**Motion:**

**Mandatory Anti-Racism Sensitization Training for Student Council Officers, Student Advisors (SA)& University Student-facing Staff**

**Student council notes:**

 Students Council plays a vital role in representing the interests and concerns of the diverse student body; and recognizes the importance of fostering an inclusive, respectful and anti-racist environment is essential for the well-being and success of all students. And that addressing racism requires a nuanced understanding of its various manifestations and the development of skills to combat it effectively and in alignment with our commitment to diversity, equity, and inclusion, it is crucial that our elected officers, SAs and all Key Student-facing University staff receive proper training to address and combat racism within the TU Dublin community.

There is the need to for a wider adoption of an anti-racism policy or framework because in Ireland, like it is in many European countries has been working to update laws that relate to racism, and it is a fact that Ireland does not have specific hate crime laws. However, discussions about introducing hate crime legislation have taken place, and there may have been progress.

What is closest to this framework is a National Action Plan Against Racism, which outlines strategies and actions to combat racism. This plan includes initiatives in areas such as education, employment, and public services but these are not specific enough to make one feel safe or understood.

Therefore, in recognition with the importance of fostering an inclusive and diverse environment within our educational institution, and as advocates for positive change, we believe it is crucial for key Officers within the Students Union and the University to be well-equipped with the knowledge and skills necessary to address and combat racism in all its forms. To this end, we propose that as a community, we develop our own framework to help students among those around us feel safe, understood, supported, and included.

Student council further notes that t**o achieve this, the mandate Officer should consider the following:**

**Training Content:**

Officers shall undergo comprehensive anti-racism training, covering topics such as cultural competence & sensitivity, unconscious bias, stereotypes, prejudices microaggressions, and strategies for creating an inclusive environment.

**Implementation:**

The Students Council Executive Board, in collaboration with the TU Dublin administration led by the Equality, Diversity & Inclusion (EDI) Directorate through themselves or shall identify and partner with reputable organizations or trainers specializing in anti-racism education to facilitate the training sessions.

**Students Council further Mandates:**

Students Council therefore mandates the VP, Welfare & Equality to follow-up with the relevant offices to ensure this is undertaken as well, it is the expectation of the Council that a report on the impact of the anti-racism training shall be presented at a Students Council meeting to assess its effectiveness and identify any areas for improvement and to have the training delivered by the end of this academic year, 2023/2024 and before the commencement of the 2024/2025 academic year

**Students Council finally notes that:**

Through the VP W&E, the Student Council further notes that they shall periodically assess and update the anti-racism sensitization training to reflect current best practices and emerging issues in the field of anti-racism education and on the part of the officers, failure to complete the mandatory anti-racism training may result in sanctions, including but not limited to limitations on participation in Students Council activities or reconsideration of the individual's position within the Council.

**Conclusion:**

By endorsing this motion, we believe that it is a demonstration by the Students Council’s commitment and affirmation in its commitment in fostering a campus environment that is free from racism and discrimination and that by equipping our Officers, SAs and the Students-facing Teams with the necessary knowledge and skills, we empower them to be effective advocates for inclusivity and positive change within our educational community.

Proposed by

Nekesa Khisa (VP, Welfare & Equality)

Seconded by

Brian Jordan (SU President)