

MAP
MINORITIES AND PHILOSOPHY



MAP UCD GUIDEBOOK 2025

M A P U C D



A MESSAGE FROM THE EDITOR

Dear Philosophers,

I want to first thank all the members of MAP for their outstanding contributions to this guidebook.

The idea for this guidebook arose out of the desire for accessible information concerning our department and the wider university community.

The majority of what is contained here has come from the experiences of postgraduate students and their intent on making academia easier to navigate.

From matters concerning funding, housing, visibility, and safety, we have hoped to include something for everyone.

We hope to continue offering a space of support and recognition for minorities and marginalised individuals in philosophy.

What is MAP?

Minorities and Philosophy (MAP) is an international, graduate-student led initiative in English-speaking philosophy departments that aims to examine and address issues of minority participation in academic philosophy (www.mapforthe-gap.com). Though primarily led by graduate students, MAP frequently welcomes and collaborates with faculty and undergraduate students. MAP UCD, in particular, sees its mission as applying to the entirety of the UCD philosophy community.

Our Message

Founded in 2020, the local UCD chapter aims to build and maintain an affirmative and supportive community for minorities in philosophy within the university. This is to foster and strengthen UCD School of Philosophy's endorsement of SWIP/BPA Good Practice guidelines and commitment to Equality, Diversity, and Inclusion, especially in the areas of:

Accessibility

Plurality

Ethnic and Racial Minority Representation and Recognition

Gender Balance and Equality

Class Parity and Economic Equity

Equity in Employment and Scholarship Opportunities

Diversity in Network and Support Opportunities

We organise social events and scholarly fora that address these issues. Through these, we aim to support the work of marginalised philosophers, engage with underrepresented philosophical perspectives, and make philosophy a more inclusive space.

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LGBTQAI+ SUPPORTS

Q. Do you know the services in place for LGBTQAI+ and Gender Parity matters in UCD?

Supports

Equality, Diversity and Inclusion officer (EDI)

Society for Women in Philosophy Ireland (SWIP Ireland)

British Philosophical Association (BPA)

Centre for Ethics in Public Life (CEPL)

Undergraduate representative

Postgraduate representative

Student Welfare Officer

Pronouns and Name Changing

If you are a trans or non-binary student or employee, you can update your name and/or gender on university wide systems and documents.

You DO NOT need a gender recognition certificate.

As gender affirmation is different for everyone, you do not have to change your name and gender via the UCD system for recognition from faculty.

You can always contact your module coordinators, lecturers, and tutors in confidence to update them on your name and preferred pronouns.

Not sure which option is best for you? Speak to one of our committee members for support or contact your student welfare officer.

ACCESSING TRANS HEALTHCARE IN IRELAND

Trans Healthcare is increasingly harder to access in Ireland, with only one main gender identity clinic in Ireland, the National Gender Service. You must be 18 or older to access this service.

There are several independent organisations which offer extensive information on Trans healthcare such as TENI (Trans Equality Network Ireland), BelongTo, LGBT Ireland, The Outhouse, and Gender Rebels Cork.

If you wish to apply for a gender recognition certificate, the following online service is available here

Information on how to bind safely is available here

TRANS SOCIAL MEDIA ACCOUNTS

Small Trans Library @translibdub
Trans Equality Together @transeqtogether
Trans Resources Ireland @transinfoirl
Transgress the NGS @transgress.ie
Trans and Intersex Pride Dublin @transpridedublin

SCHOLARSHIPS AND FUNDING

MASTERS

Jean Hogan Memorial Scholarship

- Open to anyone applying to an MA in Philosophy (whether general or specialised).
- Fee waiver up to the value of EU fees.
- Interest expressed in personal statement submitted with the MA application.

MA Entrance Award

- Up to two competitive entrance awards of €1000 may be offered to students who have been admitted to the UCD Philosophy MA Programme.
- Applicants to those programmes will be automatically considered for an MA Entrance Award.

MA Newman Scholarship

One Scholarship is available for students applying to the MA in Philosophy (General Programme), with the commitment to write their MA dissertation on an aspect of the work or legacy of John Henry Newman.

After applying for an MA in Philosophy, applicants are requested to email a brief description of their interest in Newman's work and of their proposed dissertation project.

The scholarship will provide a significant contribution to the cost of tuition fee.

Scholarships are open to any nationality.

PhD

The School offers up to four PhD scholarships, officially called UCD College of Social Sciences and Law Scholarship, consisting of:

- A fee remission which corresponds to the EU fees only (non-EU students are required to cover the remainder of their fees).
- A once-off entrance award of €2000.
- Opportunities for teaching and research assistantship remunerated at the University's hourly tutorial rate.

Students must express their interest in the scholarship when applying for the PhD programme to be considered. The award is not compatible with external funding.

IRC

The Irish Research Council's Government of Ireland Postgraduate Scholarship Programme is the main source of external funding for PhD students. For UCD's philosophy PhD students, it is the only Irish programme available providing a stipend that allows you to live on (currently €22,000 p.a.). It also covers a significant amount of fees. See [here](#) for application details.

SCHOLARSHIPS AND FUNDING

Graduate Research and Innovation Fund (GRIF)

The School of Philosophy invite applications for grants between €100 and €750 to support conference presentations only. Poster submissions will not be considered. The call for applications is published twice a year and should reach you via email.

Presentation Fund

Each PhD student can claim up to €200 per academic year from the school for conference presentations. Contact School Manager and Graduate Administrator Gillian Johnston for further information
gillian.johnston@ucd.ie/philosophy@ucd.ie

Student Support Fund

Means-tested fund intended to help students who are experiencing financial challenges. In the academic year 2023/24, the household income limit was €50,840. Supporting documentation from the previous tax year is required, e.g., P21. Only EU, emergency for everyone.

Student Emergency Fund

Offers financial assistance to students who encounter acute and unexpected difficulties such as illnesses, bereavement, and sudden unemployment. You must meet with your student advisor before applying. Applications to both funds can be made through SISWeb Welfare and Assistance.

Organised Conferences/Events

The School and the College provide limited means for conferences and academic events. Contact School Manager and Graduate Administrator Gillian Johnston for further information
gillian.johnston@ucd.ie/philosophy@ucd.ie

DISABILITY AND ACCESSIBILITY

Disability is often framed as something that is wrong with someone's mind or body, that should be fixed minimised through surgical or behavioural interventions. This has come to be known as the 'medical model' of disability. Here, the body is the problem. Fixing the problem means fixing the body.

However, there are many other ways to understand disability. One influential approach—the 'social model of disability'—rejects basic aspects of the medical approach, especially how it understands disability in individual and apolitical terms. The social model differentiates between two dimensions:

Impairment: certain natural limitations of someone's body or mind.

Disability: various social and structural dimensions (inaccessible environments, discriminatory attitudes) that disadvantage and exclude impaired people.

This approach views disability as a social phenomenon, that involves much more than someone's mind or body. For example, a physical impairment means someone cannot walk, but they are disabled when buildings don't have ramps or lifts. Fixing the problem means changing the social dimensions to remove the barriers.

DISABILITY AND ACCESSIBILITY

Accessing Accommodations

What is a reasonable accommodation?

“some modification to tasks or the structure of a job or the workplace at nominal cost which allows a qualified employee with a disability to fully do their job and enjoy equal employment opportunities. Reasonable Accommodation can vary from something as simple as rearranging office furniture, to providing Assistive Technology or providing for changes to working hours” (EDI UCD)

Students

Disabled students can receive accommodations or supports that remove barriers to learning.

E.g., extra time in exams, deadline extensions, permission to record lectures, provision of sign language interpreters or note takers).

To receive relevant accommodations, you can arrange a Needs Assessment. The basics of the process are:

1. Obtain supporting documentation
2. Contact Disability Support to make an appointment
3. Send them your documentation and wait for notification of your appointment.

We recommend that you arrange your Needs Assessment as soon as you can, to avoid any difficulties later in your studies. Once your accommodations are in place, you can view them in SISWeb. You can then contact your module coordinators, who will help you to put them in place for their module.

DISABILITY AND ACCESSIBILITY

Virtual Classes

UCD recommendations for virtual classes: How can I ensure that students have access to Virtual Classes?

“When recording virtual classes, please ensure to enable to download option before you start recording the session. This ensures that students with poor internet connections or other accessibility issues will be able to access the material. This option is available in the session settings as demonstrated in this very brief video”. [[UCD ALL](#)]

Accessible lecture slides

S

Styles
e.g. heading styles are used to structure information. Titles are unique and descriptive

L

Links
Hyperlinks are meaningfully embedded and descriptive

I

Images
All images include alt text whether they are informative, decorative or functional

D

Design
Clear and simple. Consistent use of layouts, font, alignment, colour and contrast is applied.

E

Evaluation
Use built-in accessibility checker tools available

Who does ZOOM help?

Remote and hybrid access are now important parts of accessibility. They benefit immunocompromised people and disabled people generally, and also parents, and others with caregiving responsibilities; people with social anxieties; graduate students or independent scholars without fellowships or travel bursaries, or students with extra-curricular workloads.

WORKPLACE EQUITY

Email etiquette

Dear (title/surname)...
e.g., Dear Professor/Dr
Smith...

Kind regards/best wishes etc.
are all appropriate email sign
offs.

Keep it professional.
It's best to include your name
and student number in the
email for efficiency

For module queries, your tutors are
usually your first point of contact.
We recommend allowing for up to 3
working days for a response before
sending a follow up email.

Tutors are primarily graduate
students with their own academic
responsibilities that come first.

If your query is urgent, the lecturer
or module coordinator is your next
point of contact.

Support for working students

Working students may need some help
concerning assignment deadline extensions
and attendance in lectures and tutorials.

While there are no university-wide policies
for these, especially in relation to the status
of working students, concerned students
should not hesitate to contact their tutors
and module coordinators.

For concerns pertaining to personal, social
and emotional issues, students may inquire
at the UCD Student Advisory Service,
specifically, with the student advisor
dedicated to the academic programme (in
this case, Social Sciences).

Their office can provide information
concerning financial supports, academic
challenges, and student wellness, among
other things.

WORKPLACE EQUITY

UCD Creche

Oakmount Creche is located near the Clonskeagh entrance of the campus.

While information is limited, a tour can be arranged by contacting them directly via email or phone.

For more information see their website [here](#).

Single-parent students and students with dependents

MAP UCD recognises the diversity of students at both undergraduate and postgraduate level which can include single-parent students and students with dependents.

Similar to working students, there is no overarching policy amongst the department but works on a case-by-case basis.

For module related concerns, you can reach out to your module coordinators, lecturers and tutorials regarding absences, essay extensions, etc.

Your student welfare office is also available for support.

Breastfeeding areas on campus

UCD EDI currently only provides information for breastfeeding staff members, the student policies are less clear.

“Employees are entitled to take paid breastfeeding/lactating breaks for two years (104 weeks) after the period of confinement, which is an increase from the current 6-month entitlement”.

More information and a list of breastfeeding facilities on campus can be found [here](#)

HARASSMENT PROCEDURES

Identifying and naming bullying, harassment or sexual misconduct can be difficult, especially when it occurs in a professional setting or at your place of study. If you have experienced or witnessed a situation that has made you uncomfortable, but are not sure how to qualify it, here are some helpful definitions provided by the UCD Dignity & Respect website. Anything that falls under these definitions entitles you to take action within your university, either at the level of your School or at University level, and, potentially, at a legal level.

Bullying

“Bullying is defined as repeated inappropriate behaviour, direct or indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, at the place of work/study and/or in the course of employment/study which could reasonably be regarded as undermining the individual’s right to dignity at the place of work/study. An isolated incident of the behaviour described in this definition may be an affront to dignity at work but, as a once off incident, is not considered to be bullying.”

Harassment

“Harassment is defined as any form of unwanted conduct related to any of the discriminatory grounds under the Employment Equality Acts which has the purpose or effect of violating a person’s dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment. Harassment can be a one-off incident. The Formal Investigation Procedures outline a range of informal options and the formal process for resolving issues of a harassment nature. The discriminatory grounds in UCD include: age, civil status, disability, family status, gender, membership of the Traveller community, race, religion, sexual orientation, socio-economic status.” [1]

HARASSMENT PROCEDURES

What to do if you are experiencing any of these situations and need immediate assistance?

Step 1: If you are on campus and in need of immediate assistance, or if you are concerned for your safety or the safety of a peer, call the emergency 24-hour number for Estate Security: (716) 7999.

Step 2: Contact a trusted (staff) member from your School, ideally someone that you feel comfortable relating the incident to, or that you know might be on campus at the time of the incident and able to provide you with assistance. This could be your supervisor, professor, or a School Administrator.

If you are uncomfortable speaking with a member of staff and require a student intermediary, you can contact your student representative or the UCD MAP committee.

Step 3: You will be invited to contact your School's EDI Officer who will provide you with information about how to make a Formal Complaint at the University level if you wish to do so. They will also direct you toward all forms of support available on campus, such as the UCD Dignity & Respect Office, or counselling services.

Step 4: With your approval, the EDI Officer will report the incident to your Head of School.

Step 5: Your Head of School will contact UCD Estate Security and take further appropriate measures.

Step 6: You might be asked to write up a report of the incident to ensure that there is a record of it.

Step 7: If the incident involves an individual affiliated to UCD (staff or student) and you wish to seek disciplinary action, you should contact the Dignity & Respect Office (appointment by email only) and fill out a Formal Complaint Form available online. If the incident involves an external individual and you wish to seek legal retribution, you might want to report the incident to the closest Garda Station. The UCD Estate Security officers can help you with that. They will most likely have already contacted the Garda at the time of the incident if there is a safety concern.

ETHNIC, RACIAL, AND RELIGIOUS MINORITIES

Members of cultural, religious or ethnic communities that are not part of the dominant group of society frequently find themselves excluded from participating to the higher levels of the social edifice, including Academia and, of course, academic posts in philosophy. For as much as it can, our committee strives to reduce this gap by fostering an inclusive environment within the student community first, and within the academic community then. Our long-term goal is to create the conditions for a collaborative and critical mindset that can in the future translate into a greater sensitivity to structural disparities and how to resolve them.

The MAP Reading List

In the interest of minorities and philosophy, we have compiled a list of readings. The list contains works that explore the complex phenomena of minorities and minorization within or by intervention of a dominant social group as well as works from authors that are part of social minorities.

Spirituality and Religion

If you're a spiritual or religious person you may want to know where you can go in Dublin to practice what you believe in.

Though there is quite a large number of Christian and Catholic churches, you can also find Hinduist (Vedic Hindu Culture Centre, Dublin Krishna Temple, Buddhist centers (Dublin Buddhist Centre, Tibetan Buddhist Mediation Centre), Islamic Associations and Dublin Mosques.

The Woodview Prayer Room is a Muslim prayer space on campus located near the Health Sciences and Conway Building. A list of religious spaces on campus are available here.

UCD Religious Societies

Islamic Society
Christian Union Society

UCD Ethnic and Cultural Societies

- Africa Society
- Arabic Culture and Language Society
- Japanese Society
- Chinese Society
- Malaysian Society
- Eastern European Society
- Indian Society
- Sri Lankan Society
- Hebrew Culture and Language Society
- Nordic Society

SUPPORTS FOR INTERNATIONAL NON-EU/EEA-STUDENTS

The Student Visa

A student visa is a legal immigration document issued to students by the country to which they intend to move that allows them to study there for a certain period of time. The application process can be long so it is advisable to start at least 2 months before the date you plan to travel.

You'll find all you need to know on the Citizen's Information website [here](#).

Information on those who need an entry visa is available [here](#).

If you are a non-EU/EEA national coming to study in Ireland you must be enrolled in a full-time course from a list of [eligible programs](#). You can find out more [here](#).

UCD has its own online resources for international students via [UCD Global](#).

International students working in Ireland

Stamp 2 permit doubles as a working permit

Up to 20 hours a week during term time
Up to 40 hours a week during summer time and Christmas break (15 December to 15 January)

Requirements: IRP; PPSN

See UCD Global [here](#)

Stay-back Visa (Stamp 1G) for international students

Eligible applicants: holders of NFQ Level 8 or 9
Allows eligible non-EEA graduates to stay in Ireland for up to 12 months after their studies, with the possibility of extending for another 12 months
Having a Stamp 1G permission makes the graduate eligible to work for up to 40 hours per week
See UCD Global [here](#)

Inquiries regarding renewal of permission can be sent to Student Immigration Support Officer: Lara Morais (lara.morais@ucd.ie)

SUPPORTS FOR INTERNATIONAL NON-EU/EEA-STUDENTS

UCD International Students Scholarships

If you're an international student, you might find you're eligible to apply for scholarships to study at UCD.

You can only apply for scholarships once you've already been admitted to a programme.

You can find all the information you need [here](#). The page allows you to type in your country of origin and generate the list of scholarships you're eligible for, which may vary depending on where you come from. There's also a checklist and a [Terms and Conditions](#) guidebook.

UCD Global

The UCD Global website contains all you need to know on Studying at UCD, Student Experience and Learning Abroad in one single place.

At the start of every year there are several orientation events you might want to keep track of. They're a good opportunity to form life-long friendships and know more about the services UCD offers.

If you're looking into studying at UCD for a shorter amount of time, one semester or a full year, you can take advantage of the Study Abroad Team and ask for their support.

Citizens Information

This Irish eGovernment website contains all your need-to-know information for residing in Ireland.

It contains all the information you must know to apply for a Public Services Card or a PPSN, namely your Personal Public Service Number (PPSN): a unique reference number that is needed for all dealings with public service (and to receive taxed payment).

For renting, it contains documents on tenants' and landlords' rights and legal responsibilities and much more, including information on how to rent safely.

It guides the user through the Irish education system, state examinations, and the third level education system.

It contains all you need to know on healthcare services (GP visit cards; mental health etc) taxes and reliefs, employment rights and types of contracts.

It briefs the reader on travel or passport issues, driving license; the European Union and the Common Travel Area; Justice and jury service; environment and recycling; consumer rights; travel, passport issues, driving license.

ACCOMMODATION

The most difficult part of your travel will probably be finding proper accommodation in Dublin.

UCD Residences offers a number of accommodations on campus (single or double rooms in shared or private accommodations). However, the waiting list is often very long, so be sure to apply well in advance of your travel.

UCD also offers the opportunity to be hosted by private landlords that have agreed to host a student. If UCD Residences is outside of your budget, this is an alternative. [This website](#), which is linked to UCD, will help you find accommodation off campus.

The third option is to look for accommodation via other websites. There are several websites that you can use, but be extra careful of scams and never pay your deposit without having seen the landlord and the property you're interested in.

[Rent.ie](#) and [Daft.ie](#) are usually everyone's go-to. However, they are not linked to UCD and therefore cannot guarantee the same kind of quality services.

Alternatively, instead of contacting private landlords you may wish to contact a renting agency rather than Dublin has several, such as [Bespoke Estate Agents](#), [Olivers Estate Agents](#), and [Herbert and Lansdowne](#). Of course this isn't a complete list so you are encouraged to research further.

MENTAL HEALTH SERVICES

Online Services/Helplines

NITELINE

Togetherall

Silvercloud

SpunOut

Dublin Rape Crisis Centre

Pieta House

Women's Aid

Off-campus emergency
services
999 or 112

On-campus emergency
helpline - UNICARE

+353 01 716 7999

Student Counselling Services

UCD offers a free, self-referral counselling service for students in need. The on-campus service is located upstairs in the student centre and operates Monday to Friday from 9am to 5pm.

There is also an off-campus service which offers more flexibility.

Both on-campus and off-campus counselling can be done via phone.

You can apply for counselling via a registration form [here](#).

For off-campus counselling, students are usually given 8 session vouchers to be redeemed at [Mind & Body Works](#). There is an option for your counsellor to request additional vouchers if needed.

GLOSSARY OF TERMS

Ableism – the kind of discrimination experienced by people who are disabled and / or neurodivergent

Ally – Someone who is a friend, advocate, and/or activist for LGBTI+ people. The term ally is generally used for any member of a dominant group who is a friend, advocate or activist for people in an oppressed group (i.e. White Ally for People of Colour).

AFAB – Assigned female at birth.

AMAB – Assigned male at birth.

Androgynous – A person whose gender identity is both male and female, or neither male nor female. They might present as a combination of male and female or as sometimes male and sometimes female.

Asexual – A sexual orientation generally characterized by not feeling sexual attraction or desire for partnered sexuality.

Bisexual – An individual who is physically, romantically and/or emotionally attracted to men and women.

Cisgender – A person whose gender identity is aligned with their sex assigned at birth.

Cissexism – The assumption that a cisgender identity is more authentic or natural than a trans identity.

FTM – Female to Male

Gay – The adjective used to describe people whose enduring physical, romantic and/or emotional attractions are to people of the same sex.

Gender Expression – Refers to how an individual expresses their socially constructed gender. This may refer to how an individual would dress, their general appearance, the way they speak, and/or the way they carry themselves. Gender expression is not always correlated to an individuals' gender identity or gender role.

GLOSSARY OF TERMS

Gender Dysphoria – Term used to describe the discomfort caused by an incongruence between one’s true gender and their sex assigned at birth.

Gender Identity – Your deeply-felt sense of your own gender. May not correspond with sex assigned at birth. Not visible to others.

Gender Neutral – This term is used to describe facilities that any individual can use regardless of their gender (e.g. gender neutral bathrooms). This term can also be used to describe an individual who does not subscribe to any socially constructed gender (sometimes referred to as “Gender Queer”).

Gender Non-Conforming – A person who is, or is perceived to have gender characteristics that do not conform to traditional or societal expectations.

Heteronormativity – The assumption, of individuals and/or institutions, that everyone is heterosexual and that heterosexuality is superior to all other sexualities.

Homophobia – Prejudice towards LGBTQAI+ people.

Information processing – The way in which our brains take in information from around us (through our senses) and combine it together, before deciding how to respond.

Intersex – A general term used to refer to a variety of conditions involving individuals whose anatomy, chromosomes, and/or hormones do not correspond with the binary definitions of male or female.

MTF – Male to Female.

MLM – Men loving men.

Neurodivergent – A person who is markedly different from the norm in the way their brain processes information. They may have a diagnosis, like ADHD, autism, dyslexia or a learning disability, or they may not. Some people with psychiatric diagnoses may also identify as neurodivergent.

GLOSSARY OF TERMS

Neurotypical – The group of people who form (we think) the majority worldwide, whose brains tend to process information similarly to each other. Neurotypical people have an advantage over neurodivergent people in that systems in the world (like our education system) were often designed by people like them, for people like them.

Nonbinary – Also referred to as enby, this is a gender identity and umbrella term for gender identities that can't be exclusively categorized as male or female.

Pansexual – Not limited in sexual choice with regard to biological sex, gender, or gender identity

Transgender – An umbrella term which refers to any person whose gender identity and/or gender expression differs from the sex assigned to them at birth. This includes non-binary identities.

Transphobia – Prejudice towards people who are trans or are perceived to challenge conventional gender categories or 'norms'.

Trauma-informed care – Looking after people in a way that recognises that they may have experienced trauma in the past, and those experiences will shape how they respond to things in the present.

WLW – Women loving women.

Glossary Sources

[University of Edinburgh](#)

[Gendered.ie](#)

[TENI](#)

[Youth Tipperary](#)

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Special thank you to August Buholzer for helping to formulate the idea of a MAP guidebook back in 2022.

A final thank you to everyone who has been affiliated with MAP UCD over the past few years. Your passion and dedication to making academia a more inclusive and representative space for minorities and marginalised individuals has been invaluable.