

2025 EQ 1: Trans Inclusion in Sport

Authors:

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Abstract ID: 439

Event: USI/AMLÉ Comhdháil 2025

Topic: Equality

Keywords: Sport, Trans

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Please put your SU name (or the committee on behalf of which you are proposing a motion or amendment) at the top of the motion in H2

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2025 EQ: Trans Inclusion in sport

Proposed by: TUS Students Union

Comhdháil Believes

Sport has proven to be one of the core areas people wish to get involved in within HEIs, to deny trans* people involvement in sport in college is discriminatory and must not be allowed in our HEIs.

Comhdháil Notes with Concern

We have seen a recent shift by national sporting bodies such as the IRFU to exclude Transgender Women from sport and create systems to foster an unwelcoming reception to all Trans* people from sport.

Comhdháil Notes

That there has been moves from national sporting bodies such as the GAA/LGFA/Camogie Association to make their Teams, Clubs & County Pannels more inclusive by allowing all trans* people to compete at all levels of Gaelic games on the island of Ireland.

Comhdháil Notes in Conclusion

The implementation of positive policies regarding Trans* people must become required within all sporting bodies.

Comhdháil therefore Mandates

That The AMLÉ Lobby Student Sport Ireland, as well other national sporting bodies and the Minister for Sport to work on including Trans inclusive policies in all Sporting NGOs.

2025 EQ 2: Equality Proofing of USI Campaigns and Events

Authors:

Kyla Henry, Maynooth Students' Union

Abstract ID: 436

Event: USI/AMLÉ Comhdháil 2025

Topic: Equality

Keywords: Asian and Minority Ethnic (BAME) · Migrants, Asylum Seekers and Undocumented Persons · Traveller and Roma Community · Members of the LGBTQIA+ Community · Transgender and Non-Binary students · Students with disabilities · Mature students · Students with caring responsibilities · Students of faith · Irish Language, · Black

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Equality Proofing of USI Campaigns and Events

Proposed by Maynooth Student's Union

Congress Notes

The Union of Students in Ireland (USI) is the national representative organisation for a large body of students across Ireland. Within this population are a number of minority groups and causes that are in need of further representation, and therefore should be present through all of USI's Events and Campaigns work. These groups and causes include, but are not limited to:

- Black, Asian and Minority Ethnic (BAME)
- Migrants, Asylum Seekers and Undocumented Persons
- Traveller and Roma Community
- Members of the LGBTQIA+ Community
- Transgender and Non-Binary students
- Students with disabilities
- Mature students
- Students with caring responsibilities
- Students of faith
- Irish Language

Congress Acknowledges

That USI hosts numerous campaigns and events throughout the year; therefore, diversity, representation and inclusion the above groups and causes should be prioritised when planning and running USI events, initiatives and campaigns. These events and campaigns can be imperative for reaching, involving and supporting these minority groups and causes.

Congress Therefore Mandates

The Vice President Campaigns and Vice President Equality & Citizenship to ensure regular auditing of all USI events and campaigns (where applicable), to ensure the inclusion and highlighting of:

- Gaeilge
- Minority groups

- Mature students and parents
- Postgraduate students
- Students with disabilities

This auditing should consider:

- Accessibility of events and campaigns for those with disabilities, individuals whom may have caring responsibilities, etc. and the impact that these barriers may have upon those whom may wish to attend.
- Increased awareness of events among minority or less accessible groups or that can be used as an educational resource, so that individuals have adequate notice ultimately increasing the likelihood that they will attend such events.
- Usage of inclusive language, as well as consideration of necessary accommodations needed at events, whether it be dietary, accessibility needs, etc.
- That minority groups are represented in planning and decision-making processes of campaigns and events, and also creating event programmes that reflects and celebrates the diversity of the participants in attendance.

This motion repeals 2021 EQ 1: Equality Proofing of USI Campaigns and Events

2025 EQ 3: Irish Traveller Representation

Authors:

Saige Alloway, Equality and Citizenship Working Group

Abstract ID: 419

Event: USI/AMLÉ Comhdháil 2025

Topic: Equality

Keywords: Irish Traveller

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Irish Traveller Representation

**Proposed by the Equality and Citizenship Working
Group**

COMHDHÁIL NOTES:

That Irish Travellers are underrepresented and under-supported at higher education institutions and USI/AMLÉ. USI/AMLÉ is mandated by its constitution to vindicate the rights of students at all levels.

COMHDHÁIL FURTHER NOTES:

This underrepresentation/lack of support is due to generational & systemic racism/discrimination that originated in the educational system due to early-Irish education policies that promoted Traveller segregation. To date, University of Galway is the only higher education institution within the country that has started to overcome historical segregation/discrimination to the Traveller Community by founding the Minceirs Whiden Society in 2019 and publicizing the Minceir's Archives in 2024.

COMHDHÁIL BELIEVES:

Systematic change must start with educational equality; Travellers are to be welcomed and valued within an educational system that promotes an inclusive and intercultural environment.

THEREFORE, COMHDHÁIL MANDATES:

That the Vice Presidents for Equality and Citizenship (E&C), Vice President for Welfare, and Vice President for Campaigns run an annual campaign on Irish Traveller inclusion in higher education available to all MOs that will teach history, culture, and Traveller contributions to society.

COMHDHÁIL FURTHER MANDATES:

This campaign references the existing Traveller- & DCU-partnered Lethe Project toolkit 'Learning Invisible History in Europe' as guidelines for the campaign.

COMHDHÁIL LASTLY MANDATES:

Recommendations for the campaign shall be formulated in conjunction with leading Irish Traveller activists/leaders to ensure Irish Travellers are represented this process.

2025 EQ 4: Anti-Racism & Discrimination Training

Authors:

Kyla Henry, Maynooth Students' Union

Abstract ID: 408

Event: USI/AMLÉ Comhdháil 2025

Topic: Equality

Keywords: Anti-Racism Discrimination

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Anti-racism & Discrimination Training

Maynooth Students' Union

Comhdháil notes:

Racism and discrimination are prominent issues in Irish society and have proven to be inequalities that need to be addressed. Irish Higher Education Institutions (HEIs) and our national student movement can host these same inequalities.

Comhdháil observes:

That there has been a growing number of ethnic minority officers, particularly POC officers in AMLÉ's member organisations (MOs). This positive reflection of our society has not been met with adequate institutional supports. There must be more specified supports for People of Colour in USI/AMLÉ, including anti-racism training and information for their non-POC colleagues by USI/AMLÉ.

Comhdháil further notes:

That the Higher Education Authority (HEA) ensures regulation and advancement of HEIs and education systems and has, since 2023 set out anti-racism principles that 21 HEIs have agreed and committed to following. These principles are:

- Taking responsibility, accountability and ownership of race equality issues at HEIs;
- Actively acknowledging that race inequality exists in HEIs;
- Acknowledging that Irish HEIs are not keeping pace with wider demographics and action is required to catch up; and
- Acknowledging the power of HEIs to influence Irish society in general.

While many HEIs have completed or are in the process of implementing a policy-based race equality plan, it is important that USI/AMLÉ also upholds these principles within their work to empower and lead other unions across the country to do the same.

Comhdháil acknowledges/believes:

EMPower is an excellent annual conference for ethnic minorities and allies. However, for members to employ anti-racism ethos and policy, and to increase engagement from students of ethnic minorities, USI/AMLÉ must provide more anti-racism resources including training programs, presence at protests, promotion of events like EMPower, and specific anti-discrimination/racism campaigns.

Comhdháil acknowledges:

That every year, the majority of USI/AMLÉ officers are from white Irish backgrounds and may not have be prepared to implement or uphold the anti-racism principles listed above, or to understand the negative experiences of ethnic minorities, particularly racialized people, within education and in USI/AMLÉ.

Without education on these matters, non-ethnic minority officers will not have the necessary racial awareness needed to act as allies to ethnic minority groups and student officers.

Unfortunately, the non-prioritisation of these systemic issues is an example of systemic racism, and inequality continues in the student movement and the student voice. It also highlights why proactive education is necessary for identification of racism in daily settings, so that instances can be identified and removed. Listening to and elevating Ethnic Minority voices is key to making real change. USI/AMLÉ must empower communities to create meaningful progress for these people.

Comhdháil further acknowledges:

There is a lack of supports and guidance available for student officers who may be going through racism and discrimination and a lack of knowledge of what this may look like in the workplace.

Therefore, Comhdháil mandates:

- The USI President and Vice President Equality and Citizenship to ensure that anti-racism training becomes a mandatory session within SUT and SUT+, conducted by a trainer who has the relevant qualifications and has lived experience in the area. The practical training will focus on anti-racism, reporting and finding practical responses to racism, and working with those affected by racism.
- USI/AMLÉ to facilitate the formation of a Racial Equality Committee that will act as a guiding group on anti-racism, diversity, and actions related to racial justice undertaken by USI/AMLÉ.

Comhdháil further mandates:

USI/AMLÉ to create anti-racism and -discrimination guidelines, alongside a qualified expert in the area, that students and officers can access. USI/AMLÉ will support MOs that request assistance implementing related policies in their organisations. This must also include providing information on services available if members experience racism and/or discrimination in the workplace.