





# Irish Traveller Movement Annual Report 2012



## Message from the Chairperson

Dear ITM Members,

Once again the year we have just faced was one of further cutbacks, hardship and reduction in Community supports, with Travellers being disproportionately affected by the State's austerity measures. Looking back on 2012 it is easy to feel disheartened by the continued attacks on the most vulnerable in Irish society and the removal of supports leading to increased inequality in society. However, it is a testament to our strength, as individuals, member organisations and ITM as a collective, that despite the immense pressures we have faced due to increased demands and decreasing resources, that we continued to survive during these times of unprecedented change.

Travellers and Traveller organisations have yet again shown enormous resilience and ingenuity in creating ways to challenge racism and discrimination while promoting Traveller engagement. ITM's role as a collective space has been utilised more than ever as our members have recognised the need to work closer together when resources are scarce.

ITM began the year continuing to work on its new Strategic plan. Among the real successes was the continued growth of our innovative programmes, CENA and the Yellow Flag. 2012 was the year that CENA was registered as a limited company and put the structures in place that will hopefully lead to it becoming a recognised provider of social voluntary housing in the future. The Yellow Flag Programme went from strength to strength, publishing its innovative action research on rolling the programme out in a third level education institution, Froebel College and being honoured by Olympic hero John Joe Nevin attending the Yellow Flag ceremony in September.

The ethnicity campaign gained further momentum and has brought us forward in terms of the State recognition of Traveller ethnicity. National and international submissions and presentations were married with local and national lobbying of elected representatives. I'd like to recognise the continued efforts of members in playing their part by participating in workshops regionally to see how to lobby politicians, especially in the lead into the NTMAC ethnicity campaign, where our new director Brigid Quilligan along with other delegates, so convincingly made the case for our identity to be formally recognised by the State.

As always, accommodation remains the key issue for so many Travellers and the failure of delivery in Traveller accommodation brought ITM members together for a conference in May to look to develop a plan to challenge this failure. Membership engagement was to the fore in many issues, with new ways of engaging groups including social media and the ITM website being looked at, as well as looking at how we work collectively, through the community charter.

As Chairperson I would like to take this opportunity on your behalf, to thank all the staff, paid and non-paid, who served our members in 2012 and to thank the staff who left the ITM during the year. Siobhan Cummiskey left the ITM Law Centre in March 2012 and I would like to thank her for all her work. I would especially like to thank Damien Peelo, who was with ITM since 2005 and who stepped down as director at our AGM last year. It was a fitting tribute that so many of you were there to wish him well and thank him for his contribution to the Movement. It was also a moment of pride for us all that Brigid Quilligan was hired to take on the role of Director and bring the ITM into a new phase as an organisation and I'm sure you'll join with me in wishing Bridget well and looking forward to working with her in the years ahead.

Finally, I would like to thank all the members of the Central Group for giving up their time and providing the direction to the Movement over the course of the year. I would like to take this opportunity as outgoing Chair to say how honoured I have been to take on this key position again and I'm hoping the incoming Chair will enjoy similar support from members, central group and staff as I did in my three years in the role.

Maureen Ward, Chairperson, ITM



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## Introduction

2012 represented the second year of our new strategic plan and while there were challenges, the funding secured in previous years allowed us to work in a more stable environment than previous years. The areas identified by members in 2011 as areas for ITM to work on to bring about positive change for all Travellers in Ireland were:

1. Capacity and leadership development
2. Design and pilot innovative solutions
3. Promote the rebuilding of community assets
4. Secure legal recognition of Traveller ethnicity.

All four strands of our plan were advanced in exciting ways, with the exception of the strand promotion of community assets, as this year the Traveller Pride Awards were not held, with work being developed to further advance the awards in 2013.

Despite the challenges facing ITM as a membership organisation, vibrant spaces were created across the country in relation to ethnicity, accommodation and equality. This annual report documents the work undertaken by you, the members, with support of the central group and staff in 2012 under the four key levers as well as high impact work in terms of Accommodation and Education work, the Communications strategy and the ITM Independent Law Centre.

2012 saw the increase in how ITM linked collectively, using non-traditional ways of creating dialogue via our e-zine, Facebook page and members' section of the ITM website. Given the demands on the members in terms of time and resources, yet the need to ensure that the members drive and direct the work, this will no doubt continue to be an area that grows year on year.

While 2012 saw a change in the role of Director, I know I can count on your continued support as members, for the work we do together and the challenges we face ahead. While there may be change in staff or central group roles, or ways we create for members to come together collectively, the underlying ethos and fundamental principles remain unchanged as ITM continues to strive for the rights and equality of Travellers working from community development principles.

**Brigid Quilligan, Director, ITM.**



## Section One Progress on Priority Areas

### Priority A:

**Capacity & Leadership Development – community charter, targeting resources to need, building voices across the country, addressing conflict**

Strategic Aim: Supporting the ongoing emergence of Traveller leaders who will be a voice across the country on Traveller issues.

#### Achievements in 2011

In securing funding for the new strategic plan, one of the areas identified to resource was a Membership Development Worker. For the months Jan- March membership engagement was carried out by the Assistant Director and the focus was bringing groups together in relation to the National Traveller partnership and creating spaces for discussing the ITM ethnicity campaign.

After a recruitment process in March 2012, Damien Walshe was hired as Membership Development Worker, a position he previously held before leaving ITM in 2010. A key pillar of the new membership strategy was to look at how to engage groups, with fewer resources available locally and nationally, while still making ITM relevant to the needs of its members.

With that in mind, one of the areas of work was the re-development of the ITM website, with increased functionality including launching a members' section & online database, which was launched in August. The ITM ezine returned to weekly bulletins and use of social media as means of engagement increased, with the ITM increasing its Facebook profile (+1000 likes in 2012)

The ITM Law Centre secured funding for training with the members in relation to the Equality legislation. Members were supported to participate in this training in Waterford, Cork, North Dublin, South Dublin, Tullamore and Donegal), engaging over 20 member groups.

A very successful AGM was held in Wexford town called "Anti-Traveller Racism in the 21st Century" with inputs from Mary Helen Connors on the situation locally, Thomas Mc Cann spoke about racism and internalised oppression and Ronit Lentin spoke about the role of the State in racialising Travellers. Workshops were held on conflict, ethnicity, nomadism and the community charter, which was identified as a key initiative for the membership as part of the strategic plan.

Funding was secured from Equality Authority under their Small Grants scheme to run political lobbying workshops in Sligo, Cork, Tullamore and Dublin to build a local movement to support the national ethnicity campaign which were very successful in mobilising Traveller involvement in the campaign.

In July 2012 ITM began a discussion among the membership about Men's Sheds and linked with the Irish Men's Sheds Association. ITM also supported members in Dublin in relation to CDP mergers and accommodation issues at LTACC in Dublin City. Members in Dublin were also supported in the development of a new conflict analysis initiative which began in November this year. In the absence of an education worker, members were supported to come together in November to respond the Department of Education's 2nd update since the Traveller Education Strategy was published in 2006. Over 25 people representing 15 groups came together to put forward key actions to advance education for Travellers

Finally work began on the development of a leadership programme to build the capacity of the Movement and support the emergence of Traveller leaders in the future.

One of the areas looked at in the course of 2012 was a strategy for supporting Travellers in parts of Ireland (through regional hubs) which was developed further in 2012



### Outreach strategies

Local supports were provided to member organisations regarding:

- Organisational development and management support
- the role of ITM
- ethnicity
- conflict management
- Traveller participation
- Discrimination and the equality legislation.
- Traveller Participation and Partnership

ITM also supported membership participation in the conference “Shaping the Future of Traveller Mental Health” which was led by the Traveller Counselling Service and the Traveller Suicide Awareness Programme.

### County level work

#### ITM Cavan Community Development Worker 2012

In Cavan, in the absence of a local Traveller organisation, Irish Traveller Movement was approached to employ the Community Development Worker to support Travellers to build up their own local support structures and engage with local service providers. This work has been painstaking in building up links with the community, engaging families in Cootehill, Baileborough, Kingscourt and Cavan town. This work has engaged Travellers with their needs on the ground, has developed innovative projects and built the framework for Cavan Traveller Movement to become the independent voice for Travellers in the county.

ITM’s vision for this work has always been to build up a local Traveller group and to have that group access its own funding to employ a community development worker. Work in 2012 continued to work towards sustainability of Cavan Traveller Movement as the voice for Travellers in Cavan.

Cavan Traveller Movement (CTM) was established earlier this year and its anticipated that the C.T.M. will be established and registered as limited company by end of 2013 , we are delighted to announce we are also full members of Cavan Community forum and Irish Traveller Movement. In the later part of 2012 CTM successfully sought a place onto the board of Breffini Integrated (LCDP).

There has been significant progress this year which has seen significant increase in Traveller participation in Health initiative programmes, education programme, youth initiatives and social inclusion. Cavan Traveller Movement worked with schools to promote the Yellow Flag Programme with the result that a school in Cavan will participate in this in 2013. In terms of accommodation CTM lobbied for the refurbishment of group housing in Cootehill, which began in 2012

### **Key areas of work:**

#### **Outreach:**

The Community Development worker has engaged over 85% of the total Traveller population (estimated 140 families) in the County Cavan and there has been ongoing sustained communication and dissemination of information across the county.

#### **Social inclusion Week:**

There was active Traveller participation throughout Social Inclusion week which profiled Traveller issues such as identity, culture and the Yellow Flag Programme.

#### **Traveller Pride week:**

The Yellow Flag Programme was launched as part of Cavan Social inclusion week by Jack Keys County Manager and John Joe Nevin, Olympic silver medallist

#### **Individual consultation meetings in Cavan:**

Over 100 consultation meetings with Travellers looking at the needs of the community in Cavan

#### **Newsletters:**

Cavan Traveller Newsletter was published with total of 600 copies distributed to the Traveller Community and services across County Cavan.

#### **Mass text messaging:**

Text messages have been sent out to Travellers in Cavan covering, Bailieborough, Cootehil and Kingscourt & Cavan Town. Texting messaging has led to increased contact with families who return calls and engage with work.

#### **Drop in and support in Cavan town:**

Bridge St Community: There has been an increase in the numbers of Travellers coming into Bridge St Community Centre with Travellers seeking support.

#### **Advocacy work**

Advocacy work informs key element of work and policy of Cavan Traveller Movement in addressing key issue

#### **Conclusion:**

Overall significant changes have been taking place due to the work over the past year that will have a long lasting impact on the Traveller community and wider community. The challenges going forward will be resources and funding to sustain the work and the progression of Cavan Traveller Movement, as an independent Traveller organization given the current climate; however there is opportunity to continue to access funding streams to resource and support the work in Cavan.



### ITM Louth Community Development Worker 2012

The post of the Louth Community Development worker was cut to 17.5 hrs in January 2012. Although this had an impact on the pace of development of Louth Traveller Movement and the support ITM could offer LTM there were still many achievements for LTM in 2012.

- Secured Training for LTM members on Company Governance
- Secured training for LTM members in Project Management
- Secured funding for a Newsletter and circulated one to Travellers each quarter
- Supported LTM members to review its development and develop strategy to address barriers
- Established Accommodation subgroup to support Travellers in Dundalk to lobby council to re-open Woodland Park Halting Site, Dundalk.
- Secured LTM seat on Louth County Council LTACC.
- Supported LTM to launch TPW and organise a Traveller Photo exhibition for the week in Louth County Library display Travellers past and present. Launched Traveller Documentary on Dundalk FM.
- Secured funding to support LTM to participate in ITM's AGM.
- Supported Traveller reps and Travellers to engage in LTIG and implement actions within plan.
- Secured Peace 111 funding to develop LTM's Strategic plan 2013-2016, hired researcher and four local Traveller peer researchers to work with LTM in carrying out this task.
- Responding to needs of Travellers- accommodation, Education, Social welfare, HRC appeals.
- Developed funding strategy and implemented funding strategy for post of CDW, secured funding to maintain existing post for 2013.

### Impact of cut to funding in Louth:

- LTM's development into a Traveller Organisation has become slower due cut in Community Development Worker's post.
- Limited outreach to Travellers due to cut in hours.

## Priority Area B:

### Design and pilot innovate solutions - pilot and prove innovative solution model, promote the adoption of solution models and influence change at a national level.

*Strategic Aim: Focus on influencing change at national level by designing and piloting innovative solutions.*

The new plan identified 3 innovative areas where ITM could pilot an innovative project and use the learning over the next three years to influence National policy. The three areas are:

1. Accommodation: Cena, a Traveller led voluntary accommodation association
2. Education: the Yellow Flag Intercultural Project
3. Conflict: develop a sustainable community response to managing conflicts.

#### Cena:

Cena 'Culturally Appropriate Homes Ltd' is a Traveller Led Voluntary Accommodation Association. Cena is a non-profit innovative organisation. Cena ensures that its work is informed by a community development approach. The community development approach facilitates the active participation and inclusion of Travellers within Cena's work and is committed to contribute to bringing about change in the accommodation situation of Travellers in a way that is shaped and led by the Traveller Community. Cena was established in 2010. The name Cena is the translation of Cant (Traveller Language) for home. Brigid Casey's role as Accommodation worker with the ITM is to support the work of Cena.

#### Cena's Vision:

An Ireland where all Travellers are accommodated in culturally appropriate accommodation that meets their needs and achieves Travellers' right to a home within a sustainable community setting of their choice.

#### Cena's Mission:

To establish and develop a Traveller led association that leads the way in innovation and best practice in the design, delivery and management of culturally appropriate accommodation to Travellers and builds strategic relationships with other social housing providers to achieve its vision.

#### Work completed in 2012:

Board of Directors is Traveller-led and composed of both Travellers and settled people who have expertise and experience regarding Traveller accommodation. New members of the Board were recruited in 2012. The Board of Cena is now made up of 9 representatives covering different regions of Ireland. At present the Board is represented by 6 different local and national Traveller organisations and 2 individuals.

The Board of Cena met 6 times in 2012, including a facilitated management session with the Board to create a proposal to look for funding to develop a Strategic Business Plan. Two sub committees met, the design and development group met twice and the management and maintenance group also met twice, terms of reference were drawn up for both sub committees. The design and development sub group drew up a work plan document for their committee. The Board of Cena completed work on: The Aims of Cena, The structure of the Board and the sub-committee's roles and responsibilities and Cena's Principles. A comprehensive work plan for 2012 was completed.

Funding was secured from the Department of Environment and funding was gained for Cena's logo branding, website and launch which was tendered. Young Travellers were encouraged to enter a competition to draw pictures to inspire the Cena logo. 1st prize went to Paddy Collins and 2nd prize to Caroline Maughan and joint 3rd prizes went to Chloe Muldoon, Debbie-Lee Collins, James Maughan and Rose Margaret McDonagh from Involve Youth Service, Ballina, Co. Mayo.

Cena is now waiting for the approval of the Department of the Environment for recognition as an approved housing body. This delay is due to a backlog in the Department. The National Traveller Accommodation Consultative Committee (NTACC) and the National Traveller Accommodation Unit DOE is very supportive of Cena, and we are therefore hopeful of achieving this recognition.

2012 was an important year for Cena's development, the governance and structures were put in place the targets were met. Cena is now ready to move into a new phase of development for 2013.



### Yellow Flag Intercultural Schools Programme

The Yellow Flag Programme was pioneered by the Irish Traveller Movement as an intercultural innovative solution. Its vision is to create a world where all children learn to celebrate & value difference. It does this by supporting schools through an 8 step programme at the end of which they receive a physical flag in recognition of their work in promoting diversity & inclusion which they can fly outside their school with pride!

In 2012 the ITM secured funding from philanthropic bodies and local authorities which supported ITM to impact on the lives of over 10,000 children in 26 schools across Ireland

Some of the key outputs of this work included:

- 5 Additional Schools were Awarded their Yellow Flag at Ceremony in 2012
- Funding was secured to open 10 New schools in Sept 2012.
- In 2012 253 Teachers within the 10 new schools received anti-racism & interculturalism training - For 92% of the teachers this was the 1st time they had received training in the area of Equality & Diversity
- 66 Visits carried out to the 9 schools who started in Sept 2011 & 10 schools who began in Sept 2012 – plus ongoing support
- Criteria for schools to hold onto their Yellow Flag was developed which has ensured that all 26 schools that are involved in the programme are continuing to promote inclusion & celebrate diversity

- 2012 saw the introduction of a standardised questionnaire which has been completed since Sept 2012 by over 800 students & 500 parents as part of schools Intercultural Review STEP.
- In 2012 the Yellow Flag Handbook was published in the Irish Language . In Nov of 2012 the first two Irish speaking schools (Gaelscoileanna) in Ireland were awarded a Yellow Flag
- The Yellow Flag was piloted within a College of Education Froebel College impacting on over 300 trainee teachers. Research Report on the pilot launched in Nov 2012
- A stand alone website yellowflag.ie was developed. The further development of a sign in section to the website which includes a YF Teacher & student Forum & resource section due to go live in mid 2013
- A Yellow Flag Intern was recruited to provide administrative support to the programme in Sept 2012
- Yellow Flag fed into the next National Children's Strategy highlighting Yellow Flag as a model of good practice
- ITM made a submission and presentation to the DES working group on Tackling Bullying in Schools which was well received by the DES.
- DES Action Plan on Bullying now includes an acknowledgement of 'Identify Bullying' (including racist bullying & anti-Traveller bullying. The report also highlights the need to provide specific preventative initiatives for identity based bullying.
- Partners were built with a range of bodies over the course of the year including teaching unions & bodies (INTO, TUI, ASTI, JMB, ACCS, NAPD, Educate Together), NGOs including the Integration Centre, the Immigrant Council of Ireland, Tallaght Travellers Development Group, Equality Authority all of whom were represented on the Yellow Flag Steering Committee which met four times during the year.

The YF Co-ordinator was part of the Equality Authority's Stereotyping Advisory Committee and fed into the development of a number of resources for schools including 'Spotlight on Stereotyping' A Resource for Teachers of Civic, Social and Political Education' and Grounds for Action, Building a Culture of Equality in our Society, A Citizenship Education Resource for Transition Year and Key Stage 4.

#### **Conflict:**

John Mulligan, of Breakthrough consultancy, continued to work with ITM board, staff and members on deepening our understanding of conflict and supporting the development of a conflict management strategy that would fit with community development principles and be led out by Traveller organisations.

A conflict workshop was held at the AGM in Wexford. It was very well attended and was hugely successful. This workshop provided members with the opportunity to engage in an interactive space for an introduction to some of the awareness and skill building that is required for working with conflict. The workshop looked at how we can take sides in a more constructive way and how to handle accusations in a way that resolves conflict.

ITM, in conjunction with Ballyfermot Travellers Action Project (BTAP) worked with John to develop a pilot training programme for board members of Traveller groups in the Dublin area to build organisational responses to conflict. This innovative project began in 2012 and will be completed in July 2013, with findings circulated among members. Participants on the course will also develop specific resources that will be shared among the membership.



## Priority Area C:

### **Building of community assets: - secure commitment to a community charter, support and highlight achievement and contributions across the Traveller community**

*Strategic Aim: A greater understanding and acceptance of Traveller culture in society where Travellers are able to express who they are without fear of discrimination from settled or Traveller community*

#### **Achievements in 2012**

It was decided to hold back the fourth Traveller Pride Awards until 2013 and with that ITM undertook preparation in 2012 for the next awards. Funding was sought to pre-develop the awards but was unsuccessful.

Traveller Pride Week was a resounding success with many activities taking place across the country, with the ITM AGM being the last event to close the week

#### **Gay Pride Parade:**

ITM took part in our 4th Gay Pride Parade in Dublin to support the diversity within the Traveller community, with support from our member groups



## Priority Area D:

### State recognition of Traveller ethnicity: - seek international support in making case to the state and that members articulate benefits of recognition to Traveller community.

*Strategic Aim: Travellers are recognised as an ethnic group by the state.*

The Irish Traveller Movement continued to drive the ethnicity campaign and make progress in a number of ways during the 12 month period to date, via domestic and international human rights structures and impacted on political thinking.

The current Irish Government position is “Consideration of this issue remains ongoing with a view to ensuring that full analysis of all aspects of the granting of ethnic status to Travellers is available to Government when coming to a decision on the matter.” (Ireland’s report on the Framework Convention for the Protection of National Minorities April 2013)

One focus adopted anticipated a decision that Ireland would be accepted onto the UN HR Council (Nov 2012) and our objective relied upon the analysis of “equivalence” and “contradiction” as stated: For Ireland to take its rightful place on any Human Rights platform, it must first recognise the equivalent rights of Travellers as its own indigenous ethnic minority.

The ITM lobbied the UN and EU Human Rights Council, the Council of Europe, the Ambassador of Ireland’s Permanent Mission to the United Nations, the Irish Human Rights Commission, the Oireachtas Committee on Justice and the Human Rights unit within the Dept. of Foreign Affairs.

We met the UNHRC Human Rights Defenders Rapporteur and submitted to the EU Fundamental Rights Agency to bring more significance to the issue during Ireland’s EU Presidency.

In the legal context we continue to drive the message of ethnicity in various legal fora and presented to the International Barr Association and the Law Society of Ireland on the “Indigenous Peoples Session” and established links with Worldwide Indigenous Peoples Committee.

Our campaign secured allies from over 20 Irish social and civil society organisations who directly appealed to the Minister for Justice on the issue.

For Traveller organisations five regional workshops were held on political lobbying supporting member groups to influence politicians locally and seek Dail time and raise PQs (Parliamentary Questions) on the issue of ethnicity.

The ITM strengthened its political engagement both with parties in Government and in opposition allowing us to form strategic alliances with deputies who will support the case within the Oireachtas and lobby the Minister for Justice Alan Shatter on the matter. Our ongoing monitoring of Dail activity provided greater strategic direction and campaign cohesion. In April following a detailed and renewed submission the ITM made a presentation to the Joint Oireachtas Justice Committee seeking their support for ethnicity recognition.

#### Other Areas of Work

##### (i) Accommodation work:

There is a huge volume of accommodation issues impacting on Travellers across the country and there remain difficulties with the engagement of key agencies at local and Government levels. There is some level of disengagement by membership groups from direct accommodation work in the face of these difficulties and due to funding restraints and there has been a massive demand on the ITM team to respond to local issues, reducing the time available for effective strategic work. This work is carried out by Colette Spears and Rose Marie Maughan (since March 2012) on a job-share basis. At the end of 2012, funding was secured for an accommodation worker post from the Department of Environment from January 2013 to December 2013.

#### The key areas of work are:

##### ITM Accommodation Working Group

To resource the ITM Accommodation Working Group (AWG), meeting six times a year to monitor and respond to national policy developments. The aims of the meetings are:

- To inform members of national policy issues
- To be informed by members of local issues
- To increase Traveller participation in the AWG
- To have ITM policy positions informed by members.

The ITM National Traveller Accommodation Policy Group (NTAPG) aims to have an impact on national and local policy developing position papers, informed by Travellers to improve accommodation for Travellers. The policy group met five times. Terms of reference were developed for both the NTAPG and the AWG. The group identified strategic policy positions to prioritise for 2012. These include:

- Why Traveller s Leave Accommodation
- Housing Assessment Policy – submitted to the DOE
- Horse Report – Agreed to send to members
- Nomadism – In progress, developing phase 2
- Accommodation for Older Travellers – work in progress
- Caravan Loans – work in progress.
- Assessment of Needs Toolkit
- Traveller Culture questions.

A national conference took place in May 2012 to identify and develop a national strategy on accommodation for the next five years. Over 2012 a series of regional accommodation working groups took place in order to ensure greater participation of Travellers and local groups, with meetings held in Dublin, Tullamore, Galway and Limerick. Training was provided to possible LTACC members in Bunclody, Co. Wexford.

#### **The National Traveller Consultative Committee (NTACC)**

The Irish Traveller Movement National Accommodation Officer attended all the NTACC meetings for 2012. Bridgie Casey presented the work of ITM to the committee, and also presented the work of Cena. We fed into the NTACC Annual Report for 2011. The accommodation team attended the NTACC site visit to Louth, feeding back the information from our members linked to Louth Traveller Movement and their request to be accommodated in Traveller specific accommodation in Drogheda and Dundalk halting sites. Rose Marie Maughan visited Knock and submitted a report on her trip to the NTACC. The ITM hosts a preparation and debriefing meeting with the other Traveller representatives on the committee.

#### **Nomadism**

Phase one of nomadism research was carried out in 2012. ITM coordinated planning meetings with researchers Zoe Reilly and Biddy Connors supporting and facilitating their access to ITM members and Travellers. A template on nomadism was developed and circulated with a letter outlining the importance of the research to members to obtain local data. Focus Groups were carried out with local Travellers hosted by ITM members and well known locations/events visited by nomadic Travellers were targeted from May- Oct 2012. This data was recorded and collated into a draft report. The report identified that research needed to be more in depth (not all ITM members engaged in the research to date) and phase two of the research will identify how we can target and engage with those members.

#### **Support provided to our members**

The accommodation workers continue to support local Traveller groups directly on accommodation and provide support to individual Travellers on accommodation issues, where there is no Traveller groups in place. These issues include evictions, housing applications refused, overcrowded accommodation, lack of management on halting sites, group housing schemes, transfers.



## (ii) Education and Youth 2012

### Traveller Education

Major challenges were faced by the ITM & its members in 2012 in the area of Traveller Education. The major cuts to Traveller Education announced by the government in 2010 were implemented in 2011 and by 2012 member groups were really feeling the impact on the ground. The ITM believe that the budgetary cuts to Traveller education are short sighted and demonstrate a grave disregard for Traveller children's future life chances.

In 2012 due to lack of resources ITM also faced the challenge of having no National Education worker. While this severely limited ITM's work in this area a number of key actions were still taken to respond to the members concerns in this area. They included:

- The ITM was represented on the National Traveller Education Consultative & Advisory Forum (TESCAF) & worked together with other National Traveller organisations to feed into a way forward for Traveller Education at the forum meetings
- The ITM brought member groups together in Nov 2012 to identify a number of key areas members believed should be prioritised by the DES within the Traveller Education Strategy. These were then fed into the TESCAF
- ITM made a submission and presentation to the DES working group on Tackling Bullying in Schools which was well received by the DES. DES Action Plan on Bullying now includes an acknowledgement of 'Identity Bullying' (including racist bullying & anti-Traveller bullying. The report also highlights the need to provide specific preventative initiatives for identity based bullying.
- The ITM fed into the Children's Rights Alliance Annual Report Card published in Jan 2013
- ITM fed into the Children's Rights Alliance submission on the National Childrens Strategy

### (iii) Report on the Public Relations Strategy

The embedding of a Public Relations professional (part time capacity) with Traveller expertise into the ITM since 2010 has brought measurable advantages with a clear impact as seen through a change in the perception of the organisation both externally and internally. In 2012 this continued and considerable inroads were made into establishing ITM's brand visibility in the marketplace and made gains in how key messages were positioned to a range of important audiences. During the process, critical new relationships and alliances were formed with for example: Political stakeholders and Media in particular.

This enabled the ITM to proactively engage with the media and use all opportunities gained through more formalised contacts and good working relationships with the media resulting in considerable coverage.

Increased communications capacity has also allowed ITM maximise visibility for events and to highlight key issues related to all strands of our work including : The Yellow Flag Programme, Law Centre and legal cases, Accommodation, AGM, Traveller Pride Awards , Political Lobbying and Campaigns for e.g. Ethnicity ,Traveller Profiling, Media Training and the Monitoring of the Media and Oireachtas.

Overall the strategy used has focused on proactive engagement though a more planned, structured and considered approach with limited resources but which has provided good impact.

### (iv) Report on the Irish Traveller Movement Independent Law Centre

The Irish Traveller Movement Independent Law Centre has been in operation since June 2009. It is the only specialist law centre for Travellers in Ireland.

The Law Centre aims to advance the ability of members of the Traveller Community to access expert legal advice and representation. It pursues strategic cases in line with ITM's core issues: Accommodation, Equality, Human Rights, Education and Ethnicity. In 2012 there was a change of personnel in The Law Centre with Susan Fay replacing Siobhan Cumiskey as Managing Solicitor in March 2012.

### Key Areas of Work:

#### Strategic Cases: Provide representation in cases of importance to the Traveller Community.

The Law Centre initiates approximately 15 strategic litigation cases per annum representing Travellers all over Ireland. The Stokes v CBS Clonmel case was widely reported on in the media. A full list of all cases taken by the Law Centre is available on request. Below is a sample of some of the cases taken and the areas where the complainants live.

#### Legal Advice:

Provide legal advice to Travellers and Traveller support workers. The Law Centre dealt with 171 legal queries in 2012. All of the strategic cases taken in 2012 arose from legal queries. These queries were referred by ITM workers, ITM members and individual Travellers.

**Legal Education:**

- Susan Fay and Brigid Quilligan presented at the Indigenous People's Session of the International Bar Association World Conference in Dublin in October 2012
- Susan Fay spoke at a Public Interest Law Alliance event in October 2012
- Susan Fay addressed the UCD Law Society on Racism and Discrimination in Irish Society
- The Irish Traveller Movement with funding from the European Commission ran Equality Workshops around Ireland relating to taking an equality cases, workshops were run in 6 venues around Ireland.

**Policy Work: Advocate for Traveller legal rights at a national and international level**

- Finalised a Collective Complaint against the Irish State with the European Roma Rights Centre
- Advisory expert on the ICCL Discrimination Law Review Project
- Met with UN Special Rapporteur on Human Rights Defenders
- Prepared a submission for the Children's Rights Alliance proposal on the reform of the Constitution
- Prepared a Policy Paper on Incitement to Hatred Legislation
- Prepared a Policy Paper on the Legality of CCTV cameras on halting sites
- Member of a Housing Group working together to bring a Collective Complaint on housing and accommodation standards in Ireland, the Group launched the booklet "Social Housing Rights Explained"
- Prepared and updated policy documents on the legal position on the campaign for the recognition of Travellers as an ethnic group, met with various Government officials to discuss the legalities of Traveller ethnicity.
- Following the Stokes case, prepared a submission on the Department of Education Framework on Enrolment Document.
- Membership of Habitual Residency Group, Susan Fay represents ITM as a member of a group of examining and monitoring the effect of the Habitual Residency Clause in Social Welfare.
- Made a submission relating to the importance of the Equality Tribunal in "Blueprint to Deliver a World – Class Workplace Relations Service"
- The work of the Law Centre is guided by a Legal Working Group made up of community activists and lawyers.

**Legal Working Group 2012**

Brigid Quilligan (ITM)

Colin Thompson (Crosscare)

Eamonn Mc Cann (Wicklow Travellers)

Kevin Brophy (Brophy Solicitors)

Damien Peelo (ITM, resigned)\*

Larry Donnelly (Public Interest Law Alliance, resigned)\*

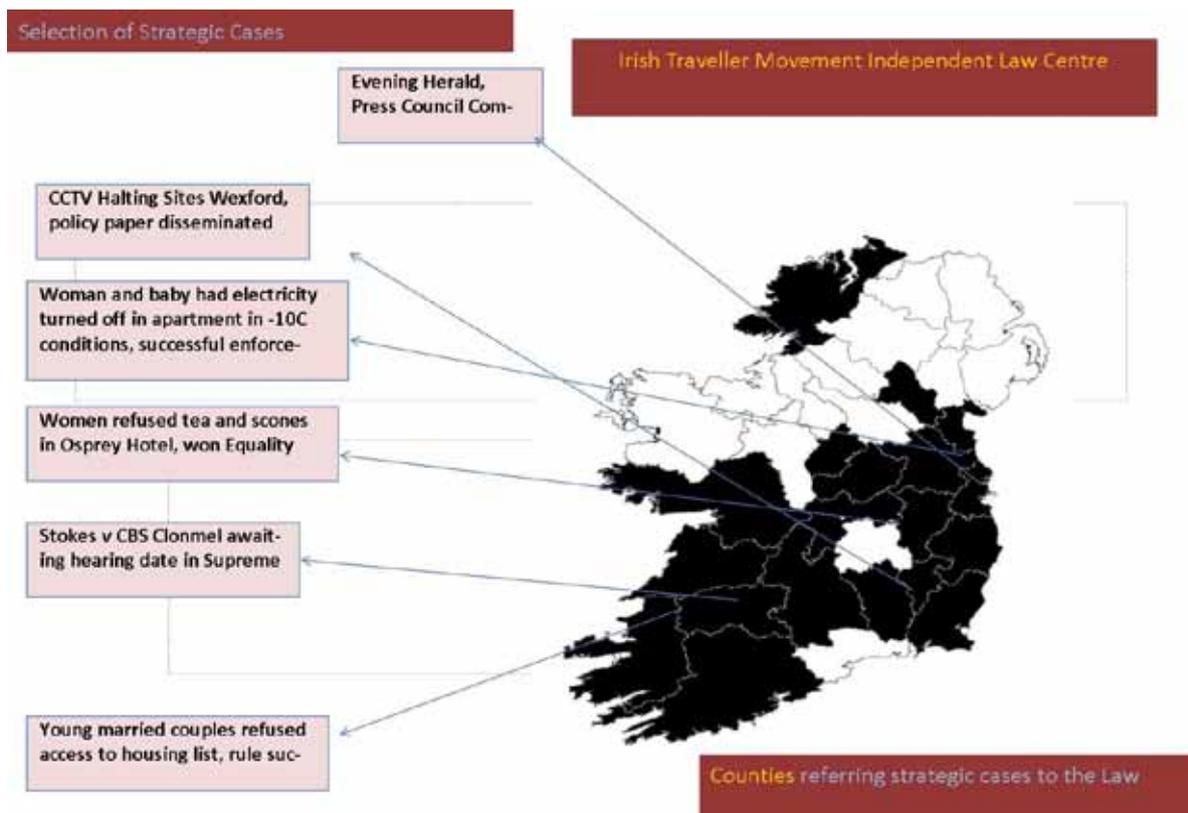
Brigid Casey (ITM / CENA)

Martin Collins (Pavee Point)

Frank Murphy (Ballymun Community LC)

Colin Daly (Northside Community Law Centre, resigned as appointed Judge of the District Court)\*

\*In late 2012 Judy Walsh (UCD Equality Studies), Eileen Flynn (Ballyfermot Traveller Action Project) and Moya de Paor (Northside Community Law Centre) joined the Legal Working Group meeting for the first time in February 2013.



## Section Two:

# Organisational Development: Staffing and Central Group

The following adjustments during 2012:

### Staffing:

- Two staff members left to take on new roles. Damien Peelo left as Director with Brigid Quilligan being successful in replacing him in this role. Siobhan Cummiskey left the ITM Independent Law Centre in March 2012 and was replaced by Susan Fay. Damien Walshe rejoined ITM as membership development worker in March 2012



### Central Group:

The Central Group oversees the work programmes, financial management and staff development of the organisation. In 2012, the Central Group oversaw the activities of the strategic plan.

Six board meetings took place throughout the year and the 2012 annual conference and AGM were held on 25 and 26 June in Wexford where the theme was “Racism and how ethnic denial feeds into racism”. The AGM was a success with 26 full members groups numbering 125 delegates in attendance. The ITM’s new Central Group for 2012/2013 was appointed by the membership comprising 7 Travellers and four non-Travellers as follows:

Nr	Name	From
1	Christina Boland	Kerry Travellers Development Group
2	Hannagh McGinley	Galway Traveller Movement
3	Catherine Morley	Southside Travellers
4	Paddy Sweeney	Galway Traveller Movement
5	Mary Helen Connors	Wexford Traveller Women’s Network
6	Darren Connolly	Individual
7	Mary Connors	Wexford
8	John Mc Carthy	Clondalkin Travellers Development Group
9	Maureen Ward (Chair)	Midland Regional Youth Service
10	Paul Ginnell	European Anti-Poverty Network
11	Paul Quinn	Individual

### Sub Group of the Central Group

The Staffing and Finance Subgroup provides technical assistance to the Central Group and the director on all of the staffing and finance issues.

This group met 6 times during 2012 and undertook a review of the organisation's income and expenditure. The group made recommendations to the Central Group that related to numerous financial scenarios and budget priorities. They consistently monitored the financial situation and provided informed advice to the Central Group to ensure effective decisions were made on the future work of ITM.



### Staff Team:

During 2012, the ITM employed twelve staff with two people leaving the organisation and two people joining. ITM also supported a number of interns on placement as part of their studies and the Tús scheme who contributed to the work of the organisation over 2012. The staff team during 2012 were:

Nr	Name	Position	Profile
1	Bridgie Casey	Accommodation Worker	Full-Time
2	Brigid Quilligan	Assistant Director /membership development	Full-Time
		Director	From August 2012
3	Chantelle Maritz	Office Manager	Full-Time
4	Colette Spears	Accommodation Worker	Part-Time (Job share)
5	Damien Peelo	Director	Part-Time (until July 2012)
6	Sinead O'Brien	Yellow Flag Intern	From September 2012
7	Paula Madden	Yellow Flag Coordinator	Full-Time
8	Jacinta Brack	Communications Officer	Part-Time
		Community Development Worker (Louth)	Part Time
9	Rose Marie Maughan	Accommodation Worker	Part Time
10	Siobhan Cummiskey	Solicitor, ITM Independent Law Centre	Full-Time (until March 2012)
11	Susan Fay	Solicitor, ITM Independent Law Centre	Full-Time (from May 2012)
12	Barney Joyce	Community Development Worker (Cavan)	Full-Time
13	Damien Walshe	Membership Development Worker	Full Time (from March 2012)
14	Paul Buggy	Receptionist	Full-Time Tús worker
15	Caroline Cahill	Receptionist	Full-Time Tús worker

16	Leanne Uzell	Receptionist	Full-Time Tús worker (until August 2012)
17	Louise Bagnall	NUI Maynooth Student on Placement	From March to June 2012
18	Patricia Coyle	NUI Maynooth Student on Placement	From November 2012
19	Matty Budesá	Student on placement	From May to July 2012
20	Iain Moss	Student on placement	From May to July 2012
21	Emily Zubkoff	Student on placement	From July to August 2012
22	Tess Dermody	ITM Law Centre Intern	From January to March 2012
23	Julianne Cox	ITM Law Centre Intern	From September 2012
24	Alexis Rothberg	Student on placement	From March to May 2012
25	Laura Kennedy	Student on Placement	From March to May 2012

## Section Three:

# Representation, Networking, Membership, Submissions and Publications

### During 2012 the ITM was represented on the following external bodies:

- The National Traveller Monitoring and Advisory Committee (NTMAC), to monitor developments and the position of Travellers.
- NTMAC subgroups on Traveller Ethnicity, Mental Health and Engaging Traveller Men
- The National Traveller Partnership, both as a board member and on the operational committee
- The National Traveller Accommodation Consultative Committee (NTACC) to monitor the implementation of Traveller Accommodation Programmes and advise the Minister.
- The National Traveller Health Advisory Committee, which involves monitoring the implementation of the National Traveller Health Strategy
- The National Traveller Education Strategy Advisory & Consultative Forum (TESACF)
- Equality Authority Stereotyping Advisory Committee
- European Network Against Racism (ENAR)
- Equality Rights Alliance
- Community Platform
- PILA Advisory Committee
- Community Workers Cooperative (CWC)
- Equality Authority Community & Voluntary Forum and Stereotyping Subgroup
- The Higher Education Authority's Access Advisory Committee
- European Anti Poverty Network (EAPN)
- Member of Children's Rights Alliance
- Supported the continuing development of Minceirs Whiden
- Strategic alliances were made with a range of teaching bodies & unions through participation on ITM Yellow Flag Steering Committee including; The Irish National Teachers Organisation (INTO), Teachers Union of Ireland (TUI), Association of Secondary Teachers of Ireland (ASTI), Joint Managerial Board (JMB), Association of Community and Comprehensive Schools (ACCS), National Association of Principals and Deputy Principals (NAPD), NAPD Retired and Educate Together
- Partnerships continued to be built with other NGOs represented on ITM Yellow Flag Steering Committee including The Integration Centre, The Immigrant Council of Ireland and the Equality Authority
- Cena is a member of the Irish Council for Social Housing
- Developing relationships with National Education Welfare Board, including involvement in the TESACF NEWB subgroup
- ITM Yellow Flag Programme presented to the Joint Management Boards (JMB) Equality subgroup
- Board of management and maintenance pilot in Ennis Respond project
- Met with Department of Foreign Affairs in relation to Ireland joining the UN Human Rights Commission
- Met the Special Rapporteur of the UN Human rights Commission
- Met with the EU Fundamental Rights Alliance
- Attending a briefing of the UN Universal Period review
- Garda, Racial and Intercultural Office (GRIDO) consultation day
- ICCL Anti-discrimination review group
- Cavan LTACC,
- Cavan Interagency Committee
- Board of Breffni Integrated
- Louth LTACC
- Louth Interagency Committee
- North Eastern Regional Drugs Task Force
- North Eastern Traveller Health Unit
- 

### Submissions

#### During 2012 the ITM made the following submissions:

- ITM submission on the Department of Education and Skills Action Plan on Tackling Bullying in Schools
- ITM fed into the Children's Rights Alliance Annual Report Card published in Jan 2013
- ITM fed into the Children's Rights Alliance submission on the National Children's Strategy
- ITM made a submission to the Joint Oireachtas Committee on Justice, Defence and Equality in relation to Traveller Ethnicity
- ITM made a submission in relation to the Housing Assessment Policy and their impacts on Travellers - to the Department of Environment, Community and Local Government.
- Submission made by Cena's to Department of Environment, Community and Local Government in relation to Voluntary Regulation Code for Approved Housing Bodies in Ireland.

- ITM presentation to the NTMAC Conference “Ethnicity and Travellers: an exploration”
- ITM Law Centre presentation to the International Bar Association Annual Conference
- Cena Presentation to NTMAC on the work of Cena and its future.
- ITM presentation to Cross-Party Oireachtas brief on Traveller issues
- ITM collated and disseminated relevant Dáil & Seanad Debates on issues affecting Travellers and circulated these through the weekly ezine
- ITM collated past Dáil debates in relation to Traveller ethnicity and uploaded these on the members’ section of the ITM website
- ITM presented to Garda Diversity Strategy in conjunction with NTWF and Pavee Point

**Other publications**

- Report on piloting the Yellow Flag in a Higher Education Institution – Froebel College of Education
- Yellow Flag Handbook for Schools – Irish Language Version
- Journal.ie article “Ethnic recognition for Travellers would help fight racism”
- ITM article on Traveller accommodation in the Village Magazine, July 2012
- ITM issued a number of press releases in relation to its work over the course of 2012 and in response to emerging issues, locally, nationally and internationally

## Section Four: Financial

### IRISH TRAVELLER MOVEMENT LIMITED (A COMPANY LIMITED BY GUARANTEE) SCHEDULE OF INCOME FOR THE YEAR ENDED 31 DECEMBER 2012

	2012	2011
	€	€
Dept Comm. Rural & Gaeltacht Affairs	100,000	102,216
AGM Subs - Core	3,210	4,815
Miscellaneous - Core	3,491	200
Memb/Affiliation Fees - Core	-	680
RTE Appearance Fee - Accommodation	-	40
Donations - Accom	-	2,193
Income - Accommodation	1,888	15,670
DOE Accommodation Funding	63,033	96,110
Donations - Yellow Flag	330	150
Yellow Flag	101,928	33,880
Froebel Funding	-	7,200
PILA Funding - Law Centre	87,500	80,000
Case Fees - Law Centre	79,125	115,670
Income - Law Centre	900	7,540
Equality - Law	5,000	-
Equality - Strat	4,000	-
Miscellaneous - Project	2,786	477
Arts Council Funding	5,500	55,000
Rowntree Trust - Conflict	(1,680)	50,000
Joseph Rowntree - Strategy	51,680	-
Media Training	600	-
Arts Council Box Office	-	2,786
Traveller Pride week	1,454	1,455
HSE - North East Funding	49,436	17,000
Cavan Co Council - Development Worker	47,000	26,000
Monaghan Co Council	-	50,000
Pobal - Cavan Funding	900	-
One - New Contract ( Strategy)	220,000	110,000
	<hr/>	<hr/>
	828,080	779,081

**IRISH TRAVELLER MOVEMENT LIMITED  
(COMPANY LIMITED BY GUARANTEE)  
SCHEDULE OF DIRECT COSTS AND ADMINISTRATIVE EXPENSES  
FOR THE YEAR ENDED 31 DECEMBER 2012**

	2012	2011
	€	€
<b>Direct costs</b>		
Wages and salaries	369,324	439,923
Employer's Prsi	38,443	45,653
Staff pension costs	4,725	9,790
Staff redundancy	-	5,818
Staff training & develop	2,842	6,854
Central Group Costs	4,052	1,824
Working Groups	595	2,353
Planning Costs	2,041	2,642
Conference & AGM	12,182	12,857
Contract Costs	5,072	320
Traveller Focus Week	-	4,048
General Project Costs	18,728	66,912
Advertising	-	145
Travelling expenses	17,215	20,126
Legal & prof fees - allowable	52,924	118,040
	528,143	737,305
<b>Administrative expenses</b>		
Rent re licences and other	32,294	32,333
Insurance	6,703	5,781
Light and heat	2,919	2,993
Repairs and maintenance	1,017	1,590
Service charge payable	-	275
Printing, postage and stationery	12,024	9,796
Media & PR	35,777	40,042
Telephone & Broadband	14,017	12,858
Computer running costs	8,181	4,777
Travelling expenses	843	-
Accountancy, Payroll & Financial Services	1,336	-
Audit Fees	5,353	5,441
Bank charges	652	815
Credit card charges	58	-
Sundry expenses - allowable	6,058	5,698
Charitable donations - covenanted	100	-
Subscriptions - allowable	710	1,005
Depreciation on FF & E	4,793	7,520
	132,835	130,924