinn agus í a bheith chomhtháthú in obair laethúil an Aontais.

#### Creideann an Chomhdháil:

Gur cheart uasdátú rialta a dhéanamh ar Scéim Teanga an Aontais chun teacht leis na hathruithe rialta a tharlaíonn san Aontas. Ba cheart go mbeadh an Ghaeilge mar chuid nádúrtha d’aon obair a dhéanann AMLÉ go háirithe in aon fheachtas nó imeacht de chuid an Aontais.

#### Sainordaíonn an Chomdháil:

Gur cheart an Leas-Uachtarán don Ghaeilge agus Uachtarán AMLÉ Scéim Teanga AMLÉ 2022 a chur i bhfeidhm agus bheith cinnte go bhfuil an Ghaeilge mar chuid d’obair laethúil an Aontais.

#### Chomh Maith Leis Sin, Sainordaíonn an Chomhdháil

Go ndéanfaidh an Leas-Uachtarán don Ghaeilge athbhreithniú ar an Scéim ar a laghad gach dara bliain chun mbeadh sé ag teacht le haon san Aontas nó ó thaobh reachtaíocht an Stáit de.

#### Ceadaíonn an Chomhdháil:

[An Scéim Teanga 2022.](https://usiirl-my.sharepoint.com/%3Aw%3A/g/personal/education_usi_ie/EWipbiDM6FJAlrzY-fzdOVsBRIUDcdBmjJbTSeSI5_rYng?e=YcjeFH)

##### Aisghaireann 20 GAE 2

#### Comhdháil Notes

The importance of USI having an Irish Language Scheme in order to promote the language through its integration in the everyday work of the Union.

#### Comhdháil Believes

That any USI Irish language scheme should be regularly updated in line with any major changes which occur in the Union. Irish should be a natural part of any work USI does, especially events or campaigns run by the Union.

#### Comhdháil Mandates

The Leas-Uachtarán don Ghaeilge and the USI President to implement USI’s Irish Language Scheme 2022 to ensure Irish is seen as a central part of the Union’s day to day work.

#### Comhdháil Further Mandates

The Leas-Uachtarán don Ghaeilge to review and update the scheme at least every two years to comply with any changes to the Union or to State legislation regarding the language.

#### Comhdháil Approves

[The Scéim Teanga 2022.](https://usiirl-my.sharepoint.com/%3Aw%3A/g/personal/education_usi_ie/EWipbiDM6FJAlrzY-fzdOVsBRIUDcdBmjJbTSeSI5_rYng?e=YcjeFH)

##### Repeals 20 GAE 2