



**Towards a National Action Plan
Against Racism for Ireland Public
Consultation 2021**

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Background

Founded in 1990, the Irish Traveller Movement is the national advocacy and membership platform which brings together Travellers and representative organisations to develop collective solutions on issues faced by the community to achieve greater equality for Travellers. We represent Traveller interests in national governmental, international and human rights settings. We challenge racism-individual, cultural and structural which Travellers face and promote integration and equality. We are led by our grass roots community membership, deliver expertise in shaping organisations locally and promote community leadership ensuring Traveller's voices are to the forefront of all discussions.

We are mandated by our membership of over 40 local Traveller groups to bring forward policy and related matters to national structures and are represented on national government led fora and strategies and across National Traveller policy, health, mental health, policing, accommodation, education, anti-racism and in equality, anti-racism, community and children's rights bodies.

The Irish Traveller Movement welcome the opportunity to submit to the Consultation toward a National Action Plan Against Racism.

In a related context we endorse the recommendations contained in the November 2020 Interim Report of the Anti-Racism Committee and commend the body of work being undertaken to bring about a Plan.

We refer in this submission to 6 of the thematic focuses being considered by the Committee as follows;

- A. Access to Justice
- B. All forms of media and communications, including new technologies
- C. Employment, Education, and Accommodation
- D. Inclusion and Participation

Application of ethnic equality monitoring across the submission

The Irish Traveller Movement note and endorse the following recommendation of the Anti-Racism Committee 'We recommend that a standardised ethnic identifier be adopted and rolled out across all routine administrative systems, state agencies and surveys. This is in line with CERD Recommendation 6 (December 2019). This would help to ensure timely availability of the disaggregated data essential for successful implementation of the NAPAR. As this initiative will take time to design and implement, we recommend work begin immediately on this. (Committee on the Elimination of Racial Discrimination Concluding observations on the combined fifth to ninth reports of Ireland).'

In that context the broadest application of the ethnic identifier is essential to the proposals made on the themes submitted.

Given the broad scope of themes the Irish Traveller Movement outline the summary recommendations here and the context to those recommendations, as a separate report.

Recommendations Access to Justice

Racial discrimination

- ▶ Ensure Travellers are named for specific protection in the proposed Hate Crime legislation and in the National Action Plan Against Racism.

Legal protections

- ▶ Review existing legislation which has a disproportionate impact on Travellers, specifically Section 10 of the Housing (Miscellaneous Provisions) Act, 1992 and Section 69 of the Roads Act, 1993
- ▶ Establish an **independent Traveller Legal Aid Centre**.
- ▶ **Repeal section 19 of the Intoxicating Liquor Act 2003** to allow for complaints of discrimination, including in licensed premises to be dealt with by the WPRC.
- ▶ **Expand Legal Aid Board** to include provision of legal aid, advice and representation where required at the Work Place Relations Commission, the Rental Tenancies Board etc. and other areas not covered by the Civil Legal Aid Act 1995.
- ▶ **Strengthen the regulatory function of the Irish Human Rights and Equality Commission** for power of enforcement, aligned to the Public Sector Equality and Human Rights Duty.

Accessibility, participation and retention within legal education

- ▶ That King's Inns and **third level institutions delivering legal education ensure barriers are addressed** such as greater engagement with college access offices, and through bursary schemes.
- ▶ **Devise a post primary education plan, to include targeting of schools, especially those with DEIS status, as feeder routes.**
- ▶ **Inclusion of an intercultural awareness diversity module** within legal education course programmes.
- ▶ **Apply a data collection set to record new entrants by ethnicity**, including school locations, which would be assessed annually, and remedial actions taken to improve and target diverse entrants in next round.

The Bar, Law Society and Court Services

- ▶ **That Members of The Bar, Law Society and court services undertake diverse recruitment** within their offices, secretarial, legal assistants and clerks and in the Library and Information Services area. And that services undertake an Equality Action Plan where Travellers and black and minority ethnic (BME) groups, are named.
- ▶ **That a paid internship scheme be established** with prior learning accounted for in those services.
- ▶ **Ensure that legal TY Programmes, such as to The Bar specifically reserve a quota including Travellers and those opportunities are advertised in consultation with community interests, to ensure reach.**
- ▶ **That EDI standard proofing would be applied** across literature and settings and might be considered in the Code of Conduct for Barristers.
- ▶ **That the Direct Professional Access Scheme**, might seek to convene a minority interest panel inclusive in its composition of members of at-risk groups at the Bar.

The Bar

- ▶ **Work with offices of the State to improve potential for nominating barristers from diverse and unrepresented groups**, by reserving a quota on these panels from which these bodies could draw from in seeking Counsel, for example;
- Chief State's Solicitors Office, The Attorney General's Office, The Legal Aid Board, Government Departments and Local Authorities etc.
- ▶ **Establish a panel of minority representatives at new BL entrant level** from which masters could draw from. That these pupillages should be resourced either directly by the master or in conjunction with King's Inns.
- ▶ **Convene a Bar forum to address diversity and inclusion** with representation from minority groups within the legal profession, including barristers and broaden that group to be informed by representatives from the community for insights on strategies.

- ▶ **Provide anti-racism and cultural awareness training as part of the Bar Continued Professional Development Programme**, and for staff in other areas, and across the Legal Aid Board
- ▶ **Include the theme of anti-racism and inclusion as it applies to human rights law** in the Established Practitioners' Programme and engage with Traveller and other minority interests as partners.

Policing

- ▶ **Review and examine matters of racial profiling**, policy, practices and training of An Garda Síochána. Complete NTRIS actions and fully implement the Garda Diversity and Integration Strategy 2019-2021.
- ▶ **Ensure The Public Attitudes Surveys (PAS) are bolstered by cohort surveys of Travellers**, to ensure they are included within the range of experiences, as a matter of course.
- ▶ **Actions towards compliance of the Public Sector Duty in 2014** should also be reflected in Policing Priorities and Policing Plans.
- ▶ **A review of Joint Policing Committee membership** should be undertaken with a plan to renew targeted actions towards Traveller inclusion.
- ▶ **Robust moderation of Garda digital platforms** is critical to the Anti-Racism Plan, and fundamental to building community confidence.

Recommendations all forms of media and communications, including new technologies

Development of Public Service Media PSM content

- ▶ **Consultation with audiences of diverse communities**, should inform PSM EDI plans, and advisory groups established from those communities to inform and add authority to content on minority matters, including the development of drama, entertainment, music, features and other outputs.

Visibility in Public Service Media content

- ▶ **Content should be diversity proofed at a planning stage**, and producers and editors required to apply EDI standards across the content they are managing at divisional level in news, current affairs and entertainment.
- ▶ **Ensure equity in access and outcomes**, and robust EDI principles undertaken across commissioning points also.
- ▶ **Ideas: Make the E Commissioning process easier and accessible**. Registering as a supplier is a restrictive barrier and limited opportunity for underrepresented groups to pitch ideas directly to broadcasters.

Employment in PSM

- ▶ **Ambition and motivation by media providers, must be backed by a standard, target and plan**, to drive diverse employment across the structures in all areas, and feature as a requirement of commissioning criteria to schemes attached to PSM and outsourced companies delivering content.
- ▶ **Development of apprenticeships and avoidance of obstacles at entry points**, with life learning featured. Schemes should seek real outcomes, and lead to future employment, with robust monitoring applied.

- ▶ **Making media a career choice, should be across management, production and reporting.** The role of third level institutions in the development and targeting of diverse communities should also be made within plans.
- ▶ Representative: **Establish an Advisory Council of underrepresented groups** from which to draw expertise in the development of specific content and to advise and support underrepresented groups engaging in mainstream media as spokespeople.

Regulation

- ▶ **Establish a regulator across all media**, and not just broadcast services.
- ▶ **Strengthen the BAI's existing governance procedures and codes** and include Travellers in proposals in online safety laws under the BAI remit and current proposals.
- ▶ **Introduce a regulatory function of the BAI** to include a monitoring feature of PSM and broadcasting broadly, to ensure fair and balanced coverage of Travellers and to eradicate media stereotyping and profiling of the community, where it is apparent.
- ▶ **Establish an expert group or place on the Press Council** on matters of equality and minority interests, though the press council's current structures, as a matter of course, given the self-regulation of the sector. **And appoint a Traveller expert to The Broadcasting Authority of Ireland, RTE and The Press Council of Ireland**
- ▶ **Travellers should be named within the Broadcasting Act** and within the BAI's Code of Fairness.
- ▶ **Enhance the functions of the BAI to monitor online hate crime** where it is generated through mainstream and public service media output and strengthen the codes of the BAI to induce changes at delivery level.
- ▶ **Names Travellers in the proposed Online Safety and Media Regulation Act** and allocate a place on the Board of the proposed office of the Online Safety Commissioner.
- ▶ **Appoint diversity managers to oversee EDI across media**, invested in a regulatory body, with a requirement for that media to ensure EDI standards.

Public Service Media

- ▶ **That Travellers be named as a group to be included in RTE's next Diversity and Inclusion strategy** and Diversity and Inclusion Action Plan and ensure guidelines are developed to underpin a code of practice on producing and delivering Traveller related content, which is universally adopted
- ▶ **That an ethnic identifier be imbedded across all structures** within Public Service Media to capture diversity and inclusion outcomes and evaluate performance of related goals in the RTE Diversity and Inclusion Action Plan.
- ▶ **RTE to make evident compliance with the Public Sector Duty 2014** as a public service to Travellers. And embed quota-based targets to ensure Traveller related content is provided in accordance with obligations.

Recommendations Employment

Policy

- ▶ **Implement a National Traveller Employment Strategy**, and undertake the comprehensive Traveller and Roma Training, Employment and Enterprise Plan outlined in the Programme for Government.
- ▶ **Expedite inclusions made in the Pathways to Work Strategy 2021-2025** and ensure delivery of all. Convert 'considerations' in the plan to targeted actions and apply quotas for Travellers in current commitments with measurable indicators.

- ▶ **Create a national action plan to mainstream Traveller employment across all facets of the public service** with targeted measures for all relevant agencies.
- ▶ **Review shortcoming in Traveller's access to legal aid** and specific barriers related to discrimination in employment.

Practice

- ▶ **Ensure government led training and employment initiatives** are gender-proofed to take account of barriers for Traveller women, such as access to culturally competent affordable childcare, and specific focuses for young Travellers and Traveller men.
- ▶ **Incentivise the private sector to adopt cultural diversity** recruitment strategies and policies and target unrepresented groups within those workforces.
- ▶ **Roll out a public education campaign toward diversity in recruitment** aimed across the whole employment sector in Ireland.

Monitoring

- ▶ **Ensure robust scrutiny via a detailed progress report of the NTRIS** on a quarterly basis published on the The Department of Children, Equality, Disability, Integration and Youth' s website and ensure greater ambition for, and promotion of, the SICAP programmes for Travellers.
- ▶ **Implement the universal ethic identifier** across the scope of employment services and strategies
- ▶ Ensure employment and training organisations and DEASP apply Traveller engagement models, engage wider Traveller consultation and implement intercultural awareness training across its own work force.
- ▶ **Monitor and advance a report on the impact of the Public Sector Duty** across the public service in recruitment, in services and structures.

Recommendations Traveller Education

Policy

- ▶ **Development of a Traveller Education Strategy** primary post primary and higher/further education with dedicated staff and resources to coordinate implementation in full consultation with Traveller organisations and critically closer links between schools and families in any new plan/s. Accompanied by a robust oversight structure and KPI's at every point.
- ▶ **Ensure a comprehensive communications strategy** is engaged cross sectoral and community, to improve Traveller retention and promote inclusion in education settings and streamline awareness signposts for accessing third level, opportunities and resources.
- ▶ Ensure **Travellers are named in all other relevant policies** such as Department of Education's Statement of Strategy 2021-23, the Digital Strategy for Schools 2021-2025 with specific KPI's. and included as a target in the next National Access Plan, and continued emphasis in the National Action Plan for Travellers with a safeguarded budget. Recognise the alignment between the education commitments outlined in NTRIS and MIS to avoid siloed initiatives that ultimately aim to deliver the same impact.
- ▶ **Ensure data connection across associated education points** and cooperation between the DE and the HEA towards a targeted action plan, targeting Traveller pupils post primary and from TY to Leaving Cert.
- ▶ **Pursue an intersectional approach to initiatives** that seek to improve educational outcomes for marginalised groups, including access, participation, retention, personal development and achieving education credentials. Develop a targeted approach to encourage teacher from with the Traveller community and across education.
- ▶ **Implement Traveller specific recommendations of the UN Convention on the Rights of the Child,** such as data collection, allocation of resources and affirmative budgetary measures, non-discrimination, anti-poverty measures, and special protection measures.

- ▶ **Incorporate hours allocated to diversity and inclusion work** (amounting to one day annually) into the teacher substitution scheme at both Primary and Post Primary levels, to ensure manageable implementation of anti-racism measures at the school level.
- ▶ **Ensure Traveller identity is positively visible and** part of school infrastructure and within learning modules at all levels and Traveller Culture and History embedded in the formal curriculum, safeguarded with legislative amendment, and taught by teachers with prior training and included in Initial Teacher Education and Continued Professional Development.
- ▶ **Mandate schools to implement an anti-racism policy**, independent of the anti-bullying policy, that defines racism (both social and institutional), and outlines clear steps to recognise, prevent, and where necessary, manage incidents of racism within the school community and institution. Tackle identity-based bullying and addressing findings of the upcoming anti-bullying research report.
- ▶ **Introduce a compulsory intercultural awareness and anti-racism component** to Initial Teacher Education (ITE) programmes and Continued Professional Development (CPD). A review of ITE under NTRIS focused on diversity of learning ability, rather than ethnicity, culture and “race”, failed to explicitly name racism, and referenced Traveller and Roma Communities only once.
- ▶ **Facilitate the development of school environments** that foster a positive sense of identity and belonging in children and young people from ethnicity minority groups. This requires the diversification of curriculum textbooks and measures to ensure the creation of inclusive classrooms.
- ▶ **Resource the Yellow Flag Programme**, as a key anti-racism framework under the education commitments of NAPAR.

Application of resources

- ▶ **Resources should follow the Traveller pupil** and targeted resources needed across points. Home School Liaison Officers irrespective of DEIS status should be made available to Traveller pupils, where required, teaching supports reinstated based on need,
- ▶ **The POD and PPOD ethnicity question** introduced under DES collection should be enhanced for purposes of identifying and segmenting data specific to attendance and attainment,
- ▶ Support measures should be applied, and Travellers named in redressing Inequities in accessing broadband and digital supports to reduce the digital divide which has greatly contributed to educational disadvantage during covid.
- ▶ **Fund community-based, scalable solutions** that can support schools with the implementation of the policy asks outlined above, to ensure effective roll-out that is time-bound and manageable for school staff and enhance engagement between schools and Traveller communities with resourcing allocated for local Traveller organisations.

Governance and monitoring

- ▶ **Implement robust data collection which “follows the child”** in all school and education systems and link across related stakeholder junctions, disaggregate and publish this data and apply appropriate and ring-fenced supports, attached to the national Traveller Education Strategy with outcomes-based indicators and tracking.
- ▶ **Eradicate discriminatory practices, in enrolment processes**, in teaching practice and in school practice such as the Reduced Timetable. Implement reduced timetable guidelines with a view to renewal and evaluation at the end of year one, with a report disaggregated by school and inclusive of an ethnic identifier. Ensure TUSLA have a role in the oversight.
- ▶ **Ensure the implementation of the working definition of structural racism**, outlined by the Anti-Racism Committee in the Interim Report, across all agencies, bodies and institutions of the Department of Education, right down to individual schools.

- ▶ **Promote the implementation of a Traveller Action Plan for all HEI's** with specific targets, timeframes and resources and Ensure staff of HEIs SUSI receive anti-racism and Traveller cultural competency training.

Recommendations Traveller Accommodation

Implementation and Governance

- ▶ That the violations found in respect of **Article 16 of the Charter** on the 5 grounds for Travellers be remedied
- ▶ **Implement all recommendations of the Report of the Expert Review Group** on Traveller Accommodation with a time lined implementation plan, tangible targets, corresponding accountability measures and budget.
- ▶ That Traveller accommodation be grounded in the **National Development Plan, City and County Plans**, in the **Quarterly Pipeline Report** and included under the **Land Development Agency**.
- ▶ The establishment of an oversight body, **National Traveller Accommodation Authority** to oversee the delivery of Traveller Accommodation
- ▶ **Ensure implementation of the recommendations of the IHREC** report of local authority equality reviews and the **report of the Ombudsman** for Children on Spring Lane Site.
- ▶ Establish an **eviction register** and ensure compliance with recommendation of the European Committee of Social Rights on violations of Article 16.

Planning

- ▶ Expedite the **national Traveller accommodation audit**, in consultation with the community, which will provide a coherent and transparent analysis of the scope of need.
- ▶ Social Housing Needs Assessment is found to be inadequate to the task and an **overhaul of the Assessment is needed**
- ▶ An **amendment to the Planning and Development (Housing) and Residential Tenancies Act 2016** to **circumvent the Part 8 process** away from the local political system and invested in an *An Bord Pleanála*.
- ▶ That the role of the new **Planning Regulator is availed of** on Traveller specific proposals
- ▶ That Traveller specific accommodation be provided under the **Single Stage Planning process**

Legal Repeal and Remedy

- ▶ **Review of Section 24 of the Housing (Miscellaneous Provisions) Act 2002** prohibiting nomadism, a core element of Travellers culture and way of life.
- ▶ The use of **emergency powers to relieve homelessness** and inadequate overcrowded provision is central to redressing some level of basic requirement to Traveller families in need
- ▶ Provision of a **network of transient halting sites** in each local authority area for short stays that would be exempted under Section 4 of the Planning and Development Act 2000.
- ▶ **Introduce both Transfer arrangements, and the Passport System** between local authorities for Travellers.

Addressing Barriers

- ▶ Urgent adoption of the universally inclusive **ethnic identifier** and collect data on Travellers.
- ▶ Redress of Local Authority policy in relation to **family size dwellings pro rata to Traveller size norm**
- ▶ Redress of **policy re HAP and RAS**, where Travellers are removed from Traveller specific need.

Recommendations Inclusion and Participation

Structural actions towards inclusion

- ▶ Representation in political decision-making has been recognised by the UN Committee on the Elimination of Racial Discrimination CERD in 2005, 2011, 2016 and 2019, saying the *'State party take effective measures, including special measures, to improve the representation of ethnic minority groups in political and public life, including by implementing the goal of ensuring that 1 per cent of the civil service workforce are from ethnic minorities'*, of which Travellers should now be included. And that *'the State party collect and provide updated statistics on the ethnic composition of its population based on self-identification, including in political life'*.
- ▶ **Improve Traveller visibility as participants in national and local political structures** in mainstream politics, would support integration and inclusion. Where Traveller-led articulation would not only promote a Can See it Can be approach, would also mainstream Traveller identity, beyond a stereotype.
- ▶ **Encourage greater Traveller voter participation, requires proof the system will deliver for Travellers**, and are engaged in discussions and decisions of national importance and part of how democracy happens. For example: the function of The Citizens Assembly is to inform legislation and public policy, where Members of the Assembly are currently selected at random from the electoral register. Travellers are not always on the Register and unlikely to be included in the Assemblies so far. It's difficult to see that it is true to its remit, "in reflecting Irish society".
- ▶ **The Seanad and Presidential election systems by their design**, disadvantage Travellers, and other underrepresented and disadvantaged groups, and should be broadened at their entry level.
- ▶ **The likelihood for a Traveller as President is remote**, worsened by obstacles in the first stage where a candidate must be endorsed by either twenty members of the Oireachtas or four local authorities.
- ▶ **Up to now the Oireachtas has not created a minority panel system**. In that context but not exclusive to it, there is an immediate opportunity within the Seanad, a proposal which has also been supported by some political groups.

Inclusion in mainstream policy and structures

- ▶ **Inclusion in National Government Planning Strategies is important**, which are not currently comprehensively inclusive in design and Travellers are not factored into Ireland's broader plan across cultural, social, community and environmental strategies, as a matter of fact, not afterthought. Consultation on those matters assume **Travellers are included in broader public research and consultative cohorts, so too across all national engagement strategies**
- ▶ That a panel of Traveller experts be appointed on State board and bodies, where matters of potential relevance arise, for example:
 - The Rental Tenancies Board
 - The Broadcasting Authority of Ireland
 - RTE
 - The Press Council of Ireland
 - The Workplace Relations Commission
 - Enterprise Ireland
 - Policing Authority
 - Oireachtas
 - Heritage council and National Cultural Institutions
- ▶ That representation and visibility should not be restricted to voluntary effort and that a specific national strategy to tackle Traveller unemployment with a priority requirement of statutory bodies, semi-State agencies and public services would have double benefit. **And the establishment of a paid internship scheme for Travellers across Public Bodies.**
- ▶ **Adequate resourcing of the NGO sector to ensure government policy provides better outcomes for Travellers is required**. The Government Strategy, for Sustainable, Inclusive and Empowered

Communities as a road map is vital, but Traveller specific targets and outcomes should be a focus of a nationwide plan.

In political democracy

In recruitment and workforce

- ▶ **That Oireachtas Members are encouraged to undertake diverse recruitment** within the Oireachtas scheme for secretarial assistance and across Oireachtas employment services broadly, with positive recruitment of Travellers.
- ▶ **That the Oireachtas undertake a paid internship scheme**, and reflect prior learning, which would seek broad consensus by parties, Independents and Groups for their adoption through Parliamentary offices.
- ▶ **That the Houses of the Oireachtas Commission secretarial assistance scheme would reflect intention and openness towards a more diverse culture** in its inclusion guides, which are not currently visible.
- ▶ **Expand the Oireachtas Equality Diversity Inclusion EDI Programme to show intention to other minority groups, such as Travellers, black and minority ethnic (BME) groups and LGBTI+ people.** Ensure Travellers pupils are targeted in TY work experience programmes and those opportunities are advertised widely and consultation happens with community interests to ensure reach,

In Electoral and Oireachtas Matters

- ▶ **Standards in Political Office guidance should be reviewed** to redress hate speech and anti-Traveller sentiment expressed by elected representatives, and running candidates across local, general, European and presidential elections. Protocols should be aligned to sanctions where breached.
- ▶ **Establish a forum of minority interests, advising on matters related to representation of diverse communities and comprising those groups**, in all Oireachtas parts and in the development of the Oireachtas EDI Strategy.
- ▶ **Convene a time lined Oireachtas standing committee on Minority interests** and with a representative from each party / group and the Independent, to create a strategy with broad political consensus to improve the opportunities to participation and involve minorities and women into politics and set agreed targets toward future elections.

In legislative protection

- ▶ **That all Bills be equality proofed, examined for specific impacts on minority, discriminated and diverse groups.** For example, where legislation might curtail or prohibit cultural practice, or be unintentionally discriminatory in its application on minority groups
- ▶ **That all Draft Bills seek to include groups where they address equality provisions and that Oireachtas members are guided to practice in the development of these Bills.** That Oireachtas Legal Services / Experts are required to be conscious in the drafting of these Bills, groups which may be excluded. For example the lack of Traveller inclusion and for prejudice based on a person's gender, in the Fianna Fail proposed [Criminal Justice \(Aggravation by Prejudice\) Bill 2016](#): despite their protection under the Prohibition of Incitement to Hatred Act 1989, was an ill-advised draft bill, which caused further exclusion in its design.
- ▶ **Establish a forum / assembly of minority interests** group resourced by the Oireachtas and comprised in consultation with civil society organisation and NGOs in the related fields as partners of the Future of a Family Friendly and Inclusive Parliament Forum.
- ▶ **Intercultural awareness training**, including a Traveller module, should be made mandatory for existing and new entrant staff and members of the Oireachtas.

- ▶ **Amendment to the Electoral Act**, to allow for an electoral minority quota. This should be undertaken in consultation with affected groups and devised in a way which does not in its ultimate design exclude groups.
- ▶ **The Citizens Assembly** should have a quota within its composition, to reflect Irish society in terms of age, gender, ethnicity, social class and regional spread.
- ▶ **Ensure proposed Hate speech legislation** for the regulation of the online media sector addresses barriers for women, LGBT+ and ethnic minority people considering public and political office.
- ▶ **Make mandatory anti-racism protocol for all candidates** running for and elected to office, with attached sanctions where breeches occur and a code of conduct that is clearly defined transparent and accountable.

In political democracy at local level

- ▶ That Local Authorities ensure Traveller representation in local democracy by actively targeting of **Travellers onto boards, committees and decision-making forums**, specifically:
 - in Public Participation Networks (PPN), Traveller Interagency Committees and across all local authority Strategic Policy Committees
 - in tourism, heritage, sports, the arts, community development, enterprise and social inclusion.
- ▶ Traveller representation in local and national decision-making settings and in representational fora **needs a dedicated action plan with robust oversight and resources attached.**

In safeguarding Language and Culture and as part of Ireland's wider story

- ▶ **Engage the community and Traveller organisations** on the development of a **Culture safeguarding plan**, with ring-fenced budget and undertake wider consultation on NTRIS actions 3, 5 and 110.
- ▶ **Make mandatory inclusion of Travellers within national and mainstream culture and heritage** initiatives and social and cultural infrastructure.
- ▶ **Establish a National Network of Traveller cultural centres**, to include language learning schools for Travellers.
- ▶ **Create a unified central repository of all national Traveller collections**, i.e. the Folklore Section at UCD, The National Library and the National Museum of Ireland. (These collections should be digitised and available at some level in one central location).
- ▶ **Traveller archivists should be employed within the archive and paid internship schemes** in the three museums/library with a view to Travellers being employed in their own cultural spaces.
- ▶ **The creation of a panel of Traveller experts across the museums**, where collections are housed.

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