



NATIONAL TRAVELLER WOMEN'S FORUM

2019 Annual Report

Foreword

I am delighted to present the National Traveller Women's Forums Annual Report for 2019. In my third year as chairperson of the National Traveller Women's Forum we continued to work in a range of policy spaces covering Traveller accommodation, health, education and employment and we also continued to engage directly with Traveller women to ensure their voices are not just influencing the work and policy direction of the organisation but to also ensure the intersection of gender, sexism and racism underpins all our work.

One area of work we set out to advance further in 2019 was Traveller women and our political participation. This decision was taken following very strong anti Traveller racism in the previous local and general elections and in particular the 2018 Presidential race. Travellers have been the target of racism in politics previously but developments in this area has been increasingly negative rather than positive. We believe that Traveller women can be powerful and active participants in Irish politics and not just targets.

Over the course of 2019 we have engaged and worked collaboratively with Women for Elections to support them to make their work more inclusive of Traveller women, to increase their engagement with Traveller women and also learn how to tailor their training and resources to respond to the needs of Traveller women. To this end we facilitated the delivery of two workshops by Women for Elections with Traveller women in Dublin and Cork focusing on campaigning and media. We invested resources in this area as we feel strongly that all work being undertaken within the mainstream to support more women in politics should take account of the additional barriers for Traveller women and delivery of this work is done in an inclusive way to ensure not just greater uptake by Traveller women but also to create the conditions and opportunities for Traveller women to be visible in politics.

The NTWF also participated in the National Women's Council of Ireland 'Beyond the Dáil' report. This report focused on more women in politics at local level and barriers to women in general. In our engagement with this work we attempted to put a spotlight on the additional barriers for Traveller women while also highlighting the extensive contribution Traveller women have made over many decades to Traveller policy development. One outcome from our engagement in this work was to support an application by Dr. Pauline Cullen to the New Foundation (Irish Research Council) for funding to research Assessing Supports for the Political Inclusion of Racial and Ethnic (Minority Women in Ireland). NTWF are named as a civil society partner on the research and it will also include AKWIDA. We are looking forward to advancing this work further in 2020 and being part of creating the conditions where Traveller women have greater visibility in Irish society and are acknowledged and recognised for our contributions and achievements.

Sandra McDonagh
Chairperson
National Traveller Women's Forum

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Introduction

The National Traveller Women's Forum (NTWF) is the national network of Traveller women and Traveller women's organisations from throughout Ireland. The NTWF recognises the particular oppression of Traveller women in Irish society and is working to address this issue through the provision of opportunities to enable Traveller women develop collective strategies and skills to work towards the enhancement of their position in society

We believe all women have a right to equality, dignity and respect. This value base lies at the heart of our work and to this end we work from a rights-based approach. We see equality and freedom from discrimination and oppression as part of our core human rights both as women and as members of an ethnic minority. Our ethnic status as members of the Traveller Community is the foundation on which all our work is built. We are proud of our identity as Travellers.

Aims/Objectives of the Project

Vision: Traveller Women have achieved full equality and their identity is celebrated.

Mission Statement: NTWF, Using a community development and a rights based approach strives to empower Traveller Women, in working towards full (Gender) equality, supporting them to take leadership roles within their own and the wider community.

Values

Equality and Anti-Discrimination

We support an anti-racist, anti-sexist approach, and we also reject exclusion on other grounds including disability, sexual orientation, national origin, or age. As a Traveller women's organisation we recognise the particular experience of oppression of Traveller women and the need for specific responses to this.

Community Development

We understand community work/community development to be a developmental activity composed of both a task and a process. The task is the achievement of social change linked to equality and social justice, and the process is the application of the principles of participation, empowerment and collective decision making in a structured and coordinated way. It cannot and should not be about service delivery,

Empowerment

We work with Traveller women to ensure their active participation and their critical thinking is not only informing our work but informing change.

Ethnicity

We recognise the distinct ethnic identity of Travellers. They have a value system, language, customs and traditions, which make them an identifiable group both to themselves and to others. Their distinctive lifestyle and culture, based on a nomadic tradition, sets them apart from the general population.

Company Profile/Overview

Trading Name of the Organisation:	National Traveller Women's Forum
Contact Details:	4- 5 Eustace Street, Dublin 2
Company Registration Number:	354089
Parent Companies:	None

Company's registered name:

National Traveller Women's Forum

Location

Address: 4-5 Eustace Street, Dublin 2
Telephone: (01) 738 3874
Email Address: ntwf@iol.ie
Website: www.ntwf.net

Details of Board Members and administration staff responsible for overall work of the Project

Chairperson: Sandra McDonagh
Address: Offaly Traveller Movement Bury Quay, Puttaghan, Tullamore, Co. Offaly
Email: mhsocialworker@otm.ie

Board of management:

Mary Connors:	Wexford Travellers
Mags Casey:	Tipperary Rural Travellers Project
Breda Harty:	Tipperary Rural Travellers Project
Bridget Griffin:	Wicklow PHC
Margaret Moorehouse:	Wicklow PHC
Mary Stokes:	Clonmel Tipperary
Lilly Kavanagh:	Offaly Traveller Movement
Sandra McDonagh:	Offaly Traveller Movement
AnneMarie McDonagh:	Galway Traveller Movement
Karen Reilly	Waterford Traveller Development Group

Staff:

Maria Joyce:	Co-ordinator
Eileen Flynn:	Community Development Worker
Cathryn Mannion:	Community Development Worker
Winnie McDonagh:	Peer Support Worker
Edel Cunningham:	Administrator
Molly Geoghegan:	Community Development Worker (Maternity cover from November))

Geographic area covered

National

Training and Capacity Building:

NTWF Traveller Peer Support Project Dóchas Prison:

The project was funded by St Stephen's Green Trust, Travellers in Prison Initiative for a three-year pilot phase (2017-19). Funding was then secured from the Irish Prison Service for a further three-year period (2019- 2022), a smooth transition took place in April 2019. The primary purpose of the Peer Support Project is to provide support and advocacy to Traveller women in the Dóchas Centre, Mountjoy Prison.

The work undertaken provided opportunities for the Peer Support Worker to:

- Further develop and progress the role and project
- Run twice weekly Peer Support Sessions
- Advance and progress the involvement of the Traveller women in Peer Support group and activities.
- Work with and support the Traveller women in Dóchas Centre in addressing their issues and concerns
- Develop self-advocacy and peer support skills in Traveller women in Dóchas Centre
- Liaise with and further develop relationships with prison staff and ancillary staff
- Refer Traveller women to suitable or appropriate internal and external services
- Increase awareness and profile of role and project within prison
- Make linkages with appropriate Traveller specific and mainstream support and advocacy services

During 2019 the Peer Support operated sessions per week Monday afternoon (2pm-4.30pm) and Tuesday morning (9.30am-12.30pm).

Monday's session consisted of advocacy and referrals to internal and external pre and post release services and supports through the ISM Officer on duty or directly. Pre and post release information, and signposting to internal and external services. Tuesday's session includes social interaction, self-development, advocacy, personal and cultural identity. This is a space for Traveller women to discuss the impact of prison life, the effects on their mental, physical and emotional health, family life, relationships and their future hope/plans. Basic art and craft materials are provided to help create a more relaxed and sociable environment. Peer Support also includes 1-2-1 and outreach work

During this year a major development took place within the prison management structure, Governor Mary O'Connor retired and Governor Ray Murtagh was appointed in September/October. A new Assistant Governor (Ms. Horgan) was also appointed at this time, replacing Ms. Kelleher.

Two meetings took place with prison management; Assistant Governor Patricia Kelleher, in February to highlight issues and concerns raised by Traveller women in Dóchas and Governor Ray Murtagh, in October to provide an overview of the Traveller Peer Support Project and work to date.

A number of events took place during the year, which were initiated and/or supported by the Peer Support Worker and NTWF:

- Dóchas Traveller Pride Event, this was a very successful cultural celebration event in Dóchas as part of Traveller Pride Week. The event was planned and coordinated by Peer Support Worker with support from NTWF as well as input from Traveller women participating in the Dóchas Peer Support sessions. Well known Traveller singer Selina O'Leary performed on the day and the NTWF DVD ChangeMakers (Traveller women making a difference) was screened. A number of

organisations attended the event; Pavee Point, Parish of the Travelling People, Red Cross, National Women's Council of Ireland and Garda Intercultural Office. This event was also supported by prison staff and officers and feedback was very positive.

- Traveller Peer Support Summer Programme (5 sessions in July) delivered as part of the Dóchas Centre Summer School. These included modules and presentations on; Introduction to Peer Support Model and what it is, National Traveller Peer Mediation Service, Flower Making Workshop, TUSLA Child and Family Agency and Evaluation and planning for September.
- Traveller Women in Prison (TWIP) - Peer Support Worker provided support to two Traveller women in the Dóchas to attend a number of multi-agency meetings to highlight some of the issues and concerns affecting Traveller women in prison. The Peer Support Worker continues to support and encourage Traveller women in the Dóchas to attend the Traveller Women in Prison Advisory (TWIP) meetings to raise their concerns and to self-advocate.
- Peer Support Networking Event for Traveller Organisations - information sharing event for Traveller Organisations to discuss issues facing Traveller women in Prison and Pre/Post Release Services.
- External and Internal Dóchas Support Services Network Meeting. Meeting with Exchange House Traveller Family Service, Prison Chaplaincy, Re-settlement Service, Probation Service, Dóchas Health Service to discuss and share information for the support of Traveller women in Dóchas and future networking.
- Traveller Conflict & Mental Health conference. Inter family conflict and impact or consequences on mental health
- Meeting with Consultants, Dr Marie Pierce and Dr Patricia Kennedy. Reviewing and providing feedback on the first draft of Feasibility Study into a Dedicated Support Programme for Traveller Women in the Criminal Justice System.

Other events which took place with specific relevance to and involvement of the Traveller women in Dóchas included the Easter Prayer Service, the Remembrance Day Prayer Service, a Mothers in Prison Research & Presentation, and a Remembrance Mass for deceased family members.

Advocacy and Referrals:

Referrals were made through the ISM Service or directly to the following internal and external supports and services: Addiction and Counselling Services, Dóchas Medical Unit, Mental Health Services, Prison Chaplaincy Service, Probation Service, Re-settlement Service, Dóchas Centre and the Dóchas Education and Training Board (CDETb).

Case Conferences only took place on specific requests and consent of individual women. We also gave support to individuals to self-advocate for early or temporary release.

Networking and links:

The peer support worker has developed working relationships and links with Ray Murtagh, Governor Dóchas Centre, Eileen Horgan, Assistant Prison Governor, Maria Ward, Head Teacher, Dóchas Education and Training Centre, James Murphy, ISM Officer, Dóchas Centre, Traveller Prison Initiative Peer Support Network, Parish of the Travelling People, Pastoral Team, National Traveller Money and Budgeting Service, National Traveller Mediation Service, Exchange House, Traveller Family Support Service, National Traveller Money Advice and Budgeting Service, Bedford Row Family Support Services, Limerick and Cork Foyer Homeless Services

Training

The peer support worker participated in Child Protection and Vulnerable Persons, Designated Liaison Person Training and also in General Data Protection and Recording Training.

Positive Developments:

- Ongoing awareness and attendance of Traveller Peer Support among Traveller women,
- Production of information leaflets, posters and business cards for Peer Support
- 1-2-1 and outreach meetings, maintaining contacts with women
- Growing awareness of Traveller Peer Support Project prison staff, internal and external support services
- Remembrance Prayer and Mass services for Traveller women
- Invitation by Re-settlement Service to attend and provide input to Case Review meeting for Traveller woman

Challenges:

- While we welcome the relatively short length of prison sentences for some of the women participating in the peer support programme it does have an impact on medium-long-term goals and outcomes.
- Complex and multifaceted needs of the Traveller women
- Lack of training and awareness of Traveller culture and ethnicity by prison staff leads to, societal discrimination/prejudice and poor communication between prisoners and staff.
- Lone working has challenges and risks for Peer Support Worker, working with vulnerable women in prison does require immediate risk assessment, de-escalation of tense situations, potential exposure to allegations, health and safety issues.
- Appointment of new prison Governor and Assistant Governor in September 2019 had an impact resulting in having to familiarise oneself and the women with new management, security and safety procedures and policies
- New prison security and safety requirements in terms of gate closures and lock-backs. This has resulted in restricted movement of the women, leading to cancellations of some sessions and low or non-attendance of participants at sessions. At times it was necessary to undertake outreach to the women in the two yards and houses.
- Some of these challenges are out of the control of Peer Support Worker and will have on-going effect and implication for work going forward.

This work is funded by the Irish Prison Service but **is supported by our core funding through coordination and administration.**

International Women's day

NTWF engaged with Senator Collette Kelleher to arrange an event for International Women's Day on behalf of NTWF. We decided on a viewing of change makers DVD which took place on 6th March in the AV room in Leinster House. We initiated the planning and development of the event flyer, ensured that the flyer was circulated to Senators and TD's, and requested that the event be shared among the house of Oireachtas Woman Caucus members, which was successful. We also focused on ensuring a strong Traveller women's presence on the day. The event on the day went really well Colette Kelleher and Maria Joyce opened the event, screening of the footage followed by a panel of speakers, Bridget Carmody, Eileen Flynn and Missy Collins chaired by Maria Joyce there was great participation from the members of the Oireachtas who attended and from Traveller women present. There was also really positive feedback on

the change makers footage following the event from the Traveller organisation who were represented on the day.

Accommodation Documentary:

We are undertaking a body of work which will be supported with funding from SSGT to document accommodation issues for Travellers highlighting current living conditions through the voices of Traveller women. In advancing this work we held an issue-based consultation event for the six local Traveller organisations who are partnering the NTWF in this work to look at the key messaging and direction for the DVD. The film maker was part of this consultation and it was facilitated by Montague Communications. There have been two consultations with two groups of young Traveller women, to let them explore issues of gender and leadership – one of those sessions was centered around the Traveller women Changemakers DVD to generate discussion.

At the end of 2018 we were awarded funding by St. Stephen's Green Trust as a result of a joint proposal to produce a video on Traveller accommodation for lobbying purposes. We are leading out on the work in partnership with Cork Traveller Women's Network, Traveller Visibility Group Cork, Galway Traveller Movement, Donegal Traveller Movement and Offaly Traveller Movement. The purpose of the project is to improve policies, legislation and current practice on delivery of Traveller accommodation, particularly in the light of the current review of the Housing (Traveller Accommodation) Act by the Expert Group appointed by the Minister State for Housing and Urban Development.

SSGT asked Pat Montague to work with us to look at some of the aspects that we are seeking to address and to look at messaging and target audiences etc. In undertaking this piece of work, Pat Montague undertook a consultation process in the early months of 2019 including:

- Number of discussions with SSGT and NTWF
- Two meetings took place with Pat Montague and NTWF staff during the compiling of his report.
- Reviewed existing reports on issues around provision of Traveller Accommodation;
- Interviewed people involved in implementation of Traveller accommodation including from: Department of Housing; Local Authorities – officials and elected members; National elected representatives.
- Consultation with the Traveller groups involved in the project (NTWF and the local groups)
- In addition, desk research into the existing suite of reports on the Traveller accommodation issue was conducted.

Pat presented his report to NTWF and SSGT in late April and there was one further meeting with Pat to look at the PR and the networking that could be carried out once the film was complete. We met with Alice to discuss how we could refine this project to take on board his feedback and a date has been set in July to progress this with the local groups. In addition, we met with Pat to look at further work he might do with us in the dissemination of the video. A meeting is arranged for the local Partners in July to advance and sign off on proposed changes and agree on the direction the DVD is to take.

NTWF organised and met with all the local stakeholders and Alice McDowell the filmmaker in July to advance this work. Following this meeting we restructured the funding application to ensure:

A higher quality cinematic style film, with the intention to target international audiences as well as policy makers in Ireland.

Bring on a consultant to develop an engagement strategy to roll out with policy makers, training for key national and local representatives and identifying publicity possibilities following completion of the DVD.

Bring on a consultant to review the work, capturing the learning and document the next steps.

Workshops to take place with each of the local partners to select people's stories to be documented in film footage.

Engagement with the filmmaker has taken place to ensure the above and we have identified and brought on board the appropriate consultants to carry out engagement strategy and reviewing the work.

A timeline has been established with Filmmaker to deliver objectives of the application by mid-2020:

- Pre-production (development, planning and workshops).
- Workshops Feb/March
- Filming will take place from March – April 2020.
- Post-production will occur from April - May 2020.
- Launch June/July
- Campaigning and Lobbying post production of DVD

Traveller Women and Political Participation:

Over the course of 2019 we have engaged with and worked collaboratively with Women for Elections in order to support them to make their work more inclusive of Traveller women, increase their engagement with Traveller women and also learn how to tailor their training and resources. Two planning meetings took place with Women for elections (details above) which focused on the Women for Election Training programme being rolled out in a culturally appropriate way for Traveller women. It was agreed that Women for Elections would host two training days for Traveller women in Dublin and Cork with a focus on HR, media, and campaigning.

Following these planning meetings with Women for Elections we held a joint event with Women for Elections focusing on Communications, Lobbying, and Campaigning in Cork. It was very successful and well-attended. There was participation of 19 Traveller women from across 5 organisations. The day included media and lobbying training. The worksheets and methods used by the presenter were useful and later distributed to participants following a number of requests by those who attended on the day .

The NTWF contributed to a piece of research commissioned by the National Women's Council of Ireland 'Beyond the Dáil' and Maria Joyce also spoke on panel alongside Ciairín de Buis from Women for Elections at the launch of the research report prepared by Dr. Claire McGing and Dr. Pauline Cullen about more women in politics entitled 'Beyond the Dáil'. An outcome from our engagement in this work was to support an application by Dr. Pauline Cullen to the New Foundation (Irish Research Council) for funding to research ASPIRE Assessing Supports for the Political Inclusion of Racial and Ethnic (Minority Women in Ireland). NTWF are named as a civil society partner on the research application and if the application is successful this research will also include AKWIDA. We will know the outcome of the application process in March 2020.

National Policy Engagement:

We have ensured continuity of the National Traveller Women's Forum policy work in 2019 to ensure the views and issues for Traveller women are reflected in the policy work of the NTWF and reflected in relevant policy committees/spaces.

Engage in Consultation with member groups on the key issues in relation to the priority policy development areas:

An important element of the organisation's policy work is consultation, collective planning and prioritising with Traveller women. This continues to be a priority for the NTWF to ensure we continue to maximize our opportunities with the funding that is available. This work is ongoing and we utilise every space where we are working with Traveller women or meeting with local groups and we also include policy updates to our members and seek the views and opinions of our membership.

Accommodation workshops:

We are undertaking a body of work which will be supported with funding from SSGT to document accommodation issues for Travellers highlighting current living conditions through the voices of Traveller women. In advancing this work we held an issue-based consultation event for the six local Traveller organisations who are partnering the NTWF in this work to look at the key messaging and direction for the DVD. The film maker was part of this consultation and it was facilitated by Montague Communications. There have been two consultations with two groups of young Traveller women, to let them explore issues of gender and leadership – one of those sessions was centered around the Traveller women Changemakers DVD to generate discussion.

United Nations Committee for the Elimination of Racial Discrimination:

Following the 2019 AGM a consultation with the NTWF member groups took place on the United Nations Committee for the Elimination of Racial Discrimination (CERD) planned examination of the Irish State report later in 2019 in Geneva. A presentation was given covering:

- Background on CERD and Ireland's obligations/commitments to it.
- The process for NGO engagement (including NTWF participation in the Department of Justice's consultation meeting on their State report to CERD earlier in the year).
- The layout of the current combined 5th/6th/7th Irish state report and the information it provides on Travellers.

The NTWF intended to submit a shadow report as it has done on both of the previous occasions that Ireland reported to CERD. The Workshop part of the consultation focused on the following areas with the key questions on the specific issues for Traveller women across these areas and the change that is needed.

Group 1: Education, Employment, Participation in Political and Public Life.

Group 2: Accommodation, Stereotypes, Traveller Women in Prison.

Group 3: Health Stereotyping, Traveller Women's Inclusion in National Women's Strategy.

Group 4: Ethnicity, Violence against women.

NTWF staff also attended a public viewing of the CERD hearing at the Irish Human Rights and Equality Commission where many civil society organisations gathered to observe the hearing in real time.

Hate Speech Public Consultation:

The Department of Justice and Equality set out in late 2019 to review the Prohibition of Incitement to Hatred Act of 1989 and called for public submissions to be made with regard to Hate speech. NTWF

hosted a membership workshop on hate speech to feed into consultation on Hate Speech. Dr. Sindy Joyce presented on the current legislation and raised key issues for consideration and discussion which was facilitated on the day. This workshop discussion informed the NTWF submission to the Department of Justice and Equality which included clear recommendations by the NTWF.

Representation:

The NTWF have a recognised role (by Traveller organisations in our membership and by Government) in relation to direct representation and supporting the representation of Traveller women in a range of national committees dealing with issues of relevance to Traveller women.

National Traveller & Roma Inclusion Steering Group (NTRIS): (Department of Justice and Equality)

NTRIS was established under the Department of Justice and Equality (DJE) in early 2015. It is chaired by Minister of State David Stanton.

There have been 2 meetings of the National Traveller Roma Inclusion Strategy Steering Committee in this period, with the traffic light reporting system on actions contained in the NTRIS strategy. These traffic light templates are challenging and some Departments make greater efforts in filling in the details on actions but over all they do not contain indicators, budgets, timelines or what progress is updated since the last Traffic Light report. The Mid-term review and evaluation of the NTRIS strategy was discussed briefly at its last meeting in 2019 and it is intended that a proposal as to how this mid-term review will be done effectively and also concern raised as to how the Department of Justice will align Ireland's NTRIS strategy with EU timelines of which we are over a year behind. There was recognition that the review is overdue given the timeline of the NTRIS 2017 to 2021.

Two preparatory meetings of NTRIS Steering Committee Traveller representatives took place prior to NTRIS Steering group meetings. One NTRIS Steering Committee Traveller representatives planning meeting also took place to look at priorities, NTRIS post 2020 and the Mid Term Review of NTRIS.

Two meetings took place with officials from the Traveller and Roma Inclusion Unit and the Gender Section with the Department of Justice and Equality to look at developing an implementation plan for the gender actions contained within the NTRIS strategy and also the five actions pertaining to Traveller and Roma women in the National Women and Girls Strategy. A draft implementation plan has been produced with timescales, indicators and budget lines. It is intended that all government departments when reporting on NTRIS actions will populate the gender implementation plan going forward from 2020.

We also advised and supported the officials from the Traveller and Roma Inclusion Unit on an application to the Dormant Accounts to advance a number of the actions in NTRIS with regard to progressing issues for Traveller women.

National Library of Ireland (NLI):

Following up on Action 15 of NTRIS, the NLI called for a meeting with NTWF, ITM, and Pavee Point. There were plans to create a Traveller archive, closely following template of how the Irish Queer Archive was put together. Important to be 'community-assembled'. NLI is very open to Traveller presence, advisory committee, and/or employment throughout the process. It will be important to include women's voices, stories, and experiences. Thinking outside the box of the ways in which those stories can be told (old notes, receipts, recipe cards, etc.) An open call for submissions was to be made in December via a Traveller led and written press release.

Education Subgroup:

This is one of three sub-groups set up under NITRIS – this one is focusing on Action 17 which is concerned with the retention of Traveller and Roma children in the education system.

NITRIS Education Sub-Group:

This is one of three sub-groups set up under NITRIS, it was initially set up to advance Action 17 of NTRIS but once the work on this was well under way the remit of the group was broadened out to cover all the actions of the education section of NTRIS.

There was one meeting of the group during the summer which looked at further education. A more recent meeting was held with DES reps and Traveller organisations to discuss the operation of the group. DES recommitted to developing an action plan for the education actions of NTRIS. They have also acknowledged that where there are new and emerging issues or gaps in current recommended actions, they are open to this being dealt with on an ongoing basis in the implementation plan.

The Department is drawing up guidelines for schools on the use of reduced timetables. They consulted with the education partners on this but were not intending on consulting community groups (including Traveller organisations). We made a number of interventions in relation to this and the Department circulated the guidelines for feedback within 24 hours. There were a number of items within the guidelines that we gave specific feedback on but overall, we noted the similar approach to the UK and we know from colleagues in the UK that the system there is still open to abuse to the extent that parents have been supported to take legal cases against schools not adhering to their own guidelines. The guidelines will certainly provide monitoring of the situation but it is difficult to see how (as they stand now) they will bring about practice change. An early review of the guidelines will be vitally important.

- The work at third level continues to build slowly driven by the HEA initiatives – Path 1, 2 and 3. It was useful to attend the National Access Forum and get a sense of where that was at – but the HEA also presented at the second meeting of the sub-group to occur this year.
- The Department of Education and Skills has commissioned the Anti Bullying Centre in DCU to undertake a research project on bullying experiences amongst Traveller and Roma Children. The methodology and instruments to be used in the research are currently being developed. A meeting was being organised with DES and the researchers to discuss this. The research will be conducted in September 2019.
- DES are working on a desk review of the Traveller Education Strategy and proposed that they would organise a workshop to look at the work done so far with Traveller organisations – we agreed to this.
- Challenges – there has been a little toing and froing in relation to some elements of this. The meeting will be very important in terms of getting everyone on the same page and agreeing Terms of Reference.
- In the June meeting there was an oral presentation from a number of people from the Further Education and Training area. Some data is collected on Travellers but apart from informing us that there are 12,000 Travellers (unique learners) and 300 Roma in FET during 2018. The discussion was cut short and Mary has undertaken to look at how this area can be progressed. One area worth looking at in the meantime for us is the SOLAS strategic performance agreements and Traveller inclusion in these.
- In addition, feedback was given to the sub-group on the NTRIS Education pilot on the bullying research and the Curriculum review by the NCCA.

Bullying Research:

As flagged in the last report the research instruments were piloted and a meeting arranged with Traveller organisations to feed back. There are now 3 peer researchers working with Maeve - one Roma woman, two Traveller women. The pilot was conducted with two parents and 4 children (even split between Traveller and Roma). Overall, they found the pilot very useful and they made quite a few changes to the instruments and supporting documentation as a result. The overall time to conduct it with children was a little long and one of the instruments was dropped. Consent forms were made more concise and pictures will also be used and consent forms were translated for Roma parents. Work went into many of the scales and questions to ensure that they were clearer.

The plan for the last quarter of the year was to pilot the teacher survey and commence all data collection and we await the preliminary report from this.

NTWF have liaised with the Department of Education to give support around this work and to answer some of the queries that were coming back from the research team.

Education strategy review:

A meeting took place in relation to the education strategy review – the department presented where they saw the responsibility lying (in new Departmental policy) for the recommendations. We discussed the various sections and there was strong agreement across everybody there - that a mainstream approach was not enough on its own and targeted initiatives or special measures (within the mainstream) must be taken to ensure Travellers enjoy equality of access, participation and outcomes in education.

NITRIS Education Pilot Steering group:

This implementation group is solely focused on the implementation of Action 17 which is concerned with the retention of Traveller and Roma children in the education system. Locations of all four pilots were finalised during the year - Wexford, Galway, North Dublin and Cork. Staff teams have been completely recruited and work is underway in three of the locations (with local implementation oversight groups) since September and Cork which was only finalised as a location in July is in the process of team recruitment and the setting up of the local implementation oversight group. There are two important elements of data gathering/research. First of all, a baseline is being established and the four pilots will also be evaluated.

The baseline research is currently underway to establish a baseline scenario of Traveller and Roma students' engagement, attendance, participation and retention'- three meetings have taken place during this period.

Key progress:

- NTWF represents Traveller organisations on the baseline steering group alongside representation from the DCYA, Department of Education and Skills Tusla.
- Following a tender process by the DCYA a project initiation stage began in July with the first meeting of the baseline steering group.
- The NTWF requested clarification on a number of points following the presentation of the proposed successful tender.
- Following a detailed response from the respondent to the point of clarification sought by the members of the baseline steering group a meeting took place with the consultants before they engaged with the pilots.
- A Further meeting took place in November of the baseline steering group and the consultants presented on the finding of the research to date also a detailed discussion took place with regard to the need to ensure that Cork would be added to the baseline research.

NTRIS Employment Subgroup:

The primary focus has been the finalising of the 10-point plan proposed at the meeting in November 2018. The key objective of the 10-point plan is progression into employment and enterprise and good practice models of social enterprise. Key issues raised by the NTWF, inclusion of gender focus and the additional barriers for Traveller women and we had comment for inclusion or changes to a range of points covered in the plan. A draft of the plan was raised for final comment and again our concern continued to be to ensure gender was included as a cross cutting theme so that all actions have to take account of Traveller women and employment. A final draft of the 10 point plan will be brought to the next NTRIS meeting.

National Traveller Accommodation Consultative Committee: (Department of Environment, Community and Local Government)

There have been three NTACC meetings. The primary focus of the NTACC over the past number of months has been the report of the Expert Group on the Review of the Housing (Traveller Accommodation) Act 1998. The Report made 32 recommendations, 30 of the recommendations were endorsed by NTACC with two of the recommendations (insert here). The Department of Justice and Equality are compiling a response to the Trespass Legislation and invitations were invited from all NTACC representatives on the Part 8 recommendation. The CCMA made a submission and the NTWF, ITM and Pavee Point submitted a response to the CCMA submission which has been submitted to the Chair of the NTACC.

A meeting took place at the end of November with officials from the Traveller Accommodation Unit in the Department of Housing, Planning and Local Government on progressing an implementation plan for the Expert Report. A meeting also took place in December with Minister for State Damien English and the Traveller Reps on the NTACC with regard to implementation of the recommendations of the Report of the Expert Group. The minister informed us that he is seeking legal advice from the Attorney General Office on decisions made by his office to ensure Part 8 is no longer a barrier to the implementation of Traveller accommodation.

- The Implementation Plan being developed will have 7 different strands 3 of which will cover planning, Traveller specific including transient accommodation, Social housing and Research.
- There will be 1 programme manager to oversee implementation Mary Hurley (Assistant Secretary level for the Housing Delivery Division) Department of Housing, Planning and Local Government.
- A programme Board comprising the Minister, Reps from NTACC including Traveller representatives, NTACC chairperson, Mary Hurley and other key stakeholders.
- A programme committee and manager will be put in place for each of the 7 Strands - reporting to the 1 one programme manager.
- Each of the projects will have timelines and actions to measure against.

A number of concerns were identified by Traveller representatives at the meeting with Minister English, the importance of Travellers involved at all stages and in all strands of the implementation plans. Ensuring the recommendations contained in the report on Part 8 and the Trespass legislation are advanced. The Minister for State was reassuring in regard to progress being made on the issue of a network of transient sites and is anxious that work on the implementation plan is advanced to ensure buy in before an election takes place in the first half of 2020.

National Traveller Health Advisory Forum: (Health Service Executive)

National Traveller Health Action Plan (NTHAP) is due to be completed in Quarter 1 2020. Early in 2019 NTWF submitted our response to the draft Health Action Plan where we expressed our dissatisfaction with the lack of structures and monitoring. There were 14 other responses – all echoing similar sentiments. HSE’s expectation that costs for additional Traveller resources will be included as part of the plan. There may be a process of going back to the THUs for their input as to what should be prioritised in terms of budgetary measures. Identifying current capacity issues and gaps in current structures will be important here.

The new *Traveller specific KPI* was confirmed to begin a 3-month trial phase beginning 1st November 2019. A training session was carried out regarding the collection process of this new KPI (social determinants of health).

HSE were meeting with relevant Heads of Service within the HSE in the last quarter of 2019 to discuss the inclusion of the *Mental Health Promotion Pilot Programme* in HSE operational plans. The evaluation process of the MH Promotion Pilot Programme is yet to be clarified.

The *Grade VII Traveller Mental Health Coordinator* role in CHO 7 will be re-advertised. Details of this recruitment process in terms of whether an internal or external panel will be clarified at the next meeting. A clear framework/plan to be developed for the Grade VII Traveller MH Coordinators. The HSE will write to the relevant HSE Mental Health Heads of Service in order to arrange a meeting to discuss the actions from NTHAP when published, establish a clear work plan for the Traveller MH Grade VIIs, and to receive a report on the work undertaken by the Grade VIIs thus far.

Dormant Accounts Funding: Four submissions were received and the panel had selected one as being successful. A meeting was to take place in December once final confirmation was issued and the successful bidder was officially notified. Some projects will be contacted by the end of this year by the evaluator.

Concerns in relation to Traveller participation in CHO1 and CHO8 THU and also in some of the practices in the northeast in relation to Traveller Health Units and Traveller health funding. NTWF also raised these concerns with NTRIS in July.

National Strategy for Women and Girls:

There have been two meetings of the National Women and Girls Strategy Steering Group in this period. All Government Departments are required to complete the Traffic Light Report on the actions in the National Women and Girls Strategy (NWGS), to date these updates have provided little information on the five actions on Traveller and Roma women contained in the NSWG other than to reference the National Traveller and Roma Strategy (NTRIS), we have challenged this at every turn including the need to measure all actions in the NWGS and how they impact on Traveller and Roma women. Similar concerns raised under NTRIS on the effectiveness of Traffic light report has also been raised by NGOs including the NTWF on the NSWG.

To this end we have worked with officials in both the Gender Section and the Traveller Inclusion Section in the Department of Justice in 2019 (Two meetings) to develop a more detailed implementation plan focused on the 5 actions on Traveller and Roma women contained in the NWGS and gender actions in the NTRIS to get adequate reporting on these actions which will reflect what work is happening or not as the case maybe. The following is what will measure implementation:

1. What's the timeline?
2. Is there a budget for this work?
3. What's the gender breakdown for participation, if relevant?
4. Are there indicators and is there a target?
5. Has this action moved forward since the last report?

The following themes will now be reported under the above criteria to measure implementation of these actions in the NWGS and NTRIS:

- Improved access to education, training and employment opportunities for Traveller and Roma women.
- Improved health outcomes for Traveller and Roma women.
- Greater levels of participation by Traveller and Roma women in public life.
- Greater participation of Traveller and Roma women in leadership positions.

The NTWF is sitting on the NWGS sub-group on period poverty (there have been two meetings, we have made a submission on this issue to the sub-committee having discussed the issue with some of our member groups (attached is submission). One other key area we have been requesting for inclusion on the agenda of the NWGS in conjunction with other groups is the increase of women in homelessness, we have been pushing to ensure the debate on women and homelessness includes the impact on Traveller women and children in the context of the crisis regarding Traveller accommodation (we have again asked for a presentation on homelessness including Travellers to be on the agenda of the first meeting of NWGS in January of 2020.

The Secretariat and the Department of Public Expenditure and Reform briefed the Committee on further development of the Equality Budgeting Initiative. A policy scan had been commissioned from the OECD to take stock of actions that the Irish Government has taken to mainstream equality considerations as part of the budget process. It will also provide options and recommendations on future directions for equality budgeting in Ireland, in light of international experience. Fieldwork was due to take place during June, with a report to be submitted by the autumn for Budget 2020.

We have also attended NGO preparation meetings in advance of the NWGS steering group meetings. We have been using this space to ensure the issues as they impact on Traveller women are raised in conjunction with issues experienced by other marginalised women to build solidarity across the issues and organisations and to strengthen the calls for equality for Traveller women from non-Traveller NGOs.

Period Poverty Sub Committee – Department of Health:

Attended two meetings, will continue to participate in 2020. Report to the minister to be completed early in the year. Following a consultation with NTWF members a submission was made in collaboration with Pavee Point summarising issues affecting Traveller/Roma communities and that they must absolutely be included when thinking of 'at-risk' groups facing social exclusion. This information will be included in the report to the minister. NTWF made calls to Traveller organisations to speak with PHCPs and gather anecdotal information on whether Period Poverty was an issue and how it affects Traveller women.

Ongoing Policy Development:

In all of our national representative work there is a certain level of accompanying preparation that goes along with it. Internally there is always that link with members – where we might have a specific question on a policy issue or local groups can be in touch with us on something that is happening in their area or an issue, they have encountered that they feel should inform our policy processes. In addition, as staff we build space into our staff meetings to look at policy developments and our response to them to ensure that we are in line with NTWF positions and also to share information and ideas.

Externally for every committee we keep in touch with the other Traveller representatives and meet in advance to share information and agree where we can on positions. In the past six months we have stepped up our collective efforts with how we engage with NITRIS and have had a number of useful

planning meetings where we have set our priorities and agreed a planning framework that could be used by Departments in their own yearly NITRIS planning process.

In the context of the National Strategy for Women and Girls we are a member of the NGO and Unions group facilitated by the NWCI to prepare for the NWGS steering group meetings. We also have had a preparatory meeting with Pavee Point. We also met with the Department of Justice and Equality in relation to CEDAW, and reporting mechanisms on Traveller women which was a useful space for raising these issues.

Traveller Women in Prison (TWIP):

This group was set up to oversee implementation of the recommendations in the research document Traveller Women in Prison. Membership of the group (NTWF, Parish of the Travellers, TMI, Exchange House, Dóchas Centre ETB, TPI, National Traveller MABS, IASIO, HSE Social Inclusion Unit, IPS Meath Travellers. There have been two meetings of this committee during this period, the NTWF chaired these meetings of the steering group and liaised with Anne Costello (TPI staff member) in advance of meetings. Oversight and implementation were being supported by the St. Stephen's Green Trust for the peer support work in the Dóchas Centre – Traveller Prison Initiative which concluded in April 2019, at which point the Irish Prison Service took over the support and oversight of the Dóchas Centre Traveller Women's Peer Support Project for an initial three-year period 2019-2022. Contracts have now been signed with the IPS for this work and an annual work plan 2019/2020 has been developed to deliver on our commitments on peer support in the Dóchas.

Travellers in Prison Initiative:

The NTWF continued to chair the TPI, key activities of the TPI is the role out of its Strategic Plan objectives and Operational Plan which has been agreed with the Irish Prison Service and Probation Service. Maria Joyce (NTWF Coordinator) meets with TPI staff in advance of all meetings and preparation work is carried out. Also met with SSGT staff prior to a TPI meeting to discuss the SSGT Interim Evaluation Report on peer support work with Travellers in prison. Maria Joyce also Chaired and presented at the TPI one day networking event for Traveller orgs and prison services in November.

European Prison Education Conference Dublin NTWF co-facilitated with the TPI a workshop at the European Prison Educators Association's International Training Conference in Dublin (June 19) focusing on the experience of Travellers particularly Traveller women in prison and the work of the peer support programme.

Feasibility study:

NTWF have been carrying out a feasibility Study to explore the establishment of a support programme for Traveller women in the criminal justice system in Ireland. This piece of work is funded through St. Stephen's Green Trust and HSE. Work during this period included.

Two meetings of the oversight group took place during this period to support the study. Representatives on the oversight group include the NTWF, TPI, Ann Friel (Traveller woman advisor on the research) and the consultants who are carrying out the work. NTWF liaising with consultant's Dr Marie Pierce, Dr Patricia Kennedy and Anne Friel, supported the convening of a number of focus group meetings and interviews towards the end March with Traveller women in the Dóchas Centre engaging with the Traveller Peer Support. Key issue with regard to the Feasibility Study was the delay from the IPS regarding ethical

approval to conduct the research in the prison, this was granted in May and the above focus groups commenced. Interviews with other stakeholders had been taking place while awaiting ethical approval. There were also individual meetings with two members of staff of the NTWF and the consultants in carrying out the feasibility study. Phone and email contact with the consultants regarding other aspects of the feasibility study took place throughout the duration of the work. The first draft of the feasibility study was completed by end of 2019 and is currently reviewed by NTWF and comments will be submitted to the Consultants.

Oireachtas - Joint Committee on Key Issues Affecting the Traveller Community:

The Joint Committee on Key Issues Affecting the Traveller Community (JCKIT) held its first public meeting on the 24th of September. The committee was set up with a time limit of six months to consider issues relating to mental health and health, education, employment, and accommodation as they impact on the Traveller community. The committee is chaired by Senator Colette Kelleher and its members include: Colm Brophy Fine Gael, Joan Collins Independents 4 Change, Marcella Corcoran Kennedy Fine Gael, Martin Ferris Sinn Féin, Gino Kenny Solidarity - People Before Profit, Éamon Ó Cuív Fianna Fáil, Fiona O'Loughlin Fianna Fáil, Ray Butler Fine Gael, Paudie Coffey Fine Gael, Colette Kelleher Independent, Jennifer Murnane O'Connor Fianna Fáil, Lynn Ruane Independent and Fintan Warfield Sinn Féin.

The committee at this point has deliberated on mental health, health and education. It is currently considering the issue of employment and in January it will examine accommodation.

As part of our work NTWF contributed information to the submission of the Traveller counselling service to the mental health hearing. We prepared a submission and input for the health hearing. We also prepared a submission and an oral input for the education hearing. We intend to make a submission and participate in the accommodation hearing. By year end the Committee was seeking advice on groups/organisations to approach for the accommodation hearings.

As part of this process:

- We identified people/organisations that it would be important for the Committee to invite submissions and attend the hearings.
- We advised on questions for a number of the hearings such as education and health.
- There have been 3 meetings of national Traveller organisations to advise/support this process and in regard to the Seanad Public Consultation Committee hearings.
- We attended a prep meeting for the hearing on Health with other Traveller reps who were speaking on the day.

NTWF, Pavee Point and ITM met 2/3 times over the period to plan how to respond to these developments in Traveller engagement with Oireachtas structures.

We presented at the Seanad Public Consultation Committee on their key themes, Traveller participation and politics and Dialogue and Traveller social inclusion as they impact on Traveller women. We provided support to a number of local groups making presentations and we kept our membership informed of the process and timelines for submissions.

Racism in Politics:

In the wake of Senator Clifford Lee's racist comments on Twitter during the Autumn bi-election, we have issued a formal complaint letter to the Leader of the Seanad (Senator Buttimer) and Ceann Comhairle (Deputy Ó Fearghaíl) calling for a debate on hate speech and racism in politics in both houses. We also wrote to Fianna Fáil Deputy Martin for Lee's removal from the upcoming reelection ticket as well as each member of the Joint Committee on Key Issues Affecting Travellers for their support in these matters.

CERD

The Committee on the Elimination of Racial Discrimination (CERD) is the body of independent experts that monitors implementation of the Convention on the Elimination of All Forms of Racial Discrimination by its State parties.

All States parties are obliged to submit reports to the Committee on how the rights are being implemented. The Committee examines each report and addresses its concerns and recommendations to the State party in the form of “concluding observations”.

Ireland signed the Convention in 1968. Following the enactment of two laws, the Employment Equality Act 1998 and the Equal Status Act 2000, the Convention was formally ratified by Ireland in December 2000 and entered into force in January 2001. Ireland has previously submitted two periodic reports – a combined 1st and 2nd period report in 2004 and a combined 3rd and 4th period report in 2009. In agreement with the UN Committee it has become normal practice for many UN Member States to combine several periods into one report to cut down on administrative overheads on both sides.

Ireland submitted the Combined 5th to 9th CERD Report to the UNCERD Committee in October 2018. A draft report was prepared and made public in advance of the commencement of the consultation process. NTWF fed into the consultation process by attending a Department of Justice and Equality consultation meeting in Galway in December 2017 and also, we made a written submission in response to the draft report in January 2018.

In advance of Ireland’s formal appearance before the UNCERD Committee NTWF prepared a shadow report and submitted it to the committee for consideration where we set out where the state are failing to sufficiently tackle racism and discrimination and to meet its obligations as set out by its international human rights obligations and its own standards. In advance of attending UNCERD hearing of Ireland's reporting before the UNCERD committee in Geneva, the three national Traveller organisations, NTWF, Pavee Point and ITM meet to look at how we would maximise our engagement with CERD.

Agee key messages/issues to raise with UNCERD committee members.

Who would speak to the Traveller and Roma Issues in the formal and informal spaces with the committee members and it was agreed that Maria Joyce (NTWF) would speak to the Traveller issues at UNCERD's formal hearing of NGOs.

A draft presentation was developed by NTWF and contributed to by Pavee Point and ITM, significant time was also given to edits of the presentation while in Geneva.

Over the two days in Geneva the three organisations (along with Donegal Travellers Project who were also in attendance put considerable time into lobbying and networking with UNCERD committee members including participation in an informal lunch time hearing with CERD committee members in advance of their hearing of the Irish Government's report, resulting in many issues being raised by the members of the CERD committee to the Irish delegation before the committee and in the concluding observations following the 2 day hearing. At the end of the first day of the CERD committee reporting on Ireland and in response to one committee member's request for information on Travellers in prison. NTWF pulled together information and reports on Travellers in prison specifically Traveller women, liaising with the Traveller Prison Initiative and the following morning completed a paper for the CERD committee member with key questions for the Irish government. The CERD committee member raised these questions with the Irish Government delegation on the second day of the hearing.

We also engaged with ENAR (ENAR were coordinating the Irish NGO delegation in Geneva) in advance of traveling to Geneva to ensure the Traveller and Roma agenda in relation to Travellers and Roma was led by the Traveller and Roma organisation delegates attending the CERD hearing. While in Geneva we worked in solidarity with other Irish NGOs and participated in a planning session with ENAR and other NGO delegates from Ireland.

In Ireland NTWF joined other NGOS in the IHREC office to watch the public hearing. A joint press statement was issued on the final day of the formal hearing by the Traveller organisations. The United Nations examined Ireland's record in eliminating racial discrimination on the 2-3 December 2019 and published their concluding observations on Friday the 13th (NTWF, Pavee Point and ITM) made a joint statement.

Submissions:

- Shadow Report to the UNCERD
- 2 Submissions and inputs to The Joint Committee on Key Issues Affecting the Traveller Community and supported a third submission with issues impacting on Traveller women and mental health in prison.
- Submission to the Department of Justice and Equality on the Review of the Prohibition of Incitement to Hatred Act 1989.
- Submission to the National Strategy for Women and Girls, Period Poverty Sub-Committee for the Inclusion of Traveller and Roma Women and Girls in the Work and Report of the Sub-Committee
- 2 submissions to the Joint Committee on Education and Skills, one on the examination of Traveller Education progression to second and third-level and one on the use of reduced timetables and Traveller children.
- Submission to Seanad Public consultation on Travellers Towards a more equitable Ireland post-recognition.

Networking:

Traveller Pride Week:

Traveller Pride week celebrates the contribution Travellers make within their community and to Irish society as a whole through their culture, enterprise, sport, unique history and tradition. A key event during the week is the Annual Traveller Pride Awards which celebrates and recognises the achievements and contributions by Travellers in the above fields. In the first six months of the year - work in this area focused on planning and budgeting for the Traveller Pride week and awards.

- Attended Traveller Pride Week steering group meetings.
- Meeting with the Department of Justice and Equality with regard to the funding for TPW/TPA.
- NTWF took a position to change some of the terms of reference to ensure that it is Traveller appropriate.
- NTWF was on the Traveller Pride Awards selection panel to assess nominations received and were involved in the planning for the Traveller Pride Awards
- Involved in the planning for the Traveller Pride Concert - submitted the names of Traveller women musician artists to perform on the night.
- Attended a number of local Traveller Pride events.

Two additional meetings of the Traveller Pride Organising Committee took place to focus on Traveller Ethnicity celebrations for 2019. One planning meeting and one meeting with the Community Platform and ENAR to engage in the upcoming elections, it was agreed to develop an elections protocol, led out by ENAR and supported by organisations participating in the Traveller Pride Organising Committee. NTWF participated in the launch of Election Protocols at Leinster House on the 21st of March where we gave a presentation on the day.

Post Traveller Pride Week and awards there were four meetings of this group in this period and while there has been some reflection on TPW 2019 the primary focus has been on TPW 2020. Also, a request came from the organisers of Galway 2020 via Galway Traveller Movement for a TPW event to be held in Galway as part of their programme in 2020. Discussions have been held with regard to the TPW programme overall in 2020 including an event in Galway 2020, Traveller Pride Awards yearly or bi-annually, need for a review/evaluation of TPW/TPA. To this end a facilitated session was held in Dec. with the National Traveller Pride Week Committee members to move this process forward. Key decision from this work - An event to be held as part of Galway 2020, a review of National Traveller Pride Week and the Traveller Pride Awards in 2020. While this review is being conducted the National Traveller Pride Awards will be postponed for 2020 pending the outcome of the review.

NTWF were the liaison between Galway 2020, the Galway Traveller Movement and the National Traveller Pride Week Committee.

NTWF were also the liaison person between the facilitator and National Traveller Pride Week Committee in engaging the agreed facilitator and the objectives for the session.

Traveller LGBTI Group:

A Collective Space to discuss how local Traveller groups can become more inclusive for LGBT Travellers. Six meetings of the LGBTQI+ action group continued to grow in 2019 with eight meetings taking place. The key function of the action group is to ensure issues faced by LGBTQ+ people within the Traveller and Roma communities are discussed and responses/solutions are put forward. Focus of the first meeting of the year was to plan for 2019, specifically to look at developing a poster, training designed and rolled out and engagement with the Dublin Pride Parade. Other work included.

- Planned and designed a poster targeted at LGBT+ Travellers and Roma.
- Developed a confidentiality policy for the work of the action group (due to the sensitive and confidential nature of the discussions for LGBTI+ Travellers/Roma participating in the action group).
- LGBT+ training designed by the action group and delivered to local and national Traveller organisations by members of the Traveller LGBTQ+ community. This training has been reviewed and the positives and challenges identified which will be addressed going forward.
- Identified spaces for LGBTI+ workshop to raise awareness.
- Identify the focus of the work for the second half of 2019 (such as national coming out day 10th of Oct.) NTWF played a major role in promoting engagement at both national and local level to show support for LGBT+ Traveller and Roma as part Dublin Pride Parade. We contacted 40 organisations, helped to serve breakfast, made posters, face-painting, music, marched in the Parade.
- NTWF also attended the launch of Coming Out As an Ally on the 10th of October in Outhouse Dublin. The event was well attended and featured a panel of allies discussing their personal experiences of family and friends coming out and supporting them throughout that process.
- Dublin Pride Parade to support LGBT+ Travellers. On the day we engaged with Taoiseach Leo Varadkar he posed for a photo and we spoke briefly about the challenges facing Lesbian Traveller Women.
- Email domain and email list setup for the LGBTQ+ Traveller/Roma Action group.
- There are also plans to use some of the budget to develop a strategy in 2020 and for Training for LGBTQ+ Awareness and Allyship to take place in more rural areas in 2020.
- Winter Pride 30th November was well attended
- NTWF made contact with the Dublin Lesbian Line who are interested in working with NTWF and the LGBTQI+ action group.

National Traveller Partnership:

National Traveller Partnership was established in 2012 to facilitate the continuation of the work of the 14 local Traveller projects who were funded under the LCDP (now SICAP). It has representation from the 3 national Traveller organisations and the 14 local Traveller organisations. NTWF sit on the board and we also participate on the NTP operational sub-group which we currently chair. Attended Operational and Board meetings including the AGM.

NTWF participated in 7 meetings and the AGM of the National Traveller partnership this year. These meetings involve the NTP coordinating group followed by four meetings of the BOM (NTWF chairs the coordinating group). Of these meetings of the operation committee two were themed meetings, one focusing on planning and the Department of Justice and Equality contract, the other focused on accommodation. The NTP operation committee focused on the business and discussed the issues and made recommendations to the NTP BOM (one of the key issues of business was the development of material for the new coordination and administration post submitted to the Department of Justice earlier in the year).

In the latter half of the year NTWF had to step in temporarily as acting chairperson to the NTP Board of Management alongside our role as chairperson to the NTP Operations Sub-group. We supported the NTP Secretariat in developing agendas and the sign-off on correspondence with the Department of Justice and Equality (DJE). This included correspondence with the DJE in seeking 2 extensions for the administrative supports and a number of correspondences with the DJE in attempting to advance the funding application for the two new proposed posts. We supported dialog with Wicklow Traveller Development group with

regard to hosting arrangements that included a meeting with the Chairperson of the Wicklow Traveller Development Group. We also supported and chaired the NTP AGM.

National Mental Health Steering Group:

NTWF are now members of Traveller Counselling Service's National Traveller Mental Health Network (this network is made up of local and national Traveller organisations).

The Traveller Mental Health Conference in Dublin Castle focused on the impact conflict and feuding has on Traveller Mental Health. It was a day of honest discussion about real life experiences highlighted in a study carried out by Jane Mulcahy on family conflict and the impact on both children and adults' mental health. We had a discussion with Social Workers from Exchange House and the ITM around Mental Health week which took place in September and generated collective ideas that were Traveller appropriate.

Community Foundation of Ireland

CFI Steering Group met seven times over 2019. One of these meetings was with CFI staff Tina Roach and Sara Stokes to give an update on year two of the dedicated Traveller grant and to look at priorities for year three of the five-year Traveller grant and FLACs proposal. A follow-on meeting of the steering group then took place to look at current priorities and the proposal from FLAC to employ a solicitor to work on Traveller legal cases and support staff and training for local Traveller groups. Two meetings then took place with FLAC to explore their proposal. The NTWF convened all four steering group meetings and liaised with the CFI, FLAC and the Traveller organisations who are part of the CFI steering group throughout this process (we worked on agendas and chairing meetings, some of which was quite time consuming). We also engaged in an information process with the NTWF members to get their thoughts on the entire budget for year three of the CFI Traveller grant being allocated to the FLAC proposal.

With the primary focus advancing the funding applications proposals for the recruitment of an in-house solicitor dedicated to Traveller law on a full-time basis based in FLAC offices for year 3 of this 5-year funding grant by the Community Federation of Ireland. The focus of this initiative is on identifying and pursuing strategic litigation.

NTWF took on a key coordination role between Flac and the National Traveller Organisations and other national groups who make up the CFI Steering Group. Key issues advanced during this period - developing TOR for engagement with FLAC on this project, recruitment of a solicitor, discussing what engagement with local groups look like, training aspects of the project.

NTWF sat on the recruitment panel alongside FLAC staff. It took two rounds of shortlisting and interviews to appoint a successful Candidate.

St. Stephen's Green Trust Traveller Prison Initiative Steering Group:

The Travellers in Prison Initiative (TPI) was established in response to the particular needs and circumstances of Travellers within the 14 prisons in the Republic of Ireland. While official statistics on the numbers of Travellers in prison are not available, it is widely recognised that Travellers are significantly over-represented within the prison system. A piece of research in 2016 by SSGT with the Dóchas Centre estimated that Traveller women made up 22% of the female population in the prison. The overall aim of the TPI is to improve outcomes for Travellers in prison and ultimately to reduce recidivism. The NTWF participate on the steering group which oversees the work of this project.

St. Stephen's Green Trust Employment Steering Group:

St Stephen's Green Trust following a number of conversations and meetings with NTWF, Pavee Point and ITM and in its efforts to support Traveller organisations work to highlight the issue of the unacceptably high level of unemployment and underemployment among Travellers contacted a consultant to engage with us to develop a factual report on the current situation of Travellers and employment/enterprise.

National Women's Council of Ireland:

We are one of ten partners in the NWCI training links programme. We contributed information on Traveller women to the relevant areas of the application process and have attended the first steering group meeting of the programme along with reviewing material circulated by the NWCI as the lead organisation. We have circulated all relevant information to members.

Abortion Working Group: This group was set up 2019 to provide a collective space to undertake a number of actions in relation to abortion service provision and the legislative framework for abortion services. The first meeting focused on Terms of Reference and membership. A key purpose of the committee is to provide a collective space to look at the service provision, the experience of women and the legislative framework for abortion services. The NTWF will participate to ensure the Traveller women's concerns and experience is captured throughout the work of the committee. Three meetings of this group have taken place during 2019 and the focus has been on the establishment of Sub-Groups to work on the following themes - Review of the Legislation - Supporting Abortion Care Providers - Capturing Women's Experiences. Other issues looked at included safe access zones, relevant research, and information sharing from the different groups present. A Press release was sent out in December regarding the delays in legislation on safe zones, under-serviced areas, and lack of providers. A 'Safe Access Watch' site is to be created so that people can report when they see protests or experience instances of harassment in accessing abortion care. This will help to provide evidence that safety zone legislation is needed.

Women's Mental Health Network: We joined the NWCI's Women's Mental Health Network of Ireland to further work for the mental health of Traveller women. There is a need to leverage national mainstream organisation's reach and resources and a willingness from NWCI to work with us to do so. Attended the AGM of the National Women's Council of Ireland. We supported a motion for the NWCI to review its membership policy to ensure it is non-discriminatory and inclusive of women and groups including those representing women in prostitution and sex work. We used this event as a chance to Network with other Women's Organisations around Ireland.

Post repeal Ireland

We were invited to the most recent Repeal the Eight annual conference where the NTWF presented on the importance of choice for Traveller women and for women from Ethnic Minority Groups. The daylong conference focused on the current legislation, where it is now and how to improve it going forward for all women.

Women for Elections

In the first quarter of the year we have engaged with some of the Traveller women who had identified themselves as running for local elections. We have encouraged continual political engagement of Traveller women in politics. We ensured that the Oireachtas Women's Caucus members were present at the AV Room viewing of our film Traveller Women Change-makers. We also have encouraged Traveller women

to register for voting when not registered. We had two meetings with Women for Elections including meeting their CEO and working with them in organising Women for Election training with Traveller women, which took place in October. This training was culturally appropriate for Travellers, with a focus on HR, media, and campaigning. After a successful event in Cork, we hosted another training session with the same speakers in Dublin. This engagement with Women for Elections came as a result of the work we did with the CFI in conjunction with other National groups to develop priorities for year two of the CFI Traveller specific funding one of which was Travellers and Politics (promoting this piece of work directly with Traveller women was also directly influenced by the growing negative discourse and Anti-Traveller racism in the previous local and general elections and in particular the 2018 Presidential race).

College Connect Regional Steering Group

College Connect is a collaborative initiative from the MEND (Midlands, East, North Dublin) higher education cluster, which comprises Athlone Institute of Technology, Dundalk Institute of Technology, Dublin City University and Maynooth University. It is a HEA funded three-year PATH 3 (Programme for Access to Higher Education) project which aims to admit 400 additional students from specific target groups (e.g. Travellers, lone parents, care experienced young people, people with disabilities, refugees, etc.,) who are under-represented in higher education. The NTWF represents Travellers on this newly established steering group and our key priority is Travellers (Traveller women) and ensuring that their experiences and challenges inform the work plan and work of the steering group. Also, we are promoting that the second interest group for research to be undertaken by this steering group are Travellers. One preparatory meeting and five meetings of the steering group took place in 2019. Key actions during this period included:

- Reports on role out of agreed work plan.
- Ensuring the issues for Travellers and third level are impacting on the overall work of the project.
- The NTWF also attended a scoping meeting with the College Connect Coordinator and other key stakeholders in advance of the second needs analysis which will take place with Travellers and Traveller organisations in the region (the first needs analysis has taken place with prisoners to identify key barriers for prisoners and 3rd level education). It was agreed that it will be an action-based approach to be taken with Traveller needs analysis to look at the experiences and issues faced by Travellers in 3rd level institutions rather than the barriers which are well documented.
- The NTWF actively engaged in the Launch of the College Connect MEND programme in Pillar Room in November, we opened the launch and presented on issues for Travellers and 3rd level and made suggestions on content and advised on the venue for the launch.

Domestic, Sexual, Gender Based Violence Steering Group Tusla (DSGBV)

NTWF are members of the Tusla/Pavee Point Advisory Group for a pilot project on domestic, sexual and gender-based violence. First meeting of this group took place and focused on Terms of Reference and the Tusla regional needs assessment.

Networking and ensuring Traveller women's issues are reflected in the broader community sector:

- Took part in the Raise the Roof protest in solidarity with other Traveller Organisations and communities facing homelessness in Ireland.
- National Conference exploring Domestic and Sexual Violence issues impacting Traveller and Roma Communities. Took part in discussions and workshops on what was working well and what we

need to improve on. This was a useful exercise with TUSLA hearing the issues from Roma and Traveller women present.

- Participated on a panel in UCD on marginalisation across cultures, specifically the experiences of Indian and Traveller Women in Ireland.
- FLAC 50 Years Access to Justice Conference. We took part in a workshop around the legal needs of people experiencing domestic violence. This was an opportunity to highlight the different response to domestic violence calls to An Garda Síochána from Traveller women as opposed to women from the majority population. It was also an important opportunity to debunk the notion that violence is inherent in Traveller culture and is not and should not be tolerated.
- The NTWF attended the event celebrating the 70th anniversary of the Council of Europe. We raised a point from the floor about homelessness and gender-based violence impacting Traveller women. We used the opportunity to network with the Commissioner and Ireland's Human Rights department as well other elected representatives.
- Participated in IHREC's CERD consultation and information event.
- Gave an input to the Trinity College Access Programme Officers on the importance of engaging young Travellers in their various programmes. On the same day in Trinity we also facilitated a Q&A session with a group of 6th year students from marginalised/disadvantaged backgrounds.
- The NTWF gave a presentation at an event in Derry remembering Bloody Sunday and the freedom of people on the island of Ireland. We spoke on the injustice, inequality and racism the Traveller community experience, we again focused on Gender, LGBT+ and human rights. On the day we co-facilitated with Donegal Traveller Project a discussion on class dynamics, Traveller exclusion and Traveller inclusion in community dialogue spaces (part of this focused on the discrimination/racism experienced by Travellers in Donegal).
- We gave an input to the Irish Council of Civil Liberties (ICCL) on equality focusing on Traveller women and we also presented the ICCL 2019 Virgin Media Ireland Film award for Human Rights.
- We attended the Women's Mental Health Conference in Exchange House speakers covering topics on maternal care, eating disorders and access to counselling and therapy.
- Attended a research launch, 'Inter-Family Violence and Its Impact on Traveller Mental Health'. Important to consider the ways in which these impacts are exacerbated for Traveller women.
- We also attended the vote on the Traveller Culture and History in Education bill, sponsored by Collette Kelleher 16th October in the AV room in Leinster House.
- We wrote to the Garda Commissioner in relation to a video by a member of the Guards where he advertised a charity boxing match by ridiculing Travellers in a very racist and offensive manner, we were particularly concerned with reverences to violence against women.
- Attended the Tusla TESS Rebranding Launch on the 5th of November where the Education welfare service section of Tusla sought to create a clearer identity for itself.
- NTWF attended a briefing in the Dail on the Traveller Culture Bill organised by the Traveller Oireachtas Group on the 24th of September.
- NTWF also attended a briefing in the Dail on restructuring in the Department of Justice and Equality on the 21st of August. We subsequently circulated information on this briefing including the presentation given on the 21st.
- Facilitated a showing of the Changemakers DVD with a young women's group in Ballyfermot Travellers Action Project this was followed with an open discussion on barriers and pressures that young Traveller girls experience. One other session with the same group focused on the issues at local level and the redevelopment of Labre Park.
- Attended the launch of Galway Traveller Movement's Accommodation Inquiry Report in NUIG

- Linked with the Donegal Women's Network, including Traveller Women from the North West of Ireland.
- Facilitated a session with a men's group in the Clondalkin Traveller Development Group, focusing on gender and a proactive approach in challenging behavior and gender roles.
- Met with Pat Montague to contribute to the PR/ Communications review being carried out for National Traveller MABS.
- NTWF were a keynote speaker at the Waterford Traveller CDP graduation ceremony for Traveller Women who completed a FETAC level 5 Community Development Course. It was really inspiring to listen to the women's stories on the day.
- NTWF jointly facilitated training for Galway City LTACC members (local authority officials, elected officials and Traveller representatives we also made a PowerPoint presentation on the day focusing on Traveller culture, equality and the national context re overall lack of implementation of Traveller accommodation. In advance of the day we engaged with Galway Traveller Movement and Niall Crowley who was the co-facilitator.
- Input given to TVG's Meelagh Women's Group Mahon Cork and also engaged in discussion and questions and answers.
- Met with the St. Stephen's Green Trust's new Employment Policy Worker who will be engaging with local Traveller organisations. A key priority is to ensure a focus on reducing the widening gap for Traveller and employment opportunities.

Organisational Development

National Traveller Women's Forum AGM:

The NTWF AGM 2019 took place on the 24th of June. A date for the diary went out a number of months in advance with the formal notice of the AGM being circulated to the members at the end of May. This also included details of a NTWF consultation session following the AGM with members on the United Nations Committee for the Elimination of Racial Discrimination examination of the Irish State report later in 2019. For the most part the AGM followed a formal agenda but an important aspect of the AGM is the networking opportunity it provides NTWF members attending on the day. A total of 32 members from 13 different organisations attended the event.

Recruitment: We advertised and interviewed for maternity cover for our community development worker. Cover began at the start of September 2019 and would end when our community development worker would return to work in April 2020. A starter pack was compiled. A laptop and work phone were set up to make for an easy transition to our new worker.

Staff Training: All staff and those who wished to attend from the board of management attended and completed GDPR training. Two staff members attended the Barnardo's Designated Liaison Person Training. All staff and those who could attend from our board of management participated in the hate speech legislation workshop that we held in December 2019.

Policy review: Work was ongoing throughout the year on our staff handbook. All changes and updates were completed in conjunction with, and the approval of the board of management. The Financial Handbook was also worked on in 2019 and by the end of the year was in its final draft awaiting review and approval from the board of management. All information was compiled for the drafting of the GDPR policy however the company who conducted our training on this legislation was not available to complete this work until early 2020.

Office space: All outstanding furniture and storage for our office space was purchased. By year end work was ongoing on sorting through and filing all paperwork from previous years into a proper filing system.

Communications Updates: We redeveloped our membership updates in the last quarter of the year to facilitate more regular email newsletters. These included general policy and themed updates. Having this new system will make more efficient the process of emailing groups in the future.

Web-Site: The NTWF website was updated went live with Google analytics added to the website

Ongoing office work includes:

- 6 Board of Management meetings were held throughout the year

- 10 staff Meetings were held in 2019 along with monthly supervision for all staff with the coordinator.
- The 2018 payroll was closed off and the new 2019 payroll package was set up.
- The audit of 2018 accounts and Annual report were completed.
- All financial payments, wage and revenue payments maintained.
- Completion of the year end for St Stephen's Green Trust which runs for the start of April to the end of March. Funding for the peer support worker in the Dóchas Centre has now ended with SSGT.
- The Irish Prison Service took over the funding for the Dóchas peer support worker so a new bank account was set up and budgets were compiled.
- Financial reports for all accounts were completed to year end and put into the financial templates required by each funder.
- All staff queries regarding maternity pay, holiday entitlements and any other HR issues/queries were addressed.
- All IT problems were resolved; all warranties were updated, two computers were sent away for repair, a major fault on the landline and internet was detected and after much avoidance of blame by our provider and EIR they eventually fixed it. We purchased an office home and business with password protection for all computers as per GDPR.
- The NTWF membership updates were circulated alongside continual emails in relation to events or emerging information.
- Support was given to the Dóchas Peer support worker with designing and producing a poster for the Traveller Pride Week event that took place within the prison, along with communicating details of the event to attendees. Support was also given in designing and producing promotional material for the peer support worker in Dóchas; posters, brochures and business cards were produced.
- A flag/banner was designed and produced for the NTWF.
- The Charity Regulators report was completed and uploaded on time.
- The coordinator and a board of management member attended the CERD conference in Geneva. All paperwork required to attend the event was submitted and all transport, flights and accommodation were booked.

Departments & Agencies that NTWF work with:

Department of Justice and Equality
Department of Education and Skills
Department of Health
Department of the Taoiseach
Dept. of Environment, Community & Local Government
Department of Social Protection
Health Service Executive including Social Inclusion and Traveller Health Units
Pavee Point
Minceir Whiden
Irish Traveller Movement
Parish of the Travelling People
Involve
National Traveller MABS
Representatives of Local Authority County Managers and Local Authority elected officials
Ministerial Nominees appointed to some of the committees
Coalition to Repeal the Eighth
Together for Yes
Women's Human Rights Alliance
National Women's Council of Ireland
Community Work Ireland
Irish Human Rights and Equality Commission
St. Stephen's Green Trust
Community Foundation of Ireland

National Traveller Womens Forum Company Limited by Guarantee
SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS
DETAILED INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2019

	2019 €	2018 €
Income		
Department of Justice	159,978	159,979
St Stephens Green Trust	40,929	19,658
Small Projects	2,851	6,377
Irish prison service	20,000	-
	<u>223,758</u>	<u>186,014</u>
Expenditure		
Staff recruitment	90	-
Workshop	5,700	-
Training	125	-
Dochas centre	200	-
DVD accomodation grant	2,200	-
Audit	922	922
Bank charges	222	113
Software	367	7,616
Travel	7,916	10,811
Website	249	2,239
Other	-	30
Subscriptions	200	350
Administration expenses	1,125	184
Office supplies	2,390	2,496
Waste management	-	29
Telephone and postage	1,659	1,492
Feasibility study	5,000	5,207
Office set-up	547	5,033
Strategic planning	3,018	4,950
Promotion and publicity	277	6,000
Advertising	-	225
IT equipment	1,749	-
Room Hire	1,185	3,480
Light, heat and power	1,100	1,100
Rent payable	5,500	5,687
Maintenance	14	-
Insurance	1,253	1,675
Wages and salaries	150,995	141,541
	<u>194,003</u>	<u>201,180</u>
Net surplus/(deficit)	<u>29,755</u>	<u>(15,166)</u>