**UUSU Student Officer Workplan**

**Aims & Objectives Academic Year 24/25**

**Name: DANIEL SANUSI**

**Officer Role: VICE-PRESIDENT EQUALITY AND BELONGING**

**Manifesto Aims**

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| Aims | Goals (SMART -Specific/  Measurable/ Achievable/  Relevant/Time-bound) | Impact for Students | Priority Actions |
| Flexible Payment Plan for International Students’ Tuition | At the end of the AY, the fee policy should reflect a more flexible payment plan. | Mental stress relief and reduced pressure because of a better payment structure. | * Discussion with Finance team leadership * Policy on Flexible Payment Plan for International Students’ Tuition |
| Inclusive Learning Platforms | * By January 2025, the Blackboard should have the language translation feature activated. * By June 2025, all learning platforms should have translation and accessibility features activated. | * Students get to choose a preferred language to learn with. * Students with neurodiverse conditions can study with more accessibility features. | * Submission of paper at LTC to approve activation of the translation feature on Blackboard. * Lobby the university to approve and integrate translation an accessibility feature on all platforms (portal & blackboard). |
| Improved Sense of Belonging | At the end of the AY, 75% of the students have a strong sense of belonging and feel heard. We will survey students at the start and the end of the AY to measure growth. | Improved sense of belonging (SoB) and community. | We will survey students at the start and the end of the AY to measure growth. |
| Students With Additional Needs Network (SWANN) | The network should be running and functional by the end of November, and to be launched on the 3rd of December. | To create a safe space where students with additional needs can connect, raise their voices and drive meaningful change. | * Set up the Local and Overarching Committee. * Collaborate with the Student Wellbeing and the EDI unit of the university. * Launch the Network and Celebrate the International Day of Person’s with Disabilities on December 3. * Celebrate the Neurodiversity Week in March as a network. |
| Student Arm of the BAME+Network | A student led arm of the BAME + Network should be set up and running by the end of the year. | A space where students with BAME background can network, voice their issues and drive change independently. | * Set up the Local and Overarching Committee, using the template from SWANN. * Celebrate the International Student Day on November 17, to create awareness and get interest for the committee membership for the network. * Celebrate Important International events like Thanksgiving Day, Diwali, Black History Month, Chinese New Year, EuroVision. |
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**Policy Work**

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| Policy Name (including reference) | SMART Goals | Impact for Students | Priority Actions |
| International Student Tuition Fees | At the end of the AY, the fee policy should reflect a more flexible payment plan. | Mental stress relief and reduced pressure because of a better payment structure. | * Submission of Policy to Council for approval. * Lobby the Finance team leadership |
| Anti-Racism and Anti-Religious Discrimination | By the beginning of the second semester, the policy would mandate UUSU to publicly oppose actions on campus that are racially or religiously discriminatory based on the defined criteria. | A more inclusive student community with no religious or racial discrimination or bias. | * Submission of Policy to Council for approval. * The Student Executive will be mandated to work with relevant university staff to address and mitigate racism and religious discrimination on campus. |
| Adoption of Translation and Accessibility software as an Academic Resource on Blackboard and the University Portals. | • By January 2025, the Blackboard should have the language translation feature activated.  • By June 2025, all learning platforms should have translation and accessibility features activated. | Improved comprehension, accessibility, and inclusivity in the learning environment. | * Submission of Policy to Council for approval. * Submission of paper to LTC for approval. * Lobby faculties to use the translation and accessibility software to accommodate students with language barriers, and additional needs. |
| Instalment of Bidet Showers in Accessible Bathrooms | At the end of the year, this policy would be implemented on a cross-campus basis, on a multi building approach with a target of 10% of washrooms to feature bidet showers. | A more culturally inclusive bathroom. | * Discussion with the leadership team at Estate. * UUSU to lobby Campus Life and the relevant estates teams to ensure this policy is implemented. |
| Identity Policy | At the beginning of the next AY, the university would have in place a registration system where student's preferred name and pronoun can be used on their student card and on the  university system as to ensure that they are not misnamed or misgendered. | This will save the students  from any distress of being misnamed or misgendered. | Propose the Identity policy as a support document to the Pronoun Working Group. |
| Gender Neutral Bathrooms | The creation of more gender-neutral toilets and changing rooms in every Ulster University building at the end of the year. | This will provide appropriate facilities for transgender students. | * Discussion with the leadership team at Estate. * UUSU to lobby Campus Life and the relevant estates teams, and Sport Service to ensure this policy is implemented. |
| Ensuring accessible campus | At the end of the AY, every Ulster University building will have increased accessibility. | This will provide students with a more accessible and inclusive study environment. | * Discussion with the leadership team at Estate. * UUSU to lobby Campus Life and the relevant estates teams, to ensure this policy is implemented. * Set up the SWANN, so that students can more easily raise issues within the university. * Collaborate with EDI unit to ensure that issues raised are properly addressed. * UUSU continue lobbying efforts to ensure that Sunflower lanyards remain available for students & staff that request them. |
| Irish Language Policy | By the beginning of the Second semester, UUSU will fully implement and support the Irish language campaigns of NUS-USI. | A more culturally inclusive student community to many Students in Ulster University with Irish background. | * The group ‘Tiomanta Don Ghaeilge’ to exist if this policy exists and should be led by the relevant UUSU Equality Counsellors. * UUSU will also support the Irish language campaigns of NUS-USI. |
| Students With Additional Needs Network (SWANN) | The network will go live at the end of the month of November. | To create a safe space where students with additional needs can connect, raise their voices and drive meaningful change. | * Set up the Local and Overarching Committee. * Collaborate with the Student Wellbeing and the EDI unit of the university. * Launch the Network and Celebrate the International Day of Person’s with Disabilities on December 3. * Celebrate the Neurodiversity Week in March as a network. |
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**Campaigns**

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| Campaign Name | SMART Goals | Impact for Students | Priority Actions |
| International Students and Students of Colour | At the end of June 2025, 75% of the international students and students of colour should have a sense of belonging and feel heard. We will survey students at the start and the end of the AY to measure growth. | Our goal is to create a more inclusive and supportive environment for these students, providing them with a platform to share their experiences and advocate for equality. | **Demand:** Policies such as Anti-Racism and Anti-Religious Discrimination, Cultural Sensitivity and Anti-Discrimination Training, International Student Tuition Fees Policy, International Students’ Support, and Integration of Translation and accessibility software on website and academic resources reflect the demand for equality and belonging from students.  **Design:** Engage a working group with students of colour and international students to identify key issues and effective approaches.  **Delivery:** Support cultural events, workshops, and campaigns that celebrate diversity and address racial discrimination. |
| Students with Additional Needs | * Launch the SWAN Network and get it fully functioning by November 30, 2024. * Integration of Translation and accessibility software on website and academic resources reflect the demand for accessibility from students with additional needs by January 2025. * Implement accessibility improvement projects on our campus by June 2025, identified through student feedback. | Focus will be on enhancing inclusivity, accessibility, and support for students with disabilities and other additional needs. | **Demand:** Calls from students for better accessibility and inclusive practices have driven this strand. Policies voted through by council include Ensuring Accessible Campuses  **Design**: Work with students with disabilities/additional needs to co-create events and initiatives that best address their needs. Launch the SWANN Network.  **Delivery:** Support student-led accessibility audits, workshops, and events focused on inclusivity. |
| Language rights | By June 2025, all campaign material will be produced in both Irish and English and there will be a finalised 5-year Irish Language Strategy. | Eliminated myths, false perceptions and narratives. Reduced level of negativity, fear and judgement around learning, speaking or promoting languages from around the globe. | **Demand:** An increasing number of students are demanding the promotion, education and awareness of more languages, particularly Gaeilge. Numerous surveys, as recent as March 2024, voice the demand for dual signage, awareness and promotion, across all campuses and social media.  **Design:** Work with the Gaeilge Working Group to create a plan of action for the upcoming academic year, review all UUSU policies to ensure they reflect the demands of students as well as ensuring all campaigns and policies are available in Irish. We will additionally spend the upcoming year working on the 5-year Irish Language strategy.  **Delivery:** Have a 5-year Irish Language strategy, ready for presentation to SE and Trustee board by January 2025. |
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**Membership Engagement**

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| Outreach Opportunity | SMART Goals | Impact for Students | Priority Actions |
| Black History Month (Focus Week) | By the end of October, organize a series of inclusive events during Black History Month's Focus Week to educate students on Black contributions and culture, increasing engagement and awareness of diversity within the student community. | Fosters inclusivity and cultural awareness. | * Create awareness about the Black History Month via social media channels * Finalise the list of events. |
| SWANN Interest Sign up Form | To establish a robust network of members advocating for students with additional needs across the 3 campuses by the end of November. | Expands support for students with additional needs. | Share sign-up form across all platforms.  Engage voluntary SWANN ambassadors to create awareness among the students. |
| Social media channels – Instagram and LinkedIn | Increase social media engagement by 25% over the academic year by posting content related to VP E&B activities, events, and inclusivity. | Strengthens communication and outreach.  Create awareness on the activities of the VP E&B. | Share stories on the spot.  Create contents and post biweekly on LinkedIn. |
| Brew Monday | Host Brew Monday sessions weekly till the end of first semester, students across the 3 campuses, in conversations around EDI to foster inclusivity and engagement. | Enhances student sense of belonging and feedback opportunity. | Engage with campus VPs to weekly across the 3 campuses. |
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**Share your wins and milestones (big & small)**

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| **Date** | **Area** | **Impact for Students** | **How was it shared with the Membership** |
| 08.08.2024 | Belfast Protest – Free Accommodation for affected students | Safe abode away from the unrest. | Communications through groups and the BAME+ Network. |
| 02.09.2024 | Additional Resit for students who had a failure in BMG871 resit coursework (proposal). | A third opportunity to submit a good work and reduce the number of students that failed the course. | Communicated through the course director for International Business, Edel Griffin, to the affected students. |
| 26.09.2024 | BAME+ Financial Literacy Workshop - Panel | Knowledge on how to spend less and earn more. | Through the BAME+ Network, VP E&B IG and LinkedIn page, UUBS, and EDI unit. |
| 01.10.2024 | International Student’s Fees – a more flexible plan\* | Increased period between instalments (from 3 month to 4 months) \* | Ulster University Finance page |
| 24.10.2024 | Black History Month - first ever from the UUSU | Fosters inclusivity and cultural awareness. | UUSU IG channels and through societies. |
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