

Officer Report
of the VP Welfare & Equality
of Maynooth Students' Union (MSU)
to Student Senate



Kealan Hilley
VP Welfare & Equality

PERIOD OF WORK: 15/11/22 – 7/12/22
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EXECUTIVE SUMMARY

Hi you,

This Welfare Officer don't know how to welfare themself. But to hell with the Welfare Officer. This season has been belated Headspace events, fora, Access/Able, an imponderable amount of meetings and a steady increase in casework. I'm in search of lost time. Of course you can tell: the report is late again. What a hooligan I am, and I am sorry. I do really appreciate everyone's time.

I really hope you're all taking care of yourselves. December moves at a locomotive pace, but I know what I need to dedicate the last week and a half to. I am going to go at a rapid speed this week and then try to get some respite. If you need something accomplished or brought to the fore, come to me and we will make it happen (if it's doable in such a timespan). I have appreciated everyone's help so much this season, and I have left so many fun happenings out. You're all so creative and comfort to have around. I am a fool who is pushing to do some lovely things, and your guidance and help has made sailing smooth.

I refuse to let exhaustion win. It need take me kicking and screaming. I will not go gentle into that good annual leave.

Le Grá

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CONSTITUTIONAL RESPONSIBILITIES

Article 10.8] of the MSU Constitution sets out the constitutional responsibilities of the MSU VP Welfare & Equality. I have outlined my constitutional responsibilities below and have commented on my progress in fulfilling them.

Constitutional Responsibility

(1) The Vice President Welfare & Equality shall be responsible for issues that relate to student welfare, equality, and other issues of social significance.

- I have been the primary spokesperson for the Union for issues relating to student welfare, equality, and other issues of social significance.
- Queries directed through social media, the front desk phone, or emails pertaining to student welfare, equality, and other issues of social significance, are directed and consulted upon by me.

Constitutional Responsibility

(2) Be responsible for dealing with all welfare-related casework by:

- a. Acting as a point of peer-provided guidance**
- b. Acting as a listening & referral service**

- As VP Welfare & Equality, I have provided peer-to-peer guidance for any students that get in contact with me.

- I remain in contact with students offer email, phone, or video call, upon a students' preference.
- With it being the fourth week of our term, I am yet to designate drop-in hours for students.
- Casework has involved everything from accommodation, to workplace terminations, to SUSI Estrangement Cases. to For an index of what each piece of case-work relates to, see section 1 of my report's appendixes.

Constitutional Responsibility

(3) Ensure the dignity and defence of the rights of the membership of the Union and within the University.

- I uphold the dignity and rights-based defence of our memberships by:
 - o Planning upcoming Equality Campaigns
 - US Black History Month
 - Access/Able: MSU's Disability Awareness Campaign
- I represent the rights of our memberships through involvement at protests. This year includes an oppositional protest to depictions of trans-people in media, another concerning the Cost of Living Coalition's demonstration, and MSU's own #wheresmylevy campaign.

(4) Be responsible for the planning and implementation of at least three welfare campaigns and two equality campaigns per year.

- An overview of the status of each campaign:

- Semester 1
 - Shagnanigans—Completed
 - Headspace—Underway.
 - Access/Able—(To take place December 5th-9th)
- Semester 2
 - Shagnanigans: The 2nd Coming—(To take place February)
 - US Black History Month **See Appendixes for Clarity
 - Diversity Week—April 2023.

Constitutional Responsibility

(5) Ensure that there are procedures in place, which are adhered to, for members discriminated against on grounds of gender, marital status, family status, sexual orientation, religion, political belief, age, nationality, disability, race or membership of the Traveller community.

- I have continued my work with Student Services & the Equality Office to ensure students are cognizant of procedures they can follow. As most inquires concern owner-occupied unleased digs, the 9 grounds are not applicable. Finding legal grounds and/or a rights-based defence of students has been challenging for such reasons.

Constitutional Responsibility

(6) Consult, in strict confidence with members in the event of discrimination by any member of the Union or University, and shall represent individuals when requested to the relevant body or authority.

- I remain available for students who wish to be represented to any authorities and/or university bodies. Vis-à-vis casework this has included the EDI department, the campus chaplain, the university's HR Department, and respective university departments.

Constitutional Responsibility

(7) Be responsible for formulating and having enacted the Union's welfare and equality policies and procedures.

- I resolve to be responsive to current affairs, days of remembrance and celebration, and actively seek student input on their existent issues.

Constitutional Responsibility

(8) They shall endeavour to attend all meetings of committees of which they are member and shall use those committees to represent the best interests of students.

- I have actively sought to attend all meetings that I hold in my position. I equally tend to meet with university staff frequently for one-to-one meetings. Some scheduled meetings—primarily those surrounding the Welfare Forum & Inclusive Learning Committee—I have not been able to attend on occasions due to the request of the Executive. I will strive to be present for all of them going forward.

Constitutional Responsibility

(9) They shall endeavour to work with the University to ensure effective health promotion.

- I have been very active engaging with the University's Welfare Forum, MSU's Executive, the EDI Department, the Campus Doctor, and myriad members of Student

Services, to ensure Health Services are vocally promoted across campus. I personally believe I am lagging when it comes to the communication of health-based welfare on our social media. However, all media-based promotions can be found in my report's appendixes.

(10) They shall endeavour to represent the needs of students by campaigning at both local and national level.

- Local Level:

- Lobbied the MSU President on the provision of further social and justice-oriented training for campus security.
- Lobbied the MSU President on both IT-related, systematic, and social deadnaming across campus.
- Spoke to Councillor Angela Feeney addressing our partnership agreement and wider community based initiatives such as Ask for Angela. Councillor Feeney distributed many of the resources for the campaign across the community preceding the advent of the pandemic.
- I appeared on Kildare FM to discuss #wheresmylevy with two local Kildare TDs.
- I appeared on Donegal Radio with local Maynooth OG Anna Travers to further lament our levy crises.

- National Level:

- I have attended conferences in the Seanad and in the Dail for the passage of the HEA bill
- I was present at the Dáil for James Lawless' presentation of the #Wheresmylevy campaign.

- The VP Student Life & I attended the Cost of Living Coalition Protest on September 29th.
- Labour Senator Mark Wall brought the #wheresmylevy campaign to the Seanad after my discussion about it on KFM.

Constitutional Responsibility

(11) They shall undertake a programme of relevant training and shall complete a programme of such training in advance of the commencement of the first semester.

- On August 2 & 5: 9.00, I underwent Carr Communications' Training Programme to learn how to negotiate sufficiently with the university.
- On September 13: 11.00, Threshold provided the MSU Executive with information on how to utilize their services and attend to accommodation inquiries.
- On September 7: 3.00, I attended NUIG's Active Consent Facilitator Training to be edified on the coordination of workshops on active consent.
- For November 23rd, SafeTalk is to be underway within a room outside of MSU and on campus. I am to attend, alongside anyone that shows interest.

Constitutional Responsibility

(12) For the time that the Union is a member organisation of the Union of Students in Ireland, the Vice President Welfare & Equality shall be a delegate to the National Council and Annual Congress of the Union of Students in Ireland.

- I have remained a delegate to the National Council of the Union of Students in Ireland.
- I have attended one National Council virtually on August 19: 12.30.
- I have attended USI National Council on the 08/12/2022. For the Equality & Citizenship Working Group, Maeve Richardson outlined the USI's Executive's meeting with the Housing Minister, a voter registration campaign from the department of local housing and government, and equality-oriented events coming second semester. Chiefly, Maeve offered further details on EMpower, Women in LEAD, and Power of Disability. Maeve is co-organizing a survey with AHEAD for students with disabilities in education.

Plan of Work.

- A plan of work has now been authorized by the Executive. This shall be the guiding document on how we implement our ideas, campaigns, and initiatives.
- Our President & Deputy President accorded 5 initiatives and 5 constitutionally mandated campaigns, with 3 dedicated to Welfare & two to Equality.
- Alongside this, each officer is to prioritize five initiatives among many.
- See all listed included below.

These are the campaigns that I will prioritize, but they will coincide with additional ones we pave time for. Forward me suggestions for any incoming campaigns.

- **Headspace:** Two postponed events were underway in collaboration with the mental health organization 3Ts. Namely, *Share the Load* and *safeTALK*.

- Share the Load was held on the 30th of November outside MSU, with Jessica, Aaliyah, Sean, Ben, Alex, Lucas, Alex, Kirsten, Jacinta, and Daan very kindly informing students of the purpose of the campaign and directing students toward 3Ts' Self-Help Library. A video was made on the Instagram promoting and elaborating on the visual campaign. Jessica Lennon very altruistically removed all the Lucozade ballasts from each bag. She is my Shepherd and all hail.



Figure 1 Graphic for Share the Load, with amazing work from Tyran per usual.

- On the 2nd of December, we organized a safeTALK with 3Ts in An Tobar in the Student Services Building. 30 students expressed interest in safeTALK, but due to the room limitations of An Tobar, we could only take 16 students on a first-come first-serve basis. All students were notified of this in advance. 3Ts expressed vehement interest in doing another safeTALK early in the second semester. As in extension of this, I am looking at offering ASSIST training to students.



Figure 2 Graphic for safeTALK made by Tyrán.

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Access/Able: We are in the midst of a campaign, all of the resources of which have not been released. Due to Covid-19 delimiting the officers, many of the events have been deferred until second semester, including work with Access Earth, AHEAD, & Disability Power Ireland. With this, our Dare Senator Abby Beale was a powerhouse throughout this campaign, as I proved a mule following a carrot. These events are inclusive, but are purposed for students with disabilities to liaise and explore their experiences. Four events pushed ahead and several initiatives have pushed ahead:

- A Panel Discussion on Hidden Disabilities was held on 08/12/2022. Declan Markey hosted it, inviting speakers from the Access Society to explore their experiences and insights on accessibility and having a hidden disability in MU. There were approximately 35 attendees.



Figure 3 Room Overview of Hidden Disabilities Panel.

- A Tea & Draw, in collaboration with Arts & Crafts Society and Access Society (dubbed Draw Ability [Abby's coinage]) was held at 6pm on the 07/12/2022. Attendees were given paints and brushes in the MSU Info Centre, offered a prompt like "What was the transition from secondary school to university like?", and invited to narrativize the prompt through three pictures.



Figure 4 Draw Ability Advertisement, with amazing work done by Tyrán.



Figure 5 Students painting during MSU's Draw Ability session.



Figure 6 A collage of narrativized images from Draw Ability.

- For fun, the Access Society are holding a speed-friending event in the MSU Info Centre on 08/12/2022.
- A Short Film Festival by creators with disabilities and centring the experiences of subjects with disabilities was held on 10pm on 08/12/2022. It included three short films: Music & Clowns, Dir. Alex Widdowson [Vimeo], Venus, Dir. Faye Carr-Wilson [Vimeo]. Attention was

- I have sent the Oifigeach na Gaelige a list of disability-related terms to be translated into Irish.

US Black History Month: With this campaign's deferral following #wheresmylevy, much of this campaign has been planned in advance for February. Its informational aspect will be levelled throughout the month, whereas its events may be concentrated into a specific period.

SHAGNANIGANS 2: The extent to which this campaign is pre-planned allows all of us a lot of room for creativity, experimentation, and intersectionality. Get hyped.

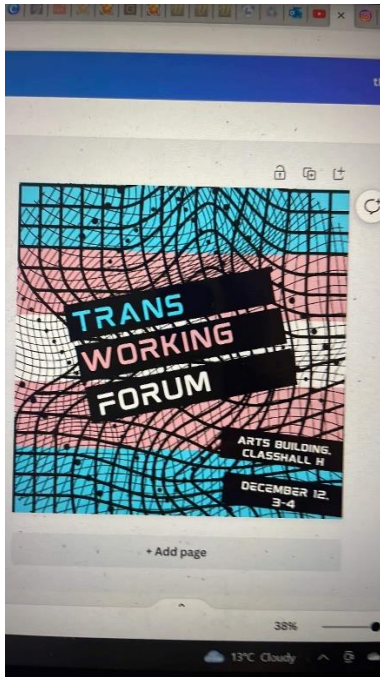
Diversity Week: Planning has also already begun for diversity week.

Five Welfare & Equality Initiatives:

The VP Welfare & Equality is to undertake five initiatives that are to be completed and/or progressed before term's end. These include:

1. **Name Change Policy on Campus**
2. **'Mellow Yellow' Welfare Boxes**
3. **Ensure Ask for Angela's Integration into Maynooth's bars/nightclubs**
4. **Lobby for the provision of PrEP Prescriptions on Campus**
5. **Provide more inclusive sex education events.**

1. **Name Change Policy:** This is gaining momentum. I will update and outline our plan. I have met with the EDI Office on two separate occasions to forward how name change policy need be underway.
 - a. **Update:** Students will soon be able to edit what name is displayed for them on MULife and no where else. Therefore, students can change their displayed name on MULife without submitting a Name Change Certificate to the Registrar. This is very welcomed, but it is far from where we need to be. Society Committee Members can see a students' deadname for 'emergency purposes'. I do not see why it is necessary to allow all committee members to see that deadname, however. It is unsafe for students to be so easily outed.
 - b. **Plan:** The EDI Office & MSU are co-organizing a Trans Working Forum on December 12th to discuss how exactly name change policy on campus need be reformed and applied with trans students on campus. Likewise, I want to survey students on the criteria necessary for a 'T-Fund' becoming a subset of the Student Assistance Fund. This criteria is really just an expression of needs that MSU can bring to the Student Budgetary Advisor. The T-Fund is a lot more accomplishable in my term than wholesale reformed name change policy.



2. The 'Mellow Yellow' Welfare Boxes are a simple invention. To offset students' sense of insecurity and/or experience of judgement when requesting for health products on campus, the 'Mellow Yellow' boxes allow students to choose an object from a section of healthcare products which may include condoms, pregnancy tests, etc. Whilst optimally students should be able to receive this products without judgement, from my experience with case-work, this is not the case. These boxes are to be present both in the MSU Info Centre and Student Services Building.

3. Ask for Angela is signposted in the MSU bar and all staff members have been made aware of it. The goal is to have each relevant bar, nightclub, and venue cognizant, active, and responsive to when someone Ask's for Angela.

Unfortunately, I have nothing to update on this. I need to meet with nightclub staff very quickly to change this.

4. Lobbying for PrEP Prescriptions on campus is now dependent on data collection. The Campus Doctor has committed to the training from the HSE. However, to augur well for his case, students need be informed about what PrEP is, and how they can avail of it. Data collection is necessary for this. To a considerable extent, this initiative is now more of an informational campaign.

5. Rendering sex education more inclusive requires the circulation of more intersectional experiences both by touching on more niche avenues of sexual and non-sexual experiences and by expanding on other approaches and experiences surrounding sexual acts heteronormative lenses can take for granted. In short, myriad orientations, embodiments, genders, and cultural differences need be taken account.

Motions & Mandates:

Numerous motions and mandates are relevant to—and/or actively delegate—the VP Welfare & Equality. I will progress these mandates and motions to the best of my ability with the eventuation of my term. Below is a list of motions and mandates that require my participation, alongside the actualization of each one respectively.

List of Motions & Mandates:

1. Lobbying for the Establishment of a T-Fund
2. Lobbying for the Establishment of a Childcare Fund

3. Emergency Motion to MSU Student Senate on Campaigning against Image Based Sexual Abuse
4. The Organization of a Trade & Tenant Union Fair and the Promotion of Trade & Tenant Union Membership
5. 'How to Use Your Union' Infographics
6. Disclosure of Lecturers' and Department Representatives' Personal Pronouns in Emails
7. Agency and Consultation over Student Deadlines
8. Promotion of Supports for Students with Disabilities
9. Creation and Promotion of Graphics Detailing What Halal Food is in an Effort to Combat Islamophobia and Promote a More Diverse and Inclusive Students' Union
10. MU & MSU Sexual Harassment Policy Review
11. Prayer Room on Campus
12. Lobbying for the Establishment of a Support Fund for Students with Diverse Needs
13. Comprehensive Mental Healthcare Provision
14. Accommodation Strategy
15. Sourcing and Display of Consent and Sexual Harassment Pole Banners
16. Gender Identity and Gender Expression Policy
17. Menstrual Health, Sanitary Products, & Sanitary Disposal Units
18. Mental Health Training
19. Sexual Health and Consent Promotion on Campus
20. Ethnic Diversity Awareness Campaign
21. International Students Orientation
22. Foodcloud
23. Establishment of an LGBTQ+ Advisory Panel
24. Accessible Documentation as MSU Regulations

25. VP. Education to Lobby Maynooth University and St. Patrick's Pontifical University
Staff to Provide Content Warnings in Advance of Triggering Lectures

Lobbying for the Establishment of a T-Fund

- I have had a meeting with the Student Budgetary Advisor in the year concerning the establishment of a T-Fund, alongside the establishment of a Commuter.
- I have addressed this with Equality Officer of the EDI Office. Their recommendation was to reform the SAF so that a T-Fund may become a subset of it. His means of accomplishing this was to forward it as a mandate at USI.
- 12/12/22 A student-led Trans Working Forum has been set up outline how the T-Fund need be organized.

Lobbying for the Establishment of a Childcare Fund

- No progress has been made on the renewal of MU's Childcare Fund. However, within casework consultations, student parents have been vocal about the lack of supports on campus beyond MU's Creche Service.

Emergency Motion to MSU Student Senate on Campaigning against Image Based Sexual Abuse

- With our first S.H.A.G. campaign, the efficacy was to promote IBSA-related resources with a content warning on our Instagram. However, with the #wheresmylevy campaign, S.H.A.G. 1 was delimited to events rather than informational posts. My plan is to integrate the supports I could not signpost in semester 1 into semester 2's S.H.A.G. week.

- 15/11/22 No further work has been done on this.

The Organization of a Trade & Tenant Union Fair and the Promotion of Trade & Tenant Union Membership

- No work has been done on this. However, we will review this mandate in the policy manual.
- As a part of our #KnowYourUnion campaign, the MSU President & I have opted to create a directory of trade, tenant, and social rights-based unions for students to avail. Within our timeframe, this is something we are more assured we can accomplish.

'How to Use Your Union' Infographics

- No work has been done on this. However, these graphics were prioritized in our plan of work for MSU's #KnowYourUnion campaign.

Disclosure of Lecturers' and Department Representatives' Personal Pronouns in Emails

- An email with relevant resources to is to drafted and disseminated by the VP Education & VP Welfare & Equality for MSU's Trans Awareness Week campaign. The working date for its circulation is the 21st of November.
- 15/11/22 This email is prepared.

Agency and Consultation over Student Deadlines

- I have recommended the VP Education and Faculty Convenors relay this at their respective meetings.
- 15/11/22 No further work has been done on this.
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Promotion of Supports for Students with Disabilities

- A set of graphics have been released promoting resources/supports for Students with Disabilities on the 8th of July 2022. See appendixes. However, a more thorough list of resources need be promoted for Access/Able.
 - An preliminary itinerary—with additions not included in the officer report due to their current contingency—has been included for Access/Able in the Plan of Work section.
- Also, I forgot to include the below in my laundry list of images in the first report:

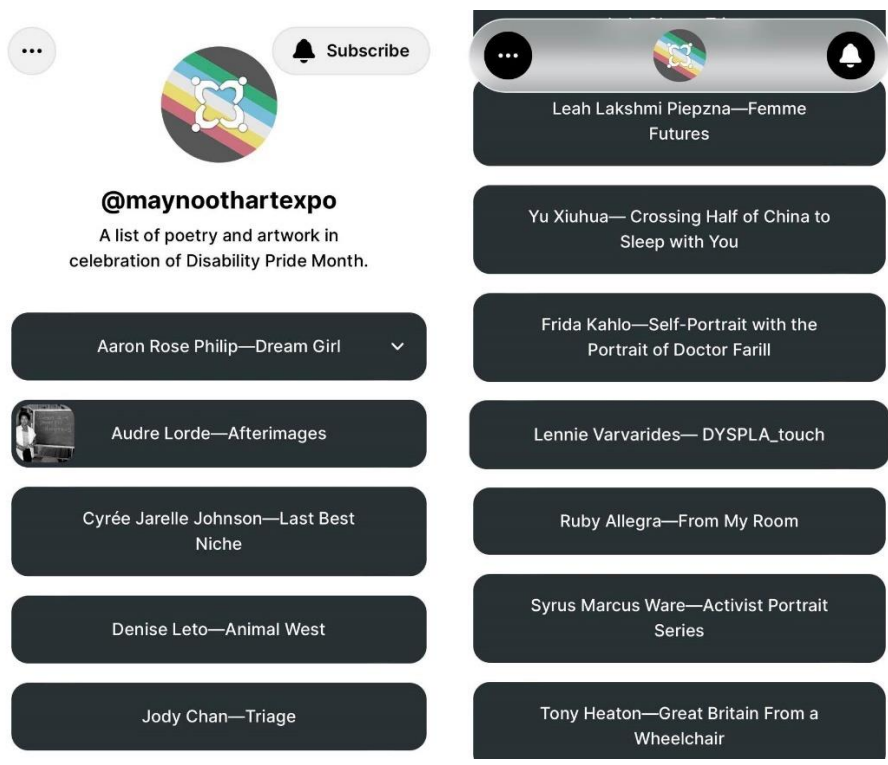


Figure 7 List of poetry and artworks by creators with disabilities

Creation and Promotion of Graphics Detailing What Halal Food is in an Effort to Combat

- Graphics are made. Just need to finalize them. They'll be out before this senate.
Genuinely sorry for the delay.



Figure 8 Our Froebel Senator's invaluable graphic outlining what is Halal.

MU & MSU Sexual Harassment Policy Review

- No work has been done on this.

Prayer Room on Campus

- I have consulted with MU's Islamic Society. I have planned to meet with the University Chaplain and several academics to resolve it. However, I will need to follow up with EDI on the annual progress of this.
- 26/10/22: This was discussed during a Clubs & Societies Committee Meeting.
- The 'Quiet Room' on campus will remain a multifaith space for prayer and non-faith-based silence. However, the EDI department have confirmed that Class Hall H in the Arts Building is to become a bookable faith-based space, used both for faith-oriented

discussion and periods of prayer for different communities. It will be underway before the end of term.

Lobbying for the Establishment of a Support Fund for Students with Diverse Needs

- There are some unreleased graphics I still need to finalize, but they will hopefully be out for before the start of this Senate.

Comprehensive Mental Healthcare Provision

- Here are some graphics I made for Headspace.



Figure 9 A Set of Mental Health-Related Graphics for Headspace.

Accommodation Strategy

- Thorough work has been made on this. The graphics related to this mandate are to be released when the Instagram becomes available when the #wheresmylevy campaign requires less social media space. See appendixes.

Sourcing and Display of Consent and Sexual Harassment Pole Banners

- The Campaigns & Communications Coordinator had a meeting before the beginning of term brainstorming potential designs for the consent graphics.
- No follow-up work has been done on this and I must follow-up with the Campaigns & Communications Coordinator.
- 10/12/2022 Tyran, the VP Student Life, and I have mocked up some designs for the pole banners. They are to be funded by the EDI Office and sent before the end of this term.

Gender Identity and Gender Expression Policy

- I have a set of suggestions that I have addressed with the EDI Department's Equality Officer. There have been delays in the development of the Gender Identity and Gender Expression Policy
- 15/11/22: EDI have not yet prompted further revisions to the Gender Identity and Gender Expression Policy.
- 11/12/22: The Trans Working Forum has been scheduled for the 12/12/22, which will inform how the EDI department the Gender Equality Steering Group comport their plan of work for the Gender Identity and Gender Expression Policy.

Menstrual Health, Sanitary Products, & Sanitary Disposal Units

- A local Kildare Initiative & Lidl have kindly donated period products across campus.
- MU Law Society and MSU have planned a collaborative campaign to combat period poverty.
- With the #wheresmylevy protest underway concurrent to Shagnanigans, it was not possible to integrate a direct period poverty initiative.
- 15/11/22: MU Law Society have invited MSU to collaborate on combatting period poverty in the town at large, expanding it to a community wide initiative.

Mental Health Training

- A Peer-to-Peer Support Training Session was planned for senators early November. This was planned to be advertised to senators to aid their peers in distress.
- 2/12/2022 A safeTALK was held on campus, but nothing has been set up for student wellbeing yet. Niteline cancelled their former mental health training session, and I need slot them in for second semester.

Sexual Health and Consent Promotion on Campus

- Pre-Shagnanigans 2 work. All holy. All in progress.

Ethnic Diversity Awareness Campaign

- A Diversity Week has been prioritized as an Equality-based Campaign. It is planned for April 2023.

International Students Orientation

- No work has been done on this. An addition re-orientation is promoted in my manifesto, however and I plan on executing it during the second semester.

Foodcloud

- There is a Foodcloud session held by Clubs & Societies Committee, and I ought to support it further. Either through promotion or volunteering (if they need it). We likewise need supplement USI in its provision of edacious

Establishment of an LGBTQ+ Advisory Panel

- A Microsoft Form has been prepared for the LGBTQ+ Advisory Panel. It is to be refined with the LGBT+ Senator and debuted when the #wheresmylevy campaign takes less priority.

Accessible Documentation as MSU Regulations

- The Dare Senator & I discussed circulating a document among academic staff in Maynooth addressing this for Access/Able.

VP Education to Lobby Maynooth University and St. Patrick's Pontifical University

Staff to Provide Content Warnings in Advance of Triggering Lectures

- The VP. Education and I preliminarily planned to have an index of emotionally-charged and/or difficult topics sent to lecturers by November.
- It would be worthwhile consulting students about what need be included. Equally, I ought to support Faculty Convenors in promoting this resource to Academic Reps.

DISCLAIMER: The manifesto initiatives section has been left un-updated since my last report, but commentary from my former report has been included. This is to allow senators to comment on it during Senate. If I didn't include it, they might not see it.

MANIFESTO INITIATIVES

While running for the VP Welfare & Equality, I outlined several manifesto pledges.

Throughout my term I will make progress on each of these promises to the best of my ability. It's a highly ambitious manifesto.

Sexual Health and Active Consent

- Lobby for the provision of free pregnancy tests in MSU
- Ensure Maynooth University provide a system for reporting sexual assault.
- Ensure free STI- and STD-checks are made available in the Medical Centre
- Lobby the Medical Centre to provide PrEP prescriptions to combat students' chances of contracting HIV
- Work with the EDI Office to ensure "Ask for Angela" protocol is underway in MSU and the pubs / nightclubs across Maynooth, alongside assuring they provide drinks with lids.
- Run inclusive sex education events with comprehensive info on consent, sexual health, and combating the stigma attached to intersex and asexual people.

Safety

- Ensure Campus Security are provided with sufficient training to be aware and responsive to the warning signs of students experiencing harassment, peril, abuse, and bullying
- Prioritize an audit of student safety across campus in the MSU President's Strategy Plan, with a focus on students' experiences at night

- Work with Clubs / Societies to provide self-directed support networks through which students can always outreach to someone with whom they can walk home with at night
- Ensure that the front gate on South Campus and bridge gate next to the University are open after 12pm and open on weekend nights
- Campaign for the provision of free drug-quality testing kits to reduce any risks around drug use

Disability Care

Work with the Access Office to ensure that lectures are both offline and online with closed captions

Run Disability Awareness Training Sessions for Clubs & Societies

New Craic

- Organize regular speed-friending events to ensure students get to meet people with whom they feel they can belong
- Ensure First Years have an additional orientation session later in the 1st semester
- Promote the Clubs / Socs host additional virtual events to ensure that homebound students can engage

LGBTQIA+ Recognition

- Lobby the Access Office to establish a receipt-based T-Fund that provides financial aid for transitioning students

- Ensure that there is at least one gender neutral bathroom in every MU and MSU space
- Work with the incoming Equality Officer to ensure students are informed about how they can access a name and gender deed poll / certificate and supported
- Ensure MSU continues to use gender neutral language and promotes pronoun disclosure, lobbying for the university to do likewise
- Lobby for the reform of public Trans Healthcare in Ireland in accordance with the WPATH's current standard of care
- Campaign for the banning of conversion therapy in Ireland
- Continue work to establish a "dual-name system" so students' do not have their state-recognized deadname displayed in campus software

Mental Health

- Host Mental Health Management Training for Academic Reps and Clubs and Society Committee Members with the help of the VP Student Life
- Work with the EDI Office to ensure Suicide Prevention Training is made available to all students
- Run campaigns focused on breaking the stigma around mental health, promoting awareness about warning signs and what to look out for
- Prioritize that the President's Strategy Plan promote a university-based audit of student wellbeing and mental health across campus

Accommodation

- Provide a tenant matching service through which Erasmus and Placement Students may find short-term tenants to combat unforeseen change

- Lobby the Access Office and Accommodation Office to create a fund for students struggling with housing
- Collaborate with Tenets Unions to campaign for students' awareness of both available resources and their rights as tenants

Y(our) Voice

- Establish advocacy groups for students with disabilities, LGBTQIA+ students, and BIPOC students
- Integrate students more into the processes of MSU Senate
- Create greater links and communication between students and their Access Office, EDI Office, and Campus Services
- Campaign for Clubs / Societies, and students directly, to be able to coordinate topics for discussion in the MSU Townhall
- Run regular intercultural events to promote greater inclusion within MU and MSU
- Host the Welfare and Equality forum regularly to coordinate this plan of work

Sexual Health & Active Consent

- Lobby for the provision of free pregnancy tests in MSU
 - o Free Pregnancy tests from Mommmed are available behind the front desk in the MSU info centre. I am considering a suitable way through which students can access them more discretely.
- Ensure Maynooth University provide a system for reporting sexual assault.
 - o No work has been made on this. Beyond disciplinary, what the university currently uses is the anonymous SpeakOut tool.
- Ensure free STI- and STD-checks are made available in the Medical Centre

- For Shagnanigans, free STI-checks were available for a fortnight at a rate of 10 a day. Equally, on the crotch of the mannequin in the foyer, was a QR code to SH/24.ie's free STI-testing kit.
- I need create a video showing students how to order them.
- Lobby the Medical Centre to provide PrEP prescriptions to combat students' chances of contracting HIV
 - Dr Scully is currently lobbying the HSE to allow him to become a service provider of PrEP Prescriptions.
 - I have asked MSU's Digital Artist (Our SS Faculty Convenor!) to sketch some assets for an informational poster campaign on what PrEP is. The goal is inform students so that they may consider it a worthy service on campus, showcasing all of this as data.
- Work with the EDI Office to ensure "Ask for Angela" protocol is underway in MSU and the pubs / nightclubs across Maynooth, alongside assuring they provide drinks with lids.
 - I have provided a presentation on "Ask for Angela" for MSU's Bar Staff Management. The Bar Staff have disseminated the virtual campaign materials provided by Cllr Angela Feeney.
 - I really must provide a more thorough informational campaign on spiking. This is in the works.
- Run inclusive sex education events with comprehensive info on consent, sexual health, and combating the stigma attached to intersex and asexual people.
 - Asexual Awareness Day is the 6th of April. It may be worth demystifying it, or inviting students to anonymously discuss their experiences being ace, posting it onto our socials. This may hopefully combat stigma.

Safety

- Ensure Campus Security are provided with sufficient training to be aware and responsive to the warning signs of students experiencing harassment, peril, abuse, and bullying
 - I have explored the feasibility of this social training with both a meeting with President Leinonen and EDI's Equality Officer. As campus security as an outsourced company, the task is tricky but not unaccomplishable.
- Prioritize an audit of student safety across campus in the MSU President's Strategy Plan, with a focus on students' experiences at night
 - No work has been done on this. However, I am tallying data through casework that may serve as a launchpad for what to explore through an audit.
- Work with Clubs / Societies to provide self-directed support networks through which students can always outreach to someone with whom they can walk home with at night
 - No work has been done on this.
- Ensure that the front gate on South Campus and bridge gate next to the University are open after 12pm and open on weekend nights
 - The MSU President met with the President of SPPU. President Daly confirmed that the SPPU President is comfortable and happy for the gate to be opened at both later times and on weekends. Slowly these commitments must be ensured.
- Campaign for the provision of free drug-quality testing kits to reduce any risks around drug use
 - The Student Handbook has promoted the use of drug-quality testing kits in a manner conducive toward harm reduction.

- This will be present in the plan of work for MSU's Drug Harm Reduction Campaign, present in the MSU President's Preliminary Plan of Work.

Disability Care

- Work with the Access Office to ensure that lectures are both offline and online with closed captions
 - No work has been done on this.
- Run Disability Awareness Training Sessions for Clubs & Societies
 - Disability Awareness Training will be held by the organization Access Earth in MSU at the beginning of February. This will be integrated into a very small campaign.

New Craic

- Organize regular speed-friending events to ensure students get to meet people with whom they feel they can belong
 - A speed-friending event was introduced as a part of Shagnanigans. Both turnout and student response was immensely positive. I ought to do more of these to combat student loneliness.
- Ensure First Years have an additional orientation session later in the 1st semester
 - No work has been done on this.
- Promote the Clubs / Socs host additional virtual events to ensure that homebound students can engage
 - No work has been done on this.

LGBTQIA+ Recognition

- Lobby the Access Office to establish a receipt-based T-Fund that provides financial aid for transitioning students
 - o This was raised in a meeting with the Student Budgeting Advisor and the EDI Office's Equality Officer in separate meetings. The Equality Officer recommending that this be forwarded through USI Congress as a subset of the Student Assistance Fund. Let me know your thoughts on this.
- Ensure that there is at least one gender neutral bathroom in every MU and MSU space
 - o A tally of every gender neutral bathroom was undertaken by the VP Student Life and VP Welfare & Equality. With the TSI Building lacking one, it is important that I raise this at the Gender Equality Steering Group.
- Ensure students are informed about how they can access a name and gender deed poll / certificate and supported
 - o I have met with a member of Trans & Intersex Pride, and we have discussed the feasibility of making a set of graphics and/or a pamphlet detailing the process to students—and likely—the current situation in MU.
- Ensure MSU continues to use gender neutral language and promotes pronoun disclosure, lobbying for the university to do likewise
 - o No work has been done on this.
- Lobby for the reform of public Trans Healthcare in Ireland in accordance with the WPATH's current standard of care
 - o No work has been done on this.
- Continue work to establish a "dual-name system" so students' do not have their state-recognized deadname displayed in campus software

- This has both been raised during meetings with the Equality Officer in the EDI Office and to the MSU President. It would perhaps be valuable to have a meeting with the registrar about this.

Mental Health

- Host Mental Health Management Training and Peer-to-Peer Distress Training to Senators & Academic Reps
 - Academic Reps' Mental Health Management has been delegated to the VP Education.
 - A Peer-to-Peer Distress Management workshop has been organized with Student Services Staff Members and deferred indefinitely until #wheresmylevy requires less of our exertion.
- Work with the EDI Office to ensure Suicide Prevention Training is made available to all students
 - A safeTALK for Suicide Prevention was held in An Tobar on December 2nd. It was fantastic. Going to get ASSIST-training in for Second Semester. It is free so it shouldn't be a problem. Just need to convince the relevant bodies that students are eager to attend.
- Run campaigns focused on breaking the stigma around mental health, promoting awareness about warning signs and what to look out for
 - This was accomplished during both 3Ts 'Share the Load' Campaign
- Prioritize that the President's Strategy Plan promote a university-based audit of student wellbeing and mental health across campus
 - With time constraints, this may need to be a widely disseminated Microsoft Form rather than a full-on audit. No work has been done on this.

Accommodation

- Provide a tenant matching service through which Erasmus and Placement Students may find short-term tenants to combat unforeseen change
 - o No work has been done on this.
- Lobby the Access Office and Accommodation Office to create a fund for students struggling with housing
 - o No work has been done on this.
- Collaborate with Tenants' Unions to campaign for students' awareness of both available resources and their rights as tenants
 - o An accommodation resource has been produced advertising CATU, and CATU resources have been be promoted across the Union *thanks to Steph!

Y(our) Voice

- Establish working groups for students with disabilities, LGBTQIA+ students, and BIPOC students
 - o Upon the LGBT+ Senators' mandate, I have opted instead to create an Ethnic Diversity Advisory Panel & LGBT+ Advisory. These are more formal structures than working groups, actively contributing to their own plan of work and passing it to future panels upon their renewal.
 - o Microsoft Forms have been made for both the Ethnic Diversity Advisory Panel & LGBT+ Panel. Graphics have not yet been made to promote these however.

Integrate students more into the processes of MSU Senate

- o No work has been done on this beyond directly inviting students to join Senate.
- Create greater links and communication between students and their Access Office, EDI Office, and Campus Services

- This has been underway considerably on the ground. More directly, I have coordinated a trans working forum with the EDI Office to inform policy.
- Campaign for Clubs / Societies, and students directly, to be able to coordinate topics for discussion in the MSU Townhall
 - Townhalls have been planned for respective campaigns. Many of these campaigns are in collaboration with clubs and societies. When brainstorming with them, I have posed townhalls as spheres in which these topics may be addressed.
- Promote greater inclusion and interculturalism within MU and MSU
 - The only further update I have on this is organization for USA Black History Month.
- Relaunch the Welfare Crew for greater student involvement in W&E
 - No update on this.

GENERAL ACTIVITIES

The work of VP Welfare & Equality is not just confined to constitutional roles and manifesto initiatives. There is a wide variety of activities undertaken by me in the execution of my role. I have given a comprehensive list of these activities below.

List of some of the main other general activities undertaken:

1. SAF/SEF
2. Ask for Angela
3. Anti-Period Poverty Work
4. Plan of Work Organization
5. Trans Awareness Week Planning

6. Trans & Intersex Protest
7. Payments & Purchases
8. The Welfare & Equality Forum
9. Headspace Remaining Events
10. Canta

SAF/SEF

- Since the start of my term, there has been 32 SEF referrals that I have made a decision on. All of them have been approved.
- Total SEF Referrals: 53
- As SAF Committee has not sat yet. However, SAF applications are currently open. I have been advised not to advertise it by bodies outside of MSU.

Ask for Angela

- As mentioned, I created a presentation for bar staff and management on Ask for Angela. It has also been signposted to staff members in the Teams channel repeatedly by bar management.
- Ask for Angela has been signposted in the student handbook.
- Posters have been put up over MSU and the bar concerning it.
- 15/11/22 I meeting has been established with the Roost Management.

Anti-Period Poverty Initiative:

- There's been a conflicted back and forth between staff members and I about how to effectively distribute the pads/tampons. The university need be combating period poverty itself. Student Services is the only sphere on campus that actively refills its holders. Anyway...
- On October 2nd (yes, the day of submission), I ran around campus distributing them. MU Law Society collaborated with us on the initiative after we procured a bunch of pads/tampons from a local anti-period poverty initiative and from Lidl. There should be a photo of me that Swedge took outside the Newtown Inn below.
- On November 14th, I had follow-up correspondence with the MU Law Society, establishing the plan to expand our anti-period poverty work into a townwide initiative

Plan of Work Organization.

- The official plan of work has been established and circulated by the entire MSU Executive.

Anti-Islamophobia Month

- Our Froebel Senator, Baisat, has made an amazing graphic describing what Halal Food is. This is to be released alongside another graphic outlining "What is going on with Halal Food on Campus?"
- The Campus Life Committee's Faith Representative, Hira Khan—former senatorial extraordinaire—and our Froebel Senator, had a meeting with me setting out a plan of work to index to what extent all eateries across campus are Halal. Options are incredibly sparse for most Muslim students.

- The Islamic Society and I had a meeting about facilitating a few events/initiatives. We are yet to have another meeting to consolidate these ideas.
- 14/11/22: Several posts are to go up at the end of this month in relation to this campaign.

Trans Awareness Week Planning:

- Lobbying was done on behalf of the Trans & Intersex Pride Protest.
- As gestural as it may seem, Pride Society and MSU co-chalked a large Trans Flag outside the MSU Info Centre.



Figure 10 Giant Chalk Trans Flag w/ Pride Soc.

Payments & Purchases

- safeTALK Budgeting
 - o €50 FOR Dominoes

Welfare & Equality Forum:

- The Welfare & Equality Forum was underway on November 30th for an hour. Three students brought case work forward, with one being an elongated discussion about transport with the VP Student Life.

Canta:

Canta is real.



Figure 11 Canta and Co. carrying illegal goods through airport security.

MEETING SCHEDULE

Below is an indicative schedule of meetings that I have attended. This is shown to portray how often I have meetings and the level of consistency with which these committees meet at. There are also many meetings needed outside of those committees.

Meeting Schedule:

November 14: 11am – 3Ts Meetup

November 14: 2.30pm – Democratic Affairs Meeting

November 15: 10am – Working From Home Meeting

November 15: 2pm – Events & Campaigns Meeting

November 16: 10am – Working from Home Meeting

November 16: 2pm – Welfare Forum

November 16: 4pm – MSU Executive Plan of Work Drop-In

November 16: 6pm – Livestream w/ Mental Health Senator

November 17: 10am – Working from Home Catch-Up Meeting

November 18: 11am – Case Work Meeting

November 18: 5pm – MSU Executive Plan of Work Drop-In

November 21: 11am – Share the Load Meeting

November 21: 2.30pm – Democratic Affairs Weekly Meeting

November 21: 5pm – MSU Executive Meeting

November 22: 2pm – Events & Campaigns Meeting

November 22: 2.30pm – Mental Health FIG

November 22: 4pm – EDI & MSU Meeting

November 23: 10am – Weekly Catch-Up Meeting

November 23: 1pm – Meeting w/ MAP & MAG

November 23: 4pm – Clubs & Societies Committee Meeting

November 23: 7pm – Case Work

November 24: 1pm – 3Ts and MSU Meet-Up

November 25: 11am – Interview with Kildare FM

November 25: 3pm – Niteline Stakeholders' Meeting

December 5: 12pm – Student Meeting

December 5: 4pm – Christmas Quiz

December 5: 5pm – MSU Executive

December 6: 11am – SFSSC Meeting

December 6: 4pm – National Council Meet-Up

December 7: 10am – Access Earth Meeting

December 7: 11am – MILO Launch

December 7: 3pm – Student Meeting

EXPENSES CLAIMED

To ensure that I am transparent and accountable for my expenditure below is a list of all expenses that I have claimed.

No expenses claimed.

Casework Index:

See included a list of all instances of casework I have engaged with. Every case is different and unique, so I have tried to categorically account for this variability. I am

sorry these are not dated and the numbers may not be entirely accurate. This data is logged from emails and meeting dates.

[Content Warning: The enumeration of cases includes mention of Sexual Assault, Spiking, and other serious issues. The following page includes it. The next page includes the chart. Do not scroll down if you do not wish to see this.

Accommodation Inquires	23
Student Card Inquires	3
On-Campus Discrimination	3
Sexual Harassment	6
Spiking Instances	4
Loneliness/Isolation	2
SUSI Inquires	8 **not including the PE Issues
SUSI Parental Estrangement Issues	2
Financial Inquires	8
Childcare Facility Inquires	3
Campus Security Concerns	2
Faith-Based Inquires	5
Disability-Based Support Request	6