

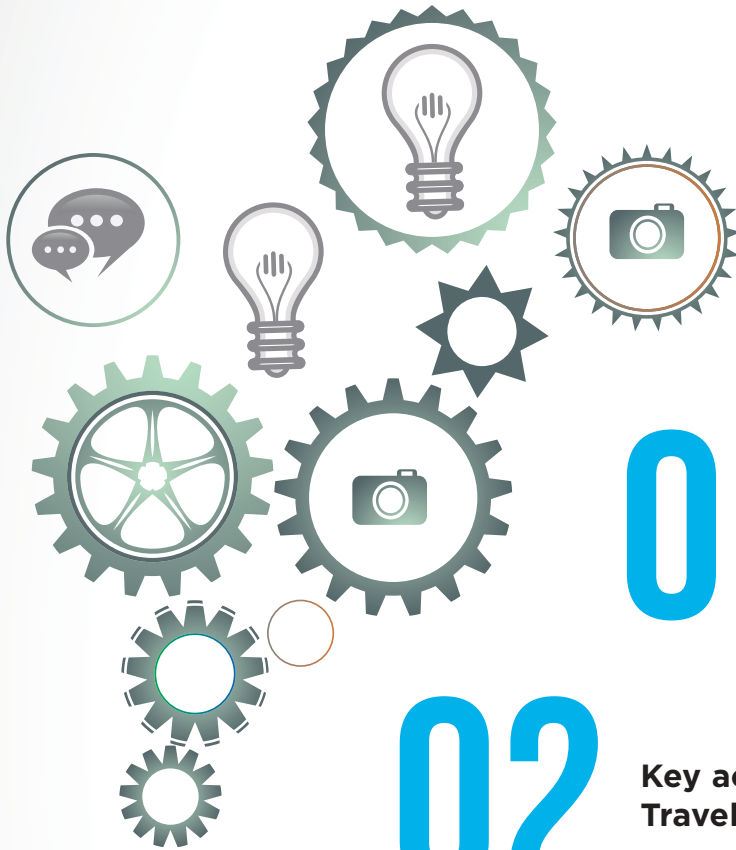
# STRATEGIC PLAN 2017-2020

A Strategy for Change, A Vision for Equality





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## WHO ARE WE?

Founded in 1990, ITM are the only national membership-based Traveller organisation, representing 40 local and national Traveller groups across the island of Ireland working collectively at a local, regional and national level.

## OUR VISION

**“An Ireland where Travellers are proud of their identity and with their ethnicity recognised, can achieve their fullest potential to play an active role in Irish society”**

## WHAT WE DO

ITM works collectively to represent the views of Travellers and Traveller organisations at a national and international level. We develop policies, actions and innovative programmes to bring about change for Travellers in Ireland. We work to challenge the inequalities faced by Travellers by promoting Traveller participation and leadership locally and nationally, by developing and sharing best practice, developing evidence-based research to inform our work and building strategic alliances with all who are committed to a fairer Irish Society

## OUR APPROACH

We work to achieve equality for Travellers in all aspects of their lives

We will promote pride in Traveller culture & identity, within the community and to non-Travellers

We will ensure that our members are actively involved in and lead our work

We will produce evidence-based solutions to address the issues affecting Traveller's lives to positively impact on policies and laws that affect Travellers, especially in the National Traveller Roma Inclusion Strategy

We will develop innovative models to meet Travellers' needs to achieve equality in Irish Society and support existing models to be mainstreamed

We will sustain, grow and build a dynamic organisation to carry out all aspects of the Strategic Plan

## OUR PRINCIPLES

- Ensuring the active participation of Travellers in all aspects of the work of ITM: locally, regionally, nationally and internationally
- Challenging structural and individual anti-Traveller racism
- Commitment to develop new innovative models to achieve change for Travellers
- The promotion of equality within the community by recognising and celebrating existing Traveller diversity by a commitment to creating specific spaces to meet the needs of LGBT Travellers, women, men, young, old traditional and non-traditional Traveller lifestyles
- Making Travellers' rights visible as part of broader equality and human rights struggles in Ireland and ensuring Travellers are active in showing solidarity with other groups experiencing marginalisation

# Our Key Achievements

## A STRONG, TRAVELLER-LED MOVEMENT

**ITM's most important success has been the emergence of an increased number of stronger Traveller organisations that are able to represent and advocate for Travellers' rights at a local level and then feed that experience into the development of evidence-based analysis to shape policy development and service delivery. Our two innovative accredited leadership programmes (2014 & 2015) have trained a new generation of Traveller activists to lead the Movement locally and nationally into the future.**

### **ITM as a national representative Organisation**

The State recognises the ITM as a national representative body. On this platform, the ITM has been able to effectively influence national policies on a range of issues including equality, accommodation and education, such as the Task Force for the Traveller Community (1995), Traveller Accommodation Act (1997), the Equal Status Act (2000 and 2004), the Report and Recommendations for a Traveller Education Strategy (2006).

### **The Yellow Flag Programme**

ITM has developed the innovative Yellow Flag Programme, an intercultural education programme that builds inclusive school environments. This programme has been delivered in 60 schools, impacting on the lives of 20,000 plus children in primary and post primary schools.

### **CENA Culturally Appropriate Homes**

Cena, the voluntary Traveller Accommodation Association, is about to begin pilot builds of two Traveller specific accommodation programmes. Cena as an initiative came directly from discussions in the ITM accommodation working group on how Traveller groups would have knowledge on how to develop best practice processes in building Traveller-specific accommodation.

### **Traveller Pride**

ITM developed the Traveller Pride Awards as a specific response to the erosion of Pride in Traveller identity. It has since grown, with support of a steering group involving all national Traveller groups, into the flagship event to promote Traveller identity.

### **Traveller Ethnicity**

ITM leads an innovative Traveller-led campaign, moving Traveller ethnicity to the Government agenda, creating cross political party visibility, enhanced international attention and endorsement by Joint Oireachtas Committees of both the Dail and the Seanad.

### **The ITM Legal Unit**

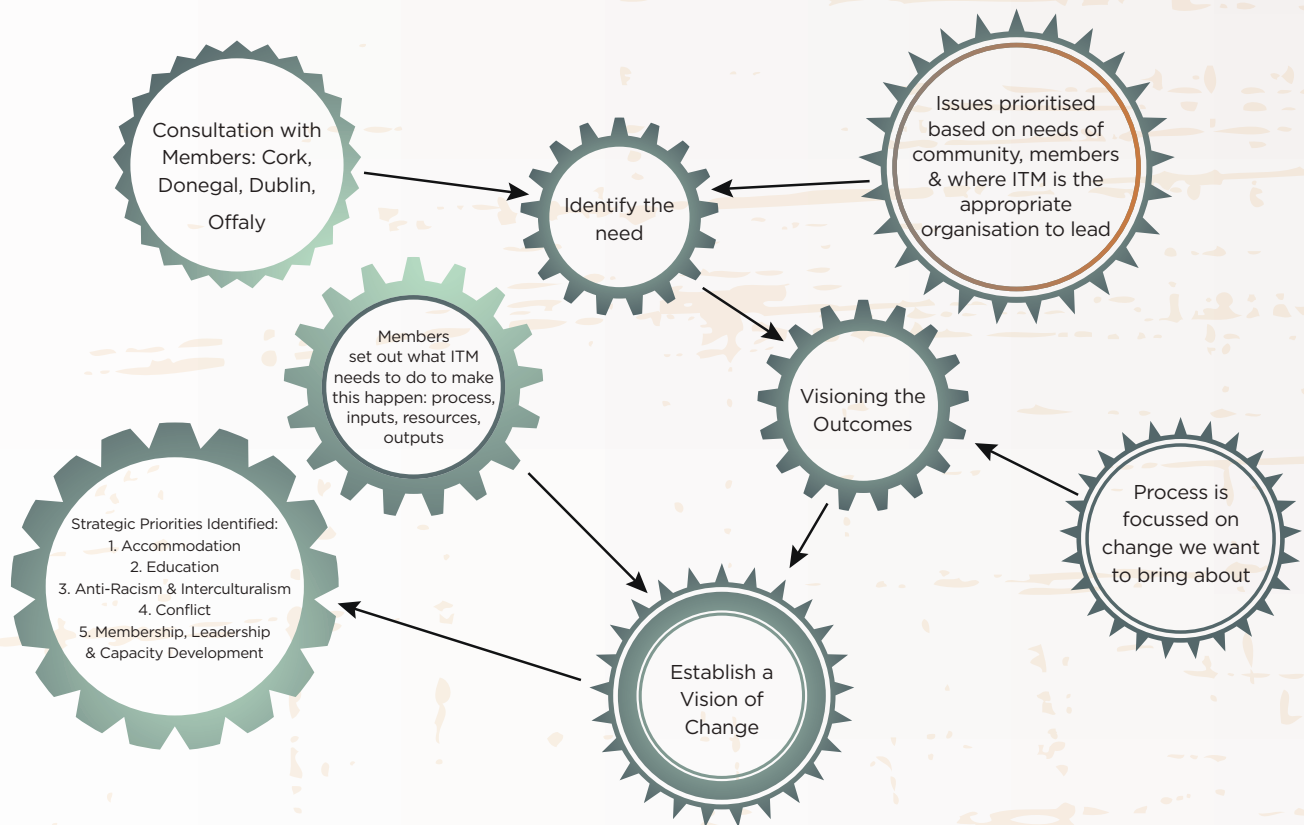
In 2003 the Irish Traveller Movement established a pilot Legal Unit, followed by the establishment of an Independent Law Centre for Travellers (2009) which addressed an unmet legal need within the Community for a specialist, dedicated and free legal service for Travellers, providing legal advice and representation on matters particular to Travellers, e.g. accommodation and anti-Traveller racism. Under this, a Strategic Litigation service allowed us support cases which directly changed / improved Irish law or policy as it impacted on Travellers.

## A MESSAGE FROM THE DIRECTOR

There are many challenges that we must overcome in the weeks, months, and years ahead. We will need new ideas, new ways of working and be ambitious to making this plan real. We must instil pride in who we are as a community and grow in confidence as people. We can fulfil our true potential and rightful place within Irish society and pave the way for the generation ahead. As a community, we have contributed to every aspect of Irish society and showcased our innovation in the different areas that we have excelled in.

I feel pride in what we have accomplished, pride in who we are as community, and looking back, I take courage in what we have overcome. We must be ready for 21st Century, ready to bring about the changes needed and advocate for state recognition of Traveller ethnicity. The ITM is the vehicle to achieve this at a local and national level. This plan sets out clearly how that change will happen in making equality and human rights and Traveller ethnicity real. A detailed action plan is available which maps out how we will work towards realising this plan, with key performance indicators, resources required, timeframes and outputs in making this plan a reality.

**Bernard Joyce,**  
**Director, Irish Traveller Movement**



## ACCOMMODATION

**What we are working towards: “Culturally appropriate accommodation provided, with families living in resourced accommodation of their choice, including nomadic provision.”**

### What we will do:

Support the development and expansion of CENA as an innovative model to deliver culturally appropriate accommodation

Develop tools and practices for the operation of more effective Local Traveller Accommodation Consultative Committees (LTACCs) to deliver outcomes for Travellers

Develop a strategy to ensure Travellers are empowered locally and nationally to lobby for their accommodation needs

Build political will to deliver Traveller accommodation with sufficient resources

Build stronger relationships between Local Authority Staff and Travellers

Ensure that Travellers are part of broader discussions on Social Housing and homelessness

## EDUCATION

**What we are working towards: “Equality of outcomes for Travellers in education, where Travellers are welcomed and valued; with high expectations for Travellers in an inclusive, intercultural environment.”**

### What we will do:

Support the development and expansion of the Yellow Flag Programme in order that it is mainstreamed for all primary and post primary schools

Work to promote strong relationships between Traveller parents, young Travellers and school practitioners

Develop and promote evidence-based research to feed into key statutory forums such as the NTRIS, Traveller Education Strategy Consultative Advisory Forum (TESCAF) and education policies of all political parties

Work with our members and a range of stakeholders to pilot a programme whereby Travellers are supported to become teachers in the education system

# ANTI-RACISM & INTERCULTURALISM

**What we are working towards: “Travellers have equal opportunities in life and feel valued in Irish society including access to justice, employment with their ethnicity recognised, respected and resourced.”**

## What we will do:

Seek formal recognition of Traveller Ethnicity by the Irish State

Challenge all instances of anti-Traveller racism in order that it becomes unacceptable

Create and support ways for Travellers to celebrate and promote pride in their culture and identity, and in doing so, challenge negative stereotypes

Create ways for Members to ensure the diversity within the Traveller community is reflected positively in all the work of the Movement, for men, women, LGBT Travellers, Travellers with disabilities and younger Travellers

Ensure that Travellers are open in talking about the long-term impact of racism and its impact on their community

Develop and promote ways of building an inclusive intercultural Ireland, including engaging with non-Travellers to build solidarity

# CONFLICT

**What we are working towards: “Traveller Organisations engage the community in discussions about conflict management, leading to reduced tensions, greater communication and more cohesive communities.”**

## What we will do:

Develop, design and launch responsive, innovative ITM Conflict management website

Deliver conflict management training to members to ensure practices adopted and embedded with in work of ITM members

Create collective spaces to build peer learning support structure in order that members can look at impact of conflict, share successes and develop new learning

Embed conflict management strategies in the work of our members, including in their work with Statutory Agencies and in relationships between Travellers and non-Travellers

# A MEMBERSHIP-LED MOVEMENT

**What we are working towards: “A stronger, Traveller-led Movement that has a greater sense of working as a national collective, developing and sharing best practice to bring about equality for Travellers.”**

## What we will do:

Develop, disseminate and support the adoption of the Irish Traveller Movement Charter among all our members

Build practices to ensure Travellers take on key roles locally, regionally and nationally

Support and enable best practice among our members to ensure local Traveller organisations become stronger

Create spaces to ensure the Movement remains a grassroots-led organisation responsive to new issues and developing collective analysis

Create spaces for our members to be involved in dynamic discussions leading to innovative, solution based policies and actions for change

Create space for Travellers & Traveller activists to look at new ways to bring Travellers into the work of ITM to ensure a vibrant engagement of Travellers locally and nationally



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