



Union of Students in Ireland
Aontas na Mac Léinn in Éirinn

**PINK
TRAINING
2013**

**22nd-24th
November**



21 years

WELCOME TO USI PINK TRAINING 2013

A Chara,

It is my absolute pleasure to welcome you to USI Pink Training on its 21st birthday.

Pink Training is a lot of things. It's about empowerment. It's a safe space for us to learn more about the world - about our rights, about our identities and how to look after ourselves. It's about making new friends and sharing experiences. It's a celebration of your wonderful diversity.

I encourage you all to attend as many workshops as you can, talk to as many people as you can and make the most out of your Pink Training experience.

You deserve equality. USI will continue to fight for a better future for all of us and for those who come after us. We will continue to fight for equal access to civil marriage in Ireland and for respectful and inclusive gender recognition. Equality is almost within our grasp but we can never afford to become complacent.

I consider it a privilege to have been elected as your Equality and Citizenship Officer and to have the opportunity to organise Pink Training 2014 as part of my role. I wish to extend my thanks to QUB Students' Union, the QUB LGBT Society and all of the Pink Training 2013 speakers.

I look forward to speaking to you all over the course of the weekend. Enjoy your Pink Training experience.

Ní neart go cur le chéile,



Laura Harmon
USI Vice-President for Equality & Citizenship



PINK TRAINING CODE OF CONDUCT

USI PINK TRAINING IS AN ENVIRONMENT THAT IS CONDUCIVE TO EXPLORING AND LEARNING ABOUT ISSUES RELATING TO SEXUALITY AND GENDER IDENTITY. IT'S OF UTMOST IMPORTANCE THAT USI PINK TRAINING IS A SAFE SPACE FOR ALL DELEGATES AND THAT EVERYONE CAN FEEL COMFORTABLE TO BE THEMSELVES. ALL DELEGATES ARE EXPECTED TO AGREE TO AND ABIDE BY THE FOLLOWING CODE OF CONDUCT:

- Every delegate must **be respectful** towards fellow delegates, speakers and the staff in the hostels and college.
- Each **delegate leader is ultimately responsible** for those in their group.
- If anyone is found with illegal substances, they will be sent home immediately and appropriate action will be taken.
- Every delegate is asked to **respect** the people sharing their room in the hostels.
- Please be respectful of people's preferred **pronouns** e.g. he/she/they.
- **Nobody has to share their sexual orientation or gender identity at any point** and nobody should make anyone feel they have to choose or disclose their identity, personal information or do anything that they are not comfortable with.
- There is **no smoking inside the hostels**.
- Derogatory **language** towards any sexuality or gender identity will not be tolerated at Pink Training.
- Remember that not everyone is 'out' at Pink Training so **please don't tag anyone in photos without their permission**.
- Delegates are asked to **clean up** after themselves in QUB and in the hostels.
- Delegates are asked to participate and **be on time** for workshops.

YOUR GUIDE TO LANGUAGE, ABBREVIATIONS AND ACRONYMNS USED AT USI PINK TRAINING

| | |
|--------------------------|---|
| LGBT | Lesbian, Gay, Bisexual and Transgender |
| BISEXUAL | Emotional, physical, and/or sexual attraction to more than one gender. Also called “bi”. |
| GAY | The term ‘gay’ is usually used to describe romantic or sexual attraction between males but may be used to describe women as well. |
| LESBIAN | Used to describe romantic or sexual attraction between females. |
| TRANS* | is used as an umbrella term to refer to all people who deviate from their assigned gender at birth or the binary gender system. This includes transsexuals, cross-dressers, genderqueers, drag kings, drag queens, two-spirit people, and others. Some transgender people feel they exist not within one of the two standard gender categories, but rather somewhere between, beyond or outside of those two genders. |
| BIPHOBIA | The fear or hatred of bisexual people. There is often biphobia in lesbian, gay and transgender communities, as well as in straight communities. |
| CISGENDER | A person whose gender identity and expression matches the gender typically associated with their biological sex. For example: a female who identifies as a woman. |
| COMING OUT | To declare and affirm both to oneself and to others one’s identity as lesbian, gay, bisexual, transgender, queer, etc. It is not a single event but instead a life-long process. |
| GENDER EXPRESSION | Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, hairstyle, voice and emphasizing, de-emphasizing or changing their body’s characteristics. Gender expression is not necessarily an indication of sexual orientation. |
| GENDER IDENTITY | The sense of “being” male or “being” female. For some people, gender identity is in accord with physical anatomy. For transgender people, gender identity may differ from physical anatomy or expected social roles. It is important to note that gender identity, biological sex, and sexual orientation are not necessarily linked. |
| GENDERQUEER | Genderqueer people possess identities which fall outside of the widely accepted sexual binary. Genderqueer may also refer to people who identify as both transgendered and queer, i.e. individuals who challenge both gender and sexuality regimes and see gender identity and sexual orientation as overlapping and interconnected. |

| | |
|---------------------------|---|
| ALLY | An ally is a person who is a member of the dominant group who works to end oppression in his or her own personal and professional life by supporting and advocating with the oppressed population. |
| HETEROSEXUAL | A person who is emotionally, physically, and/or sexually attracted and committed to the members of a gender or sex that is seen to be the “opposite” or other than the one with which they identify or are identified. Also called “straight”. |
| HOMOPHOBIA | Thoughts, feelings, or actions based on fear, dislike, judgment, or hatred of lesbians, gays and bisexuals. Homophobia has roots in sexism and can include prejudice, discrimination, harassment, and acts of violence. |
| HOMOSEXUAL | A person who is primarily and/or exclusively attracted to members of what they identify as their own sex or gender. A clinical term that originated in the late 1800s. Some avoid the word because it contains the base word “sex.” The terms “lesbian, bi and gay” are preferred by many in the LGBT community. |
| IN THE CLOSET | To be in the closet means to hide one’s identity in order to avoid negative social repercussions, such as losing a job, housing, friends or family. Many LGBT individuals are “out” in some situations and “closeted” in others, based on their perceived level of safety. |
| QUEER | Used as an umbrella identity term encompassing lesbian, questioning people, gay men, bisexuals, non-labeling people, transgender folks, and anyone else who does not strictly identify as heterosexual. “Queer” originated as a derogatory word. Currently, it is being reclaimed by some people and used as a statement of empowerment. Some people identify as “queer” to distance themselves from the rigid categorisation of “straight” and “gay”. Some transgender, lesbian, gay, questioning, non-labeling, and bisexual people, however, reject the use of this term due to its connotations of deviance and its tendency to gloss over and sometimes deny the differences between these groups. |
| SEXUAL ORIENTATION | A person’s emotional, physical and sexual attraction and the expression of that attraction with other individuals. Some of the better-known labels or categories include “bisexual”, “lesbian”, “gay” (“homosexual” is more clinical), or “heterosexual”. |
| TRANSPHOBIA | The fear or hatred of transgender people or gender non-conforming behavior. Like biphobia, transphobia can also exist among lesbian, gay, and bisexual people as well as among heterosexual people. |
| TRANSSEXUAL | A person who, through experiencing an intense, long-term discomfort resulting from feeling the inappropriateness of their assigned gender at birth and discomfort of their body, adapts their gender role and body to reflect and be congruent with their gender identity. |
| INTERSEX | the presence of intermediate or atypical combinations of physical features that usually distinguish female from male. |

PLEASE NOTE

IT IS VERY IMPORTANT TO RESPECT PEOPLE’S DESIRED SELF-IDENTIFICATIONS. ONE SHOULD NEVER ASSUME ANOTHER PERSON’S IDENTITY BASED ON THAT PERSON’S APPEARANCE. IT IS ALWAYS BEST TO ASK PEOPLE HOW THEY IDENTIFY, INCLUDING WHAT PRONOUNS THEY PREFER, AND TO RESPECT THEIR WISHES.

USI PINK TRAINING 2013 TIMETABLE

FRIDAY 22ND NOVEMBER

PETER FROGGATT
CENTRE, QUB

| TIME | EVENT | SPEAKERS | LOCATION |
|----------------|---|---|-----------------------|
| 4.00PM | Registration for Pink Training | USI Officer Board | Peter Froggatt Centre |
| 6.30PM | Registration closes | | |
| 6.30PM | Delegate Leaders Meeting | Facilitated by Laura Harmon | 02026 |
| 7.00PM | Welcome to Pink Training | Laura Harmon, USI Equality & Citizenship Officer; Joe O'Connor, USI President | OG007 |
| 7.15PM | Official Opening of USI Pink Training | Jeffrey Dudgeon MBE | OG007 |
| 7.30PM | Icebreakers and LGBT 101 | | OG007 |
| 8.30PM | Return to Hostels | | |
| 10.30PM | Kremlin Nightclub £3 in with Pink Training wristband | | |

SATURDAY 23RD NOVEMBER

PETER FROGGATT
CENTRE, QUB

| TIME | WORKSHOP | SPEAKERS | LOCATION |
|----------------|---|---|--|
| 09.30AM | Introduction to Workshops | Laura Harmon | 0G007 |
| 10.00AM | Trans* 101 | Leslie Sherlock | 0G007 |
| | International LGBT Issues | Patrick Dempsey | 02025 |
| | Pride and Prejudice | Michelle McCarthy | 02026 |
| | LGBT & Spirituality | Danny Pio Murphy | 02018 |
| 11.00PM | Heteronormativity | Leslie Sherlock | 0G007 |
| | Sexual Empowerment (limited number of people) | Billie | 02026 |
| | Getting your Message Across in the Media | Scott De Butléir | 02025 |
| | Alternative Relationship Forms | Aoife O' Riordan | 02018 |
| | Looking after your Mental Health | Anthony Burrowes | 03006A |
| 12.00PM | Men's Sexual Health | Patrick McElligott | 02026 |
| | Women's Sexual Health | Billie | 0G007 |
| | Trans* Sexual Health | Leslie Sherlock | 03006A |
| | Representing LGBT Students - for Students' Union Officers | Pádraig Rice | 02018 |
| 1.00PM | <i>Lunch</i> | | |
| 2PM | Coming Out Workshops | Mikey O' Riordan, Michelle McCarthy, Aoife O' Riordan, Laura Finlay, Patrick Dempsey, Annie Hoey, Seán Kearns, Christina FitzHarris, Peter Agnew Gillian McInerney | 02025 02018 02026 0G007 02006A 03005 03007 03010 03006B 03017 |

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|----------------|--|------------------|--------------------------------------|
| | How to Support Someone who's Coming out | Owen Murphy | OG007 |
| | Trans* Closed Space (Trans* or Trans* questioning only) | Lee Jollans | |
| 3.00PM | History of Student Movement & LGBTQ Rights | Steve Conlon | 02025 |
| | Sexual Empowerment (limited number of people) | Leslie Sherlock | 02026 |
| | Bisexuality Awareness | Aoife O' Riordan | OG007 |
| | Looking after Your Mental Health | Anthony Burrowes | 02018 |
| | LGBTQ in Healthcare | Stephen Hatton | 03006A |
| 4.00PM | Running an LGBTQ Ally Campaign | Annie Hoey | 02018 |
| | LGBT Rights and Campaigning | Anna McCarthy | 02025 |
| | Marriage Equality | Carol Armstrong | OG007 |
| | Consent Culture | Aoife O' Riordan | 02026 |
| 5.00PM | Rally | USI | OG007 |
| 5.30PM | Return to Hostels | | |
| 8.00PM | 21 st Birthday Party Dinner (including Trans* Remembrance Ceremony) | Hosted by USI | The Space QUB Students' Union |
| 10.30PM | Taboo £3 for Pink Training delegates | | The Speakeasy QUB Students' Union |

SUNDAY 24TH NOVEMBER

PETER FROGGATT
CENTRE, QUB

| TIME | WORKSHOP | SPEAKERS | LOCATION |
|----------------|--|---|----------|
| 10.30AM | Bisexual Safe Space | Aoife O' Riordan, Danny Pio Murphy | OG024 |
| | Trans* Safe Space | Lee Jollans | 03006A |
| | Lesbian Safe Space | Anna McCarthy | 02026 |
| | Gay Safe Space | James Mitchell, Patrick Dempsey | OG007 |
| | Queer Safe Space | Laura Finlay | 02025 |
| | LGBT Ally Safe Space | Joe O' Connor - USI President, Rebecca Hall NUS-USI President | 02018 |
| 11.30AM | Running an Effective LGBT Society | Pádraig Rice | 02018 |
| | LGBT and Gender Equality | Michelle McCarthy | 02026 |
| | There's Something Queer Around Here | Laura Finlay | 02025 |
| | Gender Recognition | Anna MacCarthy | OG007 |
| 12.30PM | Closing Speech | Laura Harmon, USI Vice President for Equality & Citizenship | OG007 |
| 1.00PM | <i>Lunch</i> | | |
| 2.00PM | Delegates Depart | | |

WORKSHOP GUIDE & DESCRIPTIONS

BIOGRAPHIES OF
ALL SPEAKERS
CAN BE FOUND
FURTHER ON IN
BOOKLET

COMING OUT WORKSHOPS

Speakers: *Michelle McCarthy, Mikey O' Riordan, Aoife O' Riordan, Laura Finlay, Patrick Dempsey, Annie Hoey, Sean Kearns, Christina FitzHarris, Peter Agnew, Gillian McInerney*

These workshops aim to help and support students around the process of coming out. During a Coming Out workshop, people share their stories or their fears relating to the issue and discuss the coming out process with the rest of the group. Nobody is expected to share anything they're not comfortable with in these workshops or at any time during Pink Training 2013.

HOW TO SUPPORT SOMEONE WHO'S COMING OUT

Speakers: *Owen Murphy*

This will be an interactive session designed to give participants the knowledge, skills and attitudes to support and assist a friend, colleague or loved one who is in the process of coming out. The workshop aims to ensure that the participants can support a person coming out as LGBT. By the end of the workshop the participants will have the following skills: how to support someone coming out and how to respond to and refer someone coming out. The workshop will provide the following knowledge: awareness of the impact of language on LGBT people, research findings on LGBT people in Ireland, different supports available for LGBT people in Ireland and will work on the following attitudes: empathy with an LGBT person coming out and desire to reduce the incidence of homophobic and non-inclusive language

TRANS* SEXUAL HEALTH

Speakers: *Leslie Sherlock*

Our society is full of normative concepts about the ways gendered bodies engage in sexual activities. Trans*-specific experiences and concerns often remain unaddressed by general sexual health workshops. In mainstream society, trans* experiences are often de-sexualised or hyper-sexualised. Trans* people and their partners encounter unique sexual health questions, such as debates about disclosure, surgeries and hormones, sexual orientation as it relates to gender identity and finding useful language to refer to trans* body parts in sexual and romantic contexts.

Learning outcomes: Participants will discuss genital terminology, the concept of sex, sexual health and sexual empowerment as it relates to trans* experiences. We will explore our own values and belief systems and learn about sexual pleasures, opportunities, rights, risks and responsibilities. This workshop is open to trans* people, their partners, and trans* allies.

TRANS 101

Speakers: *Leslie Sherlock*

In this workshop we will define terminology, discuss what it means to be trans* in Ireland and reflect on own experiences of gender identity. We will identify practical strategies and approaches to working inclusively with trans* or gender questioning people in a manner which is inclusive, supportive and respectful. All questions are welcome and encouraged!

Learning outcomes: Participants will learn trans* terminology and receive an introduction to the issues facing trans* people in Ireland and in a University or College setting. Attendees will reflect upon and explore their own gender identities and learn tips for being a trans* ally.

HETERONORMATIVITY

Speakers: *Leslie Sherlock*

We categorise people and things in order to understand and feel safe in our surroundings, but these categories are not always positive. Hierarchies and values in relation to categories and labels often relate to societal norms. Norms are the notions, ideas and unwritten rules present in all facets of life, they define acceptable behaviour. One of the most basic and influential norms in our society is the heteronorm.

Learning outcomes: Participants will explore labels, norms and hierarchies. We will define and explore the heteronorm and begin conversations about tolerance and queer resistance.

SEXUAL EMPOWERMENT

Speakers: *Leslie Sherlock*

While staying safe from STIs is important to sexual health, the most impactful elements of a healthy sexual encounter are often more about communication, self-awareness and confidence in the context of widespread stigma. In this workshop, we'll tackle these notions in a way that is inclusive of all types of diverse genders, bodies, sexualities and experiences.

Learning outcomes: Participants will deconstruct widely held societal ideas around sex and sexuality, and explore what it might mean to be empowered in a sexual context.

TRANS* CLOSED SPACE

Speakers: *Lee Jollans*

This is a safe space for trans* and gender questioning people only. Discussions will be focused on whatever the participants bring to the space and wish to discuss.

BISEXUALITY AWARENESS

Speakers: *Aoife O' Riordan*

Depending on which researcher you ask, bi people make up the biggest chunk of the LGBTQA pie. And yet, like the sexuality ninjas that we are, go to an LGBT event and we're often nowhere to be seen. Where are the bisexuals? Who are we, why are we so invisible, and why is this a big deal? Find out at Bi- Awareness.

SAFE SPACES (TRANS*, LESBIAN, GAY, BISEXUAL, ALLIES, QUEER)

Facilitators: *Anna MacCarthy, Aoife O' Riordan, Danny Pio Murphy, Laura Finlay, Lee Jollans, Patrick Dempsey, James Mitchell, Joe O' Connor, Rebecca Hall*

Safe spaces allow for discussion on issues relating to being Lesbian, Gay, Bisexual, Trans*, Queer or an LGBT Ally. Whatever is said in a safe space stays in the safe space. These are not closed workshops and participants do not have to personally identify with the name of the safe space to attend.

QUEER IN HEALTHCARE

Speakers: *Stephen Hatton*

A person's sexuality and gender identity can have a huge bearing on their health and wellbeing and sometimes healthcare professionals are a little less than clued in about what Queer is all about. Lesbian, Gay, Bisexual, Trans* and Queer patients often find many barriers in communication with Healthcare Professionals. This module will explore the topic of Queer in Healthcare. In open floor discussion we will look at the importance of a person's sexuality and

gender identity with regards to their health, barriers facing Queer patients in Healthcare, good codes of practices for medical institutions and how to further improve Healthcare Professionals knowledge of the Queer Community. The workshop will include a Brief introduction and overview, History of Queer and the Healthcare Establishment, Current Education for Irish Medical students and Discussion topic of other disciplines, Queer Bearing on Health; Mental, Physical, Sexual, Trans* in Healthcare discussion topic, Good code of Practice; Examining Irish Medical Schools and International Medical Schools (e.g. UC Berkeley,), Discussion on what Healthcare professionals should be have knowledge of and how they should be trained.

Learning Outcomes

- To learn about the History of Queer in Healthcare
- To understand the current education of Irish Health Care Professionals in Queer
- To gain further knowledge of the bearing Sexuality and Gender Identity have on health
- To explore different areas of Health and Wellbeing
- To contrast codes of good practice in Healthcare Training and develop ideas to bridge the gap between current and ideal education

LGBT & SPIRITUALITY

Speakers: *Danny Pio Murphy*

This will be an interactive, interesting and informative workshop. It combines 3 workshops 'Introduction to LGBT spirituality', 'Peer mentoring for LGBT spirituality' and 'How to be an LGBT Spiritual advocate' into one hour long workshop. It gives to opportunity to highlight on the secular issues not really mentioned in the LGBT community of LGBT members who identify as both LGBT and spiritual and the work by advocates for spiritual inclusion and equality into both the religious and LGBT communities. Participants will understand the difference between Spirituality and Religion, how to get rid of spiritual stereotyping, gain knowledge of LGBT inclusion in major faiths, learn of spiritual organisations providing LGBT support and advocacy and how to provide peer mentoring support to a person identifying as LGBT and spiritual in the coming out process. Participants will also learn how to advocate spiritual equality and provide inspiration and knowledge for LGBT members both spiritual and secular.

PRIDE AND PREJUDICE

Speakers: *Michelle McCarthy*

An interactive workshop, by the end of which the participants will have explored what stereotypes they hold, how we come to hold stereotypes, what purpose they serve and what difficulties they can cause. This will also focus on making your society or Students' Union more inclusive.

LOOKING AFTER YOUR MENTAL HEALTH

Speakers: *Anthony Burrows*

The workshop will give the attendees the opportunity to find out more about BeLonG To youth service. It will give the group an understanding of the links between LGBT and mental health. It will look at current themes in research and finally it look at how we can support young LGBT people.

GETTING YOUR MESSAGE ACROSS IN THE MEDIA

Speakers: *Scott de Butléir*

This presentation will look at the differences in the various types of broadcast and print media - from tabloids to broadsheets and 'traditional' to new media - and how LGBT issues need to be presented in order for mainstream media to take notice. This will be particularly useful for Public Relations Officers of LGBT Societies, Auditors and Campaigns Officers or anyone interested in broadcasting and the media.

RUNNING AN LGBT ALLY CAMPAIGN

Speakers: *Annie Hoey*

This workshop will give you the information you need to run an LGBT Ally campaign on campus. It will explore ways you can encourage allies to get involved in LGBT campaigns. It will allow for a discussion on what it means to be an ally and why allies are important.

GENDER EQUALITY AND THE LGBT MOVEMENT

TRIGGER WARNING: WORKSHOP MAY INCLUDE REFERENCES TO SEXUAL VIOLENCE

Speakers: *Michelle McCarthy*

An interactive workshop on how achieving gender equality and LGBT equality are fundamentally intertwined. The workshop will explore the connection between sexism, homophobia and transphobia. It will look at how the two have worked together and against each other in the past and how they may progress to achieve a more equal society in the future.

CONSENT CULTURE

TRIGGER WARNING: THIS WORKSHOPS MAY BRING UP CONVERSATIONS AROUND SEXUAL VIOLENCE

Speakers: *Aoife FitzGibbon O' Riordan*

We all know that consent is essential. We also know that asking for things, and even saying 'yes' or 'no' can be mind-numbingly awkward things to do. Asking means admitting what we want and opening up our vulnerabilities. Saying 'yes' or 'no' can be a minefield. In this workshop, we'll talk about bringing consent into all of our interactions, asking for what we want in ways that make answering easier, getting comfortable with saying 'yes' and 'no', and the importance of bringing these ideas into our everyday lives.

ALTERNATIVE RELATIONSHIP FORMS

Speakers: *Aoife FitzGibbon O' Riordan*

What is love? What about in love? What is a relationship? Where do we draw the line between friends and partners? In this workshop we'll be exploring different relationship forms, and asking questions like- what do relationships look like without sex? With multiple partners? How do we create intimacy and commitment in different ways? And how do we learn what we want, define our own boundaries and needs, and keep ourselves safe(r) while we explore relationships?

THE HISTORY OF THE STUDENT MOVEMENT WITH A FOCUS ON LGBT

Speakers: *Steve Conlon*

At the end of the module participants should have a greater understanding of the history of the Irish Student Movement and appreciate the impact the Irish Student Movement has had on Irish society and culture. Participants will be able to appreciate the roll the Union of Students in Ireland has played in advocating equality for the LGBTI community in Ireland. They will be confident in articulating the political case for advocacy of minority rights by the student movement.

GENDER RECOGNITION

Speakers: *Anna MacCarthy*

By the end of this workshop the participant should be able to appreciate why we need gender recognition legislation. They will understand the inequalities people face as a result of a lack of recognition. They will also get some tips as to how they can campaign on this issue.

THERE'S SOMETHING QUEER AROUND HERE

Speakers: *Laura Finlay*

This workshop aims to explore the Q, and what the Q says about you. It will look at the idea of Queer identities, talk about Queer from both a gender and sexuality perspective, as well as looking at Queer as a political identity.

INTERNATIONAL LGBTQ ISSUES

Speakers: *Patrick Dempsey (IGLYO)*

The aim of this workshop is to discuss developments and the background towards the ongoing human rights issues for LGBTQ people in Russia and the surrounding region. This workshop will aim to be conversational, and we will discuss actions we can take as individual activists and LGBT societies in standing up for LGBTQ people in Russia and the surrounding region.

SEXUAL EMPOWERMENT (LIMITED SPACES)

Speakers: *Billie*

Always an extremely popular workshop at Pink Training, this workshop facilitates the exploration of the emotional, mental and spiritual aspects of sexual wellbeing.

SUCCESSFULLY CAMPAIGNING PEOPLE FROM NO TO YES: A MARRIAGE EQUALITY 'OUT TO YOUR TD' CAMPAIGN CASE STUDY

PARTICIPANTS WILL LEARN HOW TO EFFECTIVELY LOBBY ON YOUR ISSUE AND GET YOUR MESSAGE ACROSS EFFECTIVELY. IT WILL FOCUS ON HOW THE MARRIAGE EQUALITY 'OUT TO YOUR TD' CAMPAIGN HAS BEEN EFFECTIVE AND WHAT WE CAN LEARN FROM THIS WHEN CAMPAIGNING IN THE RUN UP TO A REFERENDUM ON THIS ISSUE.

Speakers: *Carol Armstrong*

RUNNING AN EFFECTIVE LGBT SOCIETY

Speakers: *Pádraig Rice*

This workshop will take a whistle-stop tour of running a LGBT Society. Aimed at Auditors / Chairpersons this workshop will look at the purpose of LGBT Societies, event ideas, promotion ideas, external funding suggestions and managing a team / committee.

REPRESENTING LGBT STUDENTS - A WORKSHOP FOR STUDENTS' UNION OFFICERS

Speakers: *Pádraig Rice*

This workshop will explore some LGBT specific issues that SU Officers should be aware of. The workshop will have a strong focus on inclusive Welfare Campaigns, but will touch on a range of other issues such college registration for trans* students, casework advice and planning for Marriage Equality Referendum 2015.

HUMAN RIGHTS AND LGBTQ CAMPAIGNING

Speakers: *Anna MacCarthy*

This workshop will give an overview of LGBTQ human rights campaigning and will provide tips to participants on how they can get involved and campaign on these issues.

SPEAKER BIOGRAPHIES

Jeff Dudgeon MBE – Keynote Speaker

Jeffrey Dudgeon MBE is the person primarily responsible for the decriminalisation of homosexual behaviour in Northern Ireland. He was made an MBE for his services to the LGBT community.

Educated at Campbell College Belfast, Magee University College Londonderry and Trinity College Dublin, BA (English, History, Economics) 1968.

Successful plaintiff in the European Court of Human Rights at Strasbourg in a six-year case whose 1981 judgment relating to the right to a private life led to the passing of the law decriminalising male homosexual behaviour in Northern Ireland in 1982. This was a European first and a precedent quoted in the US Supreme Court.

Parliamentary assistant and constituency office manager for Robert McCartney MP (UK Unionist Party, North Down) with responsibility for legislation, parliamentary questions, correspondence etc., 1995-98. Involved in Castle Building talks.

Campaigned successfully to ensure extension to Northern Ireland of many pieces of UK legislation including the Disability Discrimination Act, the Noise Act, the Knives Act, and the Civil Partnership Act.

Northern Secretary of the Irish Association for Cultural, Economic and Social Relations 1999-2002.

Author and lecturer on the life Roger Casement, Irish revolutionary and campaigner for the Congolese and Peruvian Amazindians, executed for treason in 1916,

Member of the Ulster Unionist Party team at the Northern Ireland Office's Bill of Rights Forum 2008-9.

Candidate for election to a Trinity College Dublin seat in Seanad Eireann 2011.

Chairman of South Belfast Ulster Unionist Association since 2011.

Continuing work researching parliamentary questions for Unionist Party peers on numerous issues including pensions, human rights etc.

MBE for services to the LGBT community in New Year's Honours List 2012.

Continuing involvement in debates on a British Bill of Rights and Responsibilities and the problems associated with any Northern Ireland Bill of Rights.

Currently working on ending the teacher exception from fair employment law through the Education Bill and extending the Defamation Act to Northern Ireland 2013.

Ulster Unionist Party representative with Tom Elliott MLA on the Haass Panel of Parties in the Northern Ireland Executive (POPITNIE), addressing the issues of flags, parades and the past - 17 September to 13 December 2013.

Leslie Sherlock

Leslie Sherlock is an activist, educator, researcher and PhD student in Trinity College Dublin's Children's Research Centre. Leslie's interests include sex education, trans* experiences, sexual health, sexuality, feminism, hetero/cis-normativity and queerness. She co-facilitates the Daphne P2P LGBT Empowering Realities course which is currently taking place in UCD's School of Social Justice. Leslie serves on the board of the Irish Family Planning Association (IFPA) and is a long-time trans* ally and activist. This is Leslie's seventh Pink Training.

Laura Finlay

Laura is currently studying for an MSc in Equality Studies with the UCD School of Social Justice. She recently completed a BA International, also from UCD. Laura has been a part of the student LGBTQ movement since starting in UCD in 2006. Since that time she has sat on the USI LGBT Working Group, was the auditor of the UCD LGBT society, two time LGBT Rights Officer for UCD Students Union, the LGBT Rights Officer for the Union of Students in Ireland and is a former board member of Dublin LGBTQ Pride, where she served as the parade director. Laura was the volunteer co-ordinator for the 4th European Transgender Conference, and currently sits on the board of the Transgender Equality Network Ireland (TENI). She recently became the chairperson of the UCD Equality Society.

Michelle (Shell) McCarthy

Michelle originally hails from Waterford. She is a former Auditor of UCC LGBT Society and was involved with the compiling of UCC LGBT Society's Archives, the first UCC LGBT Human Rights Award and the first major multi-society "HIV Awareness Week".

She completed a law degree with modules such as family law, human rights and welfare. She was awarded UCC Graduate of the Year in 2010 and is currently in fourth year Medicine in UCC. She was also involved at committee level in other societies such as Amnesty International, Law, Journalism and Friends of MSF (Doctors Without Borders). She has sat on her Students' Union Executive and throughout her college life has been involved in many campaigns such as equality, campaigning against fees, mental health and international justice.

Billie

Billie believes that sexual health is more than 'the absence of infection' and has developed sexual health training workshops that facilitate the exploration of the emotional, mental and spiritual aspects of the sexual being. She is a qualified in integrative Counselling and Training Development and has been working in the field of LGBT Development for 20 years, first in Britain and now in Ireland since 2002.

Danny Pio Murphy

For the last five years Danny Pio has been an advocate for spirituality, inter-faith dialogue and spiritual equality based here in Ireland. He is one of the co-founders of SpiritualityIreland.org, Ireland's biggest website and blogger-sphere for spirituality and religion in Ireland and abroad. He has been featured for his work on many blogs and online articles including the Huffington Post and recently been nominated in the Irish Blog Awards final as one of top 10 bloggers in Ireland for his blogging on LGBT spirituality. Along with his work on spirituality he has been heavily involved in student welfare, peer mentoring and LGBT welfare around Ireland. His experience also includes being a non-denominational student chaplain in UCC, an LGBT Liaison Officer, a speaker on bisexuality and qualified civil engineer.

Scott De Buitléir

Scott De Buitléir has been a radio presenter and writer for ten years, having worked in such organisations as RTÉ Radio, BBC Northern Ireland, Spin 1038, NewsTalk and The Huffington Post. In April 2013, he launched EILE Magazine (pronounced 'eh-la), an online publication for the LGBT community, which now boasts contributors in Dublin, Cork, Belfast and Los Angeles. He is also presenter of 'The Cosmo' on RTÉ Pulse digital radio, RTÉ's sole programme for the LGBT community in Ireland.

Anna MacCarthy

Anna is an activist and organiser with campaign group LGBT Noise and a board member of Transgender Equality Network Ireland. She is a qualified Solicitor and currently works as advisor to Senator Katherine Zappone. Anna has been heavily involved in the campaign for civil marriage and served as a board member of Marriage Equality for the last 3 years. She is a former Auditor of UCC LGBT Society and current advisor to USI on the LGBT campaign.

Patrick Dempsey

Patrick Dempsey is Executive Board Member and Communications Officer of the International LGBTQ Youth and Student Organisation (IGLYO). Patrick is 21 years old and a part-time law student in DIT. He has spent more than 5 years working with BeLonGTo Youth Services in lobbying and advocating for LGBT youth issues in Ireland. He appeared on RTE's Growing Up Gay and various other media publicly advocating for LGBT youth rights. He has served on the Minister for Children and Youth Affairs Advisory Forum, and worked in Dail Eireann for two years before working on LGBT rights internationally.

James Mitchell

No stranger to Irish LGBT Equality and Student Activism, James Mitchell has an Equality Officer title and a Vice Presidential and Welfare Officer position under his belt, as well as being the founder of GMIT Castlebar's LGBT-Equality Society. Never one to do things by halves, James' campaigns and activism for equal rights have always strived to break new ground and make an impact with their primary focus being the fantastic work that Allies can accomplish. He is a core volunteer with Marriage Equality, and also volunteers frequently with TENI.

Pádraig Rice

Pádraig is a 23 year old student from UCC. He's currently on sabbatical leave to fulfill his duties as President of UCC Societies Guild. Pádraig has been a member of the UCC LGBT Society since 2008 and served as the Auditor 2011/12 - taking the Society to be named Ireland's Best Student Society by the Board of Irish College Societies. As well as his involvement in UCC Societies, Pádraig has been an active member of the UCC Students' Union. He was a Class Rep in 2009/10 and Welfare Officer, VP 2010/11.

Gillian McInerney

Gillian McInerney. 24. Queer. Student. Passionate about community, mental health and sexual empowerment.

Anthony Burrowes

Anthony has a BA in Social Science and a Masters in youth and community work. He is a youth worker with BeLonG To youth service, with a focus on mental health. He is a lecturer in All Hallows College. He is an advocate for LGBT rights, environmental sustainability and education policy and development.

Peter Agnew

Peter graduated in geography from Queen's University in June 2013. He was President of Queen's LGBT Society during the period 2010 - 2012. During this time the society went from strength to strength and membership increased from 30 to over 100 students. In February 2011 the society held the first QUB 'Gay Prom' with students coming from all over Northern Ireland to attend. Peter got involved in other LGBT organisations in Belfast and took part in the annual round table discussion with the Equality Commission Northern Ireland. He has also participated in their recent campaign, "SO_ME" (Sexual Orientation More Equality) and composed a paper for the Rainbow Project on LGBT bullying and harassment in the workplace. Peter was also the co-founder of 'Equal Marriage NI' and was awarded the 'Outstanding Contribution Award' by QUB LGBT in February 2013. He currently teaches piano and cello in primary schools and works as a freelance pianist.

Stephen Hatton

Stephen is a 3rd Year Medical student in Trinity College Dublin. This is his 3rd consecutive year attending Pink Training. He is the LGBT Rights Officer of TCD Students Union and has been heavily involved with Trinity's Q Soc since starting college. He has a keen interest in all things queer.

Christina FitzHarris

Christina is a 22 year old Social Care Worker. Currently she is the Welfare Officer in WIT Students' Union. Since she began in WIT in 2010 she has been heavily involved in student politics and LGBT activism. Christina was part of the first delegation WIT LGBT sent to Pink Training four years ago and then went on to be the vice chairperson of the society and following this she became the chairperson. She is also currently the organiser of the Ms Gay Ireland competition and vice chairperson of the Waterford Pride Committee. She has previously worked in schools giving sexual health and sexual identity workshops.

Annie Hoey

Annie Hoey is a lifelong LGBT* Rights Activist. She served as the Secretary, Campaigns and Human Rights Officer, Vice-Auditor and eventually the Auditor of UCC LGBT Society. She also worked as the UCC Students' Union LGBT RO. She has travelled internationally to work on LGBT* rights, going so far as to travel to Israel and speak in the Knesset about the importance of LGBT* rights and recognition. Annie's most successful campaign to date is the LGBT* Ally Campaign. This campaign was picked up by USI and is now run across the country on many campuses. When Annie isn't running around campaigning on human rights issues, she is happily falling about the place breaking all her bones and being a general pest. She is an ardent feminist, dog-lover, devout vegetarian, and eternally shrouded in dramatic incidents that others find utterly amusing. She is distraught at missing the 50th anniversary of Dr Who due to her overriding love of attending Pink Training and will clatter anyone who gives any spoilers over the weekend. Oh and she started the Marriage Equality tattoo trend that Miley Cyrus TOTES copied off her. True story.

Steve Conlon

Steve is a former sabbatical officer of IT Sligo Students' Union and LGBTRO and equality officer for USI. He is currently the senior researcher in the Irish Student Movement Research Project. He has written a chapter on the student movement in the book 'Reinventing the University, creating a new vision', published by DCU and Arizona State University and has also written for The Irish Times and Sunday Independent. He currently gives guest lectures in the history of the student movement and protest theory in DCU to humanities classes whilst completing his PhD on the critical history of the movement. Outside the student movement Steve has worked as the project coordinator for the Guidelines for Developing School Codes of Behaviour, a statutory project under the auspices of the Dept. of Education and for The Irish Times and consulted on political communication for a number of political parties. More at www.facebook.com/irishstudentmovement

Seán Kearns

Hi Guys, my name is Sean Kearns and I the Students' Union President of NUI Galway. My undergraduate was General Nursing so I'm a "Murse" by nature. My college experience was a blend of drama, debating and quite a lot of work in befriending people with intellectual disabilities and destigmatizing of same.

I became involved in the union because I saw it as a chance to make a difference on campus and positively engage with students. I was an active member of our LGBTQ society and loved my days as an "OCM" (They deserve a lot of credit for the work they do).

Since becoming president, I have worked on strengthening the unions' stance on LGBTQ issues; we have improved our ally campaign this year and formed better relationships with LGBTQ organisations on campus and in the community.

Being an openly Gay President on campus was something that I didn't originally see as "a big deal", but it has sparked conversation, some negative, but most hugely supportive and humbling.

This is my first full pink training experience, it took me a while to get where I am today, but I am so proud to be here.

Patrick McElligott

Patrick has been employed as Rainbow Development Worker with the Red Ribbon Project since 2012. He was on the organising committee for Limerick Pride for 3 years previous to this. He delivers LGBT awareness programmes, Sexual Health programmes, as well as facilitating peer support groups within the Midwest region. He has a keen interest in increasing LGBT visibility within a rural setting and promoting positive sexual health and mental wellbeing amongst the LGBT community.

Micheál Ó'Ríordáin

My name's Micheál Ó'Ríordáin, I'm 24 years old and I hail from Cill na Martra in the Muscraí Gaeltacht of west Cork. I'm a social activist in my spare time, giving my time to groups and organisations which I see as being a force for good in the modern world, enacting change, challenging people and educating people. My time is spent mainly focusing on issues ranging from Youth Empowerment, Equality issues, LGBTQ Awareness, Sexual Health, Reproductive Rights, Mental Health, Social Innovation and the pursuit of truths which enable human societies flourishing (namely with Le Chéile Youth Mentoring Project, Cork Women's Right to Choose Group, Young Social Innovators, See Change, ShoutOut!) I'm a passionate Humanist and sometimes can be a militant atheist, I adorn life with science, reason and logic. I love listening to spoken word poetry in particular Andrea Gibson. Earlier this year I was awarded Junior Chamber International Cork Outstanding Young Person of the Year 2013, and I'm also the current Mr.Gay Cork.

Pink Training in Belfast 2009 was my first initiation into coming to terms with my sexuality, while empowering me to come out and live a full and happy life. I hope this year's Pink Training is as enjoyable for all who attend as it was for me then.

Aoife FitzGibbon O'Riordan

Aoife is an activist, blogger, and occasional researcher who emerged, bleary-eyed, from UCC with an MA in Sociology more years ago than she cares to remember. Her day job is social media consulting and training, and she has absolutely no plans to do something sensible instead. You can find her online at Consider the Tea Cosy. She will try to make you roller skate.

A PROUD HISTORY OF CAMPAIGNING FOR LGBT EQUALITY

THE UNION OF STUDENTS IN IRELAND HAS BEEN CAMPAIGNING ON LGBT ISSUES SINCE THE MID 1960'S. USI WAS HEAVILY INVOLVED IN THE CAMPAIGN FOR DECRIMINALISATION OF HOMOSEXUALITY IN 1993. USI ADVOCATES FOR THE REMOVAL OF THE MSM BLOOD BAN. USI IS A STRONG ADVOCATE FOR TRANS* RIGHTS AND FOR THE INTRODUCTION OF GENDER RECOGNITION LEGISLATION THAT IS RESPECTFUL AND INCLUSIVE. LAST AUGUST, USI MOBILISED HUNDREDS OF STUDENTS FOR THE LGBT NOISE MARCH FOR MARRIAGE. USI ALSO LAUNCHED ITS YEAR-LONG NATIONAL LGBT ALLY INITIATIVE IN 2012.



USI HAS BEEN RUNNING PINK TRAINING AS A NATIONAL EVENT SINCE 1992. PINK TRAINING WAS RUN ON A LOCAL LEVEL IN TRINITY COLLEGE DUBLIN IN 1991 AND OTHER SIMILAR TRAINING EVENTS WERE BEING RUN BY THE NATIONAL UNION OF STUDENTS IN THE UK.

U. S. I . PINK TRAINING

NOVEMBER 14th & 15th 1992. Dublin City University. Open to all Sexualities.

We invite your college to send delegates to the first USI Pink Training. After last years USI congress, where we discussed Lesbian, Gay & Bisexual rights, it was decided with the help of the National Union of Students (U.K.) to organise an event for all to learn and get involved in the work USI plans to do to Fight Homophobia.

Student Unions have a vital role in promoting the work on Lesbian, Gay & Bisexual rights; the weekend has been planned to give you the knowledge and understanding of what LGB students need from your union, and what practical things that you can do in your college to raise awareness .

The workshops and plenary sessions have been designed on a very practical training basis, and we have invited a number of outside LGB organisations and speakers to give you a wide perspective of the LGB movement in Ireland. All workshops have been given allocated time for full question and answer sessions for you to fully find out what you want to know about Sexual Politics and Sexuality issues. Whatever your sexuality the weekend will give you the framework to kick of campaigns in your college.

The registration fee includes the usual conference facilities and production of training materials for your delegates. If you have further enquiries about the event , then please do not hesitate to contact Shaughneen or Helen at USI offices. Please send as many delegates as you can, ensuring to contact your Lesbian, Gay or Bisexual societies to see if they would like to send representatives. Please send back your registration forms as soon as possible or ring the office with delegate names etc. Look forward to seeing you all.

Shaughneen Armstrong
Womens Rights Officer

Helen Sullivan
Welfare Officer

Union of Student In Ireland, North St. Georges st DUBLIN
(Tel. no. 786366)

USI/NUS "PINK TRAINING"

14. 15 November 1992

SATURDAY 14th NOV.

11.00 - 12.00
12.00 - 12.30
12.30 - 1.30
1.30 - 2.30
2.30 - 3.30
3.30 - 4.00
4.00 - 5.00
5.00 - 6.00

Registration (tea and coffee)
Opening and Introduction & Guest Speakers
Icebreaker (Kevin)
Lunch
Why/How to fight homophobia (Kevin)
Tea / Coffee
Lesbians/Gays and Bisexuals in USI (Kevin & Shauneen)
Workshops
(a) History of LGB Movement (Kevin)
(b) Age of consent struggles (Glen) ✓
(c) Where do the political parties stand (Susa) ✓
(d) Lesbianism (LOT)

6.00 - 7.00
7.30 8.30
9.00

Dinner
Closed Session
Disce?

SUNDAY 15th NOV.

10.00 - 11.30
11.30 - 12.00
12.00 - 1.00

Homosexuality - Unnatural Abnormal (Kevin)
Tea / Coffee
Workshops
(a) Coming Out (Youth Helpline) ✓
(b) Bisexuality (Kate)
(c) Fostering & Adoption (Glen)? ✓
(d) Fucking Alternatives (Kevin)

1.00 - 2.00
2.00 - 3.00
3.00 - 3.15
3.15 - Close

Lunch
Case Studies Group Solving
Tea / Coffee
Campaigns

21 years

USI EQUALITY POLICY

PASSED UNANIMOUSLY AT USI NATIONAL COUNCIL ON
SEPTEMBER 22ND 2012

1. PRINCIPLES

The Union of Students in Ireland is an inclusive organisation that values equality and diversity. Services provided by the Union of Students in Ireland are available to all areas of the membership who will be supported to be equally able to access them.

As an employer, the Union of Students in Ireland will not tolerate any form of direct and indirect discrimination.

This policy is developed in line with the Equality Acts (Equal Status Acts 2000 to 2011 & Employment Equality Acts 1998 - 2011) prohibiting discrimination, including sexual harassment and harassment, victimisation and reasonable accommodation for customers with disabilities.

2. EQUALITIES STATEMENT

The Union of Students in Ireland adopts the following Equalities Statement which Officers and staff and any person working with the Union of Students in Ireland is expected to support and uphold:

The Union of Students in Ireland recognises that discrimination can and does occur and that it can be direct, indirect or institutional. The Union of Students in Ireland is committed to adopting equal opportunities policies and procedures as an employer and service provider in order to combat discrimination and value diversity. The Union of Students in Ireland will not tolerate discrimination based on gender, civil status, family status, age, disability, sexual orientation, race, religion, membership of the Traveller community, gender expression, gender identity, country of origin, socio-economic background. The first nine grounds are those specifically mentioned by the Equality Acts but discrimination can occur also on other characteristics.

The Union of Students in Ireland reserves the right to add to these groups at any time.

3. TAKING ACTION

The Union of Students in Ireland will seek to ensure that other companies from whom it has contracted to receive goods and services are aware that this policy is in place and that these companies are expected to comply with it or add equality clauses to the contract of service. Contracts for goods and services will be suspended if the contractor engages in sexual harassment, harassment or discrimination against customers or employees of this organisation.

The Union of Students in Ireland will take measures to combat inequality where necessary based on the characteristics identified in the Equalities statement. The organisation will strive to eliminate barriers that prevent members accessing the Union's services and will ensure that reasonable accommodation is made for students with disabilities.

The Union of Students in Ireland encourages active participation from students in relation to the characteristics outlined in the Equalities Statement.

4. IMPLEMENTATION

The Union of Students in Ireland is committed to the effective communication of this policy to:

- All staff and elected officers of USI Officer Board,
- Member Organisations,
- Students,
- Business contacts

This will be done through:

- Publication and dissemination of the policy,
- Display of this policy on the USI website and in public areas of the organisation,
- Reference to the policy in business contracts,
- Reference to the policy in information and training materials

All staff employed should cooperate with the development and implementation of policies, procedures and practices to eliminate discrimination, accommodate diversity and promote equality for students. This requirement will be included in contracts of employment for all staff.

Training will be made available to all of USI Officer Board and staff in relation to the Equality Acts (Equal Status Acts 2000 to 2011 & Employment Equality Acts 1998 - 2011).

The President of the Union of Students in Ireland and all of USI Officer Board have responsibility for upholding and implementing this policy.

USEFUL PHONE NUMBERS

Laura Harmon

USI Vice-President for Equality & Citizenship

00353 861738455

For any issues regarding accommodation, contact:

Ben Archibald

USI General Manager,

00353 831462353

For Academic Affairs and Quality Assurance, contact:

Cat O' Driscoll

USI Vice President for Academic Affairs and Quality Assurance

00353 833723161

Denise McCarthy

USI Deputy President/Welfare Officer

00353 872991265

For QUB Students' Union (for Belfast specific questions only), contact:

0044 7713068598

Hostels:

Linen House Hostel

Address: 18-20 Kent St, Belfast BT1 2JA, United Kingdom

Phone:+44 28 9058 6400

Belfast City Backpacker

Address: 53-55 Malone Ave, Belfast, County Antrim BT9 6EP, United Kingdom

Phone:+44 28 9066 0030

Vagabonds Hostel Belfast

Address: 9 University Rd, Belfast, County Antrim BT7 1NA, United Kingdom

Phone:+44 28 9023 3017

Paddy's Palace, Belfast

Address: 68 Fitzwilliam St, Belfast BT9 6AX, United Kingdom

Phone:+44 28 9033 3367

USI OFFICER BOARD 2013/2014:

PRESIDENT

Joe O' Connor

DEPUTY PRESIDENT AND VICE-PRESIDENT FOR WELFARE

Denise McCarthy

VICE PRESIDENT FOR EQUALITY AND CITIZENSHIP

Laura Harmon

VICE-PRESIDENT FOR CAMPAIGNS

Paddy Guiney

VICE PRESIDENT FOR ACADEMIC AFFAIRS AND QUALITY ASSURANCE

Cat O' Driscoll

LEAS UACHTARÁN DON GHAELIGE /VICE PRESIDENT FOR THE IRISH LANGUAGE

Feidhlim Seoighe

VICE PRESIDENT FOR THE BORDER, MIDLANDS AND WEST REGION

Kevin O' Donoghue

VICE PRESIDENT FOR THE SOUTHERN REGION

Ciara Guinan

VICE PRESIDENT FOR THE NORTHERN REGION

Rebecca Hall



Union of Students in Ireland
Aontas na Mac Léinn in Éirinn

NAME

TOGETHER WE ARE STRONGER