

ANNUAL REPORT 2023

itm
Irish Traveller movement



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A MESSAGE FROM OUR DIRECTOR

Dear members,

Before reflecting on the progress and the achievements we have made throughout 2023, I also want to acknowledge the many challenges experienced by our community during that time, which are undocumented.

The positive achievements of our work on behalf of the community and our Members this year resulted in the establishment of Ireland's first National Traveller Apprenticeship Programme. Aimed at supporting Travellers to access and maintain Apprentice-ships, 131 expressions of interest were generated highlighting community interest in employment and apprenticeship opportunities. A significant development by the end of 2023 saw 41 Travellers being funded in an apprenticeship or for pre-appren-ticeship training.

I am also proud to share the ongoing impact and capacity development of the Yellow Flag Programme which welcomed ten new schools spanning Dublin, Cork, Kildare, Kerry and Waterford and which supported 4,083 students and 348 teaching staff to complete the programme and achieve their flag in 2023.

Through our National Youth Participation Programme, we are committed to nurturing the next generation of community leaders, preparing them to take on important roles in shaping our collective future.

We are also proud to have initiated the process in the development in 2024, leading to the first-ever Traveller Heritage Strategy, aiming to preserve and celebrate our cultural heritage.



Our annual commitment to Traveller Pride Week as a Member of the National Steering Committee, consolidates our collective drive with national and local organisations to ensure visibility of pride and celebration of our culture, on this island.

ITM has continued to advocate for a Traveller Accommodation Authority (TAA), recommended by the Traveller Accommodation Expert Group, to address long-standing gaps in delivery and oversight, particularly at national level. Reforming current governance structures nationally and locally is urgent, with attention to transparency, accountability, and resource allocations needed.

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The long awaited community consultations to inform the next National Traveller and Roma Inclusion Integration Strategy were lead out, and we are fully committed to monitoring its successful implementation and looking toward the positive impact from it on our community.

ITM continues to be actively involved in the landmark first in four decades review of Ireland's Civil Legal Aid System, as a Member of the Civil Legal Aid Review Group appointed by Minister for Justice Helen McEntee, to assess legal aid reforms in Ireland.

In our broader mission for justice and human rights, we stood in solidarity with the Palestinian people and those seeking international protection. Our commitment to global justice reflects our core values of equity and respect for all individuals, regardless of their background.

As we look ahead, we remain committed to advancing our goals, working collectively towards the realisation of Traveller's human rights.

Thank you for your continued support.

Bernard Joyce
Director



CHAIRPERSON'S STATEMENT

Dear members,

As chairperson of the Irish Traveller Movement I'm proud to introduce the 2023 annual report. This year has been a time of great progress, as well as some challenges, reflecting on our ongoing dedication to the rights, dignity and well being of our community.

In 2023, we made significant progress in our advocacy work. Our continued efforts to improve access to education, and housing have led to new policies that aim to close the gaps and promote inclusion. We have had important discussions with a range of dynamic individuals who have the power to make real sustainable change. By addressing the key issues and barriers faced by Travellers daily we have ensured that Travellers voices are not only heard but acted upon.

However, despite the progress that has been made we still face challenges. Discrimination and marginalisation are still major issues that affect our community and these issues require our focus and actions. Our team is growing at ITM which is in turn allowing us the opportunity to build stronger partnerships and expand our reach both within the community and also to external organisations who share the same goals or equality and justice.

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A highlight this year has been the emergence of a new generation of young Traveller activists within our movement. Their energy and passion for change has brought new ideas, solutions and perspectives to our movement which has given us a fresh boost. Supporting the community is a key priority, as they are the future leaders of our community

Helena Power
Chairperson

TRAVELLER ACCOMMODATION ADVOCACY

A core advocacy objective in 2023 - maintaining momentum for the establishment of the Traveller Accommodation Authority (TAA),

The Traveller Accommodation Authority (TAA) recommended by the Traveller Accommodation Expert Group, and long called for by ITM and our Members is vital to redress Traveller accommodation delivery and oversight. Our work in 2023 focused on driving the development of reforming current systems and improving governance, resource and accountability structures, a core function of any such Authority, as a priority action for the Programme Board in negotiation spaces, briefing positions and papers.

We examined the State's precedent and commitments to other social housing provision since the publication of the EG Report and undertook a first-time audit of Traveller planning projects.

We continued to advocate across political, civil and human rights settings in Europe and at the UN on policy recommendations aimed at improving delivery of accommodation for Travellers. **We supported IHREC's report to the European Social Committee on Ireland's** progress following violations found in Traveller accommodation. And contributed to the equality review of local authority action plans on Traveller accommodation.

ITM's Accommodation Working Group our critical member coalition platform to share experiences and participate in shaping national Traveller Accommodation policies met regularly throughout the year. Working on revisions to the Caravan Loan Scheme, benchmarking criteria of pilot funding to support Homeless Traveller women and to inform ITM's role on national oversights groups, the Programme Board and the National Traveller Accommodation Consultative Committee (NTACC)

We maintained critical relationships, including with Minister Kieran O'Donnell, urging strong leadership to address accommodation stagnancy and fully implement the recommendations of the Expert Group Report. We submitted to the Review of the TAPs and guidance for Local Authorities.

We submitted to the Oireachtas Housing Committee on Traveller Accommodation in anticipation of scrutiny of the Planning legislations. We supported the campaign for a constitutional amendment to the Right to Housing and submitted to the Housing Commission. We submitted to the Minister for Justice, proposals to Repeal the Trespass legislations which continue to have a severe and lasting impact on Traveller families.

We participated in the Irish Homeless Policy Group, Raise the Roof and the Coalition to End Youth Homelessness, and presented to the Housing Agency's conference for housing practitioners on practical advice for local authorities to improve their delivery of Traveller specific accommodation.

Know Your Rights Accommodation Toolkit

Through IHREC funding we omitted to developing easily accessible and engaging resources, which allow for its member-organisations, and those advocating on behalf of the Travellers community to better understand Know Your Rights and Public Sector Duty.


NATIONS UNIES
UNITED NATIONS

TRAVELLER YOUTH PARTICIPATION AND LEADERSHIP STRATEGY



MAPPING EXERCISE

The Youth Team continued to target key stakeholders to engage within our mapping exercise with a successful result with an overall 107 responses to our survey. The National Youth Development officer collated and analyzed it's initial findings which would feed into our final report on the mapping exercise once completed.

ITM TRAVELLER YOUTH LEADERSHIP PROGRAMME

ITM youth team targeted young Travellers through our membership to participate in our second Traveller youth leadership. Young Travellers from around the country were nominated to participate within the programme with the ITM youth team carrying out an assessment of need with participants to support their engagement within the programme. The youth team contacted Dermot O Brien to jointly facilitate and design each session to be delivered between November 2023 to June 2024. The Leadership Programme consisted of sessions based on understanding leadership, communication/facilitation skills, public speaking, team building, impact of using your voice, representation and intersectionality among Young Traveller leaders and a reflection of the programme.

YOUTH POLICY SUBMISSIONS

ITM youth team submitted a proposal to the Department on the upcoming National Youth Service Plan feeding in our recommendations required to meet the specific needs of young Travellers. A second submission was submitted to the UN special rapporteur on human rights outlining our recommendations required to protect the participation of young Traveller human rights defenders in Ireland.

COLLECTIVE NATIONAL TRAVELLER YOUTH TRAVELLER PRIDE WEEK EVENT

The ITM National Traveller Youth Leadership and Participation steering committee consisting of Minceir Whiden, Involve youth and community services , Galway Traveller Movement, Exchange House Ireland, Pavee Point met reviewing progress made under the current strategy 2021-2025 and also held the first ever national collective Traveller youth event during Traveller Pride Week 2023 in Athlone celebrating young Traveller change makers which saw young Travellers in leadership roles such as MC and panel speakers on the day.

REPRESENTATION ON TUSLA NATIONAL WORKING GROUP FOR TRAVELLER CHILDREN AND YOUNG PEOPLE

Through our representation on Tusla's national working group for Traveller children and youth and its Traveller youth subgroup, the coordinator of the ITM Traveller youth programme worked in partnership with Tusla staff in developing, overseeing and recruitment of consultants to carry out regional consultations with the Traveller community regionally outlining the current barriers to Traveller access and participation in Tusla services and identifying solutions to the barriers.

TRAVELLER YOUTH ADVISORY GROUP

The coordinator also worked in partnership with Tusla staff in developing a draft term of reference for a Traveller youth advisory group advising the agency how best to work with Traveller youth and families, a tender for the employment of a peer support service to support the Traveller Youths participation, hosting an information session outlining the purpose of the peer support service targeting Traveller organisations to attend. The coordinator also oversaw the tender process and selection process of successful candidates for the peer support service employer. ITM member LTAG were successful in the tendering process and began its recruitment process in the last quarter of 2023.

COVID 19 ADVISORY RESEARCH

ITM youth team nominated an ITM Traveller Youth Forum member to participate on the advisory panel of CERV research and supported researchers to link with two focus groups with Traveller children as research participants. The research aimed to gain Children and Young People's (aged 8 to 16 years) perspectives and opinions of how their lives and their rights were impacted during the pandemic, with particular focus on the impact of the various restrictions. In addition, an important part of this project is understanding Children and Young People's participation in decision making during covid-19, and how this could be improved on in future times of emergency towards the development of a Child Rights Impact Assessment for Europe.

NATIONAL YOUTH ASSEMBLY OF IRELAND

The ITM youth team nominated Latisha McCrudden an ITM Traveller youth forum member as our representative to the national youth assembly of Ireland. The National Youth Assembly meets once a quarter discussing issues affecting young people in Ireland today making recommendations to address them.

COIMISIÚN NA MEÁN'S YOUTH ADVISORY COMMITTEE

The ITM Youth Team nominated Samantha Joyce an ITM Traveller Youth Forum Member as our representative to Coimisiún na Meán's Youth Advisory Committee. The focus of the youth advisory group was to advise on the development of the Online Safety Code.

NATIONAL YOUTH COUNCIL OF IRELAND

As a member of NYCI the youth team attended membership spaces feeding into the direction of the organisation such as the development of its new strategic plan 2023- 2027 and the launch of the vision for youth work. The coordinator of the youth team also continued to serve as a board member and chairperson of its policy and advocacy committee.

NATIONAL POLICY FRAMEWORK FOR CHILDREN AND YOUNG PEOPLE

The ITM Youth Team attended DCEDIY information sessions outlining progress on the next national policy framework for children and young people and its communication platform.



YELLOW FLAG PROGRAMME

OUR WORK WITH SCHOOLS

In 2023, the Yellow Flag Programme proudly welcomed ten new schools dedicated to fostering diversity, equity, and inclusion within their communities. These schools spanned across Dublin, Cork, Kildare, Kerry and Waterford. In addition to our existing schools who completed their second year on the programme, the team also onboarded five schools renewing their flag. These schools have taken significant strides in embedding the principles of the Yellow Flag Programme into their daily practices and school culture.

Through our work, schools created Anti-Racism Policies, created Diversity Committees, undertook a whole-school survey regarding racism and inclusion, teachers attended the Introduction to Intercultural Awareness CPD, they collaborated with local projects and community groups, hosted celebrations of culture, ethnicity and equality, such as Eid, Human Rights Day, Traveller Pride Week, Fáilte Day, World Hijab Day, Roma Day and much more.

During 2023, the programme supported 4,083 students and 348 teaching staff in completing the programme and achieving their flag. Ten schools were awarded their flag and attended an awards ceremony in the Ark Children's Theatre. Schools awarded later in 2023 were awarded in March 2024.

The programme offered a number of ad hoc workshops to schools, which included a session with the Traveller Cultural Awareness Training (TCAT), Trauma Informed Practice in the Classroom, Restorative Practice, Traveller Storytelling in the Classroom and more. For the young people, we hosted our first Anti-Racism Youth Forum that brought schools together to think about what the inclusive school looks like, and what the roadblocks are, and what actions schools can take to address them.

OUR STAFF

In September 2023, Karen Shiels began working with the Yellow Flag Programme as the second Development Worker, which greatly increased the capacity of the programme. In her work, Karen supports schools new to the programme through the 8-Steps, and creates links for the schools to their wider community.





PROGRAMME DEVELOPMENT

In 2023, the programme published two key resources: the ***Value Youth Leadership Toolkit*** and the ***Honouring All Languages*** teacher workshop, in collaboration with Mother Tongues Ireland. ***The Value Youth Leadership Toolkit*** was developed to support capacity building for minority ethnic young people in leadership roles, with particular reference to the Diversity Committee structure. The resource is freely available on our website for anyone to refer to. The ***Honouring All Languages*** workshop, was developed in response to the growing language diversity in Irish classroom and is available to teachers in Yellow Flag schools to support capacity to respond to the multilingual classroom.

Additionally, the programme expanded its work with ITM members, working together with local schools. Building these relationships and maintaining strong links with community organisations is invaluable in guiding schools on their journey towards inclusivity. These partnerships not only enhance the schools' ability to implement the programme effectively but also strengthen community ties and promote mutual understanding.

FUNDING THE YELLOW FLAG PROGRAMME

The programme was successful in its application for one year funding under the National Action Plan Against Racism - Ireland Against Racism Fund. The Funding, which is administered by the Department of Children, Equality, Disability, Integration and Youth supported the programme throughout 2023 to expand its support for existing, new and renewal schools.

The programme also received funding under the Asylum Migration and Integration Fund which supported the increase in demand for the programme, and expanded the resources the programme could offer to support schools. It applied again for the four year AMIF programme at the end of 2023.

WIDER WORK

In 2023, the programme continued to pursue an advancement of the National Action Plan Against Racism, both through the programme directly with DCEDIY and through an engagement with the Irish Network Against Racism.

Locally, the programme targeted specific areas, councils and representatives to progress funding opportunities for schools in areas where the programme was unable to reach in the past. Additionally, the Yellow Flag Programme continued to attend network engagements through the Irish Network Against Racism and the Asylum Support Network Meetings.

The programme also met with Primary Health Projects, local projects, the Hope & Courage Collective, Narrative4, Schools of Sanctuary, Rialto Youth Project, Kid's Own, NYCI, Cluid, Worldwise Global School, Global Village and more. Lastly, the programme continued to expand on its impact tracking capabilities through work with Enclude.

MEMBERSHIP

We facilitated consultation with members on ITM Response to the draft 5th State Report on the Framework Convention for the Protection of National Minorities (FCNM).

We covered ITM membership Led Training & Capacity Building throughout 2023 with support of funding from the Wheel, training covered

- Becoming A New Board Member
- Traveller Cultural Awareness Training
- Trauma Informed Practice
- Plain English training
- Membership GDPR training



TRAVELLER PRIDE WEEK STEERING COMMITTEE

The membership officer supported the planning of Traveller Pride Week through the National Traveller Advisory Steering Committee which is made up of eight National Traveller organisations overseeing and organising the yearly Traveller Pride Weeks event and administration of the budget with aim of instilling pride and celebrating Traveller culture and identity with the Minister Roderic O'Gorman officially launching the week through the 'Traveller Arts Festival.

EDUCATION STRATEGY

The National Traveller & Roma Education Strategy. This strategy is currently being developed to improve education opportunities for the Traveller community. It's a significant step towards creating a more inclusive and equitable educational system for our community.

We responded to the new 10-year Literacy, Numeracy and Digital Literacy Strategy, A Submission to the Department of Education and the Department of Children, Equality, Disability, Integration and Youth.

NATIONAL ACTION GROUP FOR LGBTI+ TRAVELLER AND ROMA RIGHTS



- Meetings of the collective of LGBTI+ Traveller and Roma, Traveller and Roma as well as LGBTI+ organisations of which ITM is an active member.
- ITM Supported members & the Action Group and at the Dublin LGBTQ+ Pride Parade
- Supported The Launch of the the Action Group's collective project: The Spoken Word Project - a reading of poems created from the research "Unveiling inequality - Experiences of LGBTI+ Traveller and Roma" published in 2022 and presented then to ITM AGM Conference to 38 Membership organisation 2023

ENTERPRISE AND EMPLOYMENT & APPRENTICESHIP

In March, 23 the Traveller Apprenticeship Incentivisation Programme began. The programme is funded by the Department of Further and Higher Education, Research, Innovation and Science, through the Dormant Accounts Fund.

This programme is aimed at supporting Travellers to access and maintain Apprenticeships. Funding was available for 60 Travellers who were employed as an apprentice or enrolled in a pre-apprenticeship course. Great efforts have been made to promote the initiative with workshops delivered to Traveller organisations, mixed professional groups including ETB staff, TUSLA staff, Youthreach, Traveller Education Officers, Alternative Education settings including Youth Reach and Probation funded projects.

To the end of December we had received 131 expressions of interest, highlighting the interest among the community for employment and apprenticeships. By the end of the year, the programme funded 41 Travellers who were in an apprenticeship or pre apprenticeship training. The main apprenticeships were: Electrical, Carpentry, Plumbing and Construction.

Over the year, there were many positives such as developing positive working relationships with ICTU, IASIO, IBEC, IHREC, unions, Business in the Community Ireland and Open Doors Ireland and receiving a lot of practical support in promoting the programme and working in cooperation to offer a broader service to Travellers looking for employment. A lot of time was invested in targeting Semi State organisations to develop targeted initiatives that acknowledge Travellers experience and the disparity of opportunities. We are working towards getting a commitment from organisations to ring fence apprenticeships for Travellers and to commit to doing this over a period of years.

There have also been many challenges in getting the programme set up and providing a service that meets the needs of Travellers. The biggest challenge has been that we do not have a bank of employers that understand the issues facing Travellers and are willing to employ them. We have first hand experience of Travellers unable to find an employer, while at the same time hearing that nationally apprentices cannot be found. Other barriers to accessing apprenticeships have been educational disadvantage and not being able to access pre apprenticeship training.

There continues to be issues with identifying as a Traveller in the workplace with only 3 of the 12 employers entitled to receive the grant, only three apprentices were willing to share that a grant was available as they have concerns about the long term implications of disclosing their ethnicity.

In November we were informed that the programme would be funded into 2024 which is very positive. Our priorities going into 2024 are to continue to develop and broaden the programme and develop a model of practice that meets the needs of the Travelling community, build a bank of employers that understand Travellers experience and are willing to develop targeted initiatives, support more Traveller women to view apprenticeships as an option and promote pre-apprenticeship and access to Apprenticeship training as a pathway into apprenticeships.

In terms of broader employment and enterprise policy we have represented the Irish Traveller Movement at the NTRIS Employment SubGroup, Department of Social Protection Traveller Consultative Forum working groups and the National Apprenticeship Office Access and Inclusion working groups. In all of these forums we are able to share the experience from the TAIP programme.



POLICY AND ADVOCACY

Following the thematic approaches and advocacy ITM committed to in 2022, the following policy commitments evolved:

From our focus on Traveller children, all matters raised by ITM to the UN Committee on Rights of the Child were reflected in the 16 Recommendations to the Irish government.

In our drive to safeguard Traveller Heritage through Ministerial and cross government advocacy, The Heritage Council committed to work in partnership with the ITM and the community, to develop a Traveller Heritage Strategy as part of its 2023-2028 Plan.

In media inclusion, following our extensive advocacy for media inclusion, equity and safety from harm in the media and digital space, ITM was appointed to the Future of Media in Ireland Stakeholder Consultative Group. And nominated to Coimisiún na Meán's Youth Advisory Committee on Ireland's Safety Code development and ongoing work of the Commission. We also welcomed broader engagement and expansion of RTE internships and better inclusion in content.

Regarding arts inclusion and investment. ITM advocated for targeted funding in the Arts, and equity for Travellers in arts programming. In 2023 we welcomed the review of Creative Ireland funding, and a grant allocation of €200,000 for The Traveller Wellbeing through Creativity 2023 initiative.

Our campaigning and advocacy focus

POLITICAL ADVOCACY.

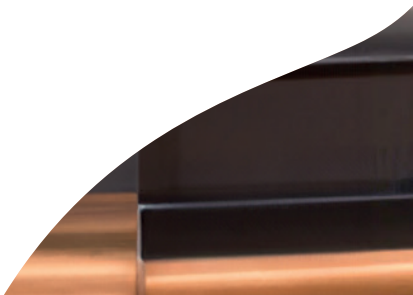
We raised matters in the Dail and Seanad, through Ministerial interventions, debates and via Parliamentary Questions on accommodation, energy poverty, The Budget, evictions ban, accommodation and housing investments and schemes, education, mental health, cultural and arts investment, and safety from online harm.

Accommodation ITM advocated for acceleration of Traveller housing and developments in the moratorium on exemption from "Part 8" of the planning process, on review of the Criminal Trespass legislation, for follow ups of the Electricity Credit Scheme, and for Traveller inclusion in the evictions ban.

Education, we raised the sustained disproportionate use of the reduced timetable, on parental supports needed, on expediting the Traveller Education Strategy, and for the Traveller Culture and History research report. On findings of the UN Committee on the Rights of the Child, for publication on the education-related data reports disaggregated for Travellers.

Mental health, for the establishment of the National Traveller and Roma Mental Health Action Plan, for an ethnic identifier in Coroner Courts' Reporting, and Irish health services. For renewal of the Connecting for Life Advisory Group and for a specific mental health strategy for Traveller children.

Cultural Safeguarding ITM raised with the Minister and Oireachtas Committee, the need to establish Traveller specific cultural and heritage initiatives and safeguarding plan.



BROADER ADVOCACY

Traveller Children. We committed our efforts to a focus on Traveller children and for greater attention to fundamental impacts such as safety from online harm, where we raised matters of vulnerability for Traveller children and young people and met Ireland's Digital Safety Commissioner. We submitted to Commission na Meán's draft online Safety Code and held a consultation for members. Matters raised by ITM were included in Ireland's first draft for public consultation on the Code. ITM was appointed to Coimisiún na Meán's Youth Advisory Committee to oversee the Code development and ongoing matters under the Coimisiún's remit. ITM took matters to the Children Rights Alliance for their Annual Report Card.

Education and Reduced Timetable. Following advocacy across sectors including political, for publication of the quarterly outcome reporting on the Reduced Timetable, no progress was made. ITM undertook a community wide consultation via a research survey to assess the extent of the schools' practice, in August 2023. ITM also met with and raised those matters as priority with the OECD, and to the Advisory Committee to the Framework Convention on the Protection of National Minorities. We welcomed the TUSLA / DE reports published in October 2023. We also submitted in 2023 to the Review of the Senior Cycle consultation and to the Digital Literacy Strategy

Equality. ITM convened and collaborated with our Members on the NTRIS consultation process and drove policy positions. We participated in the Equality Platform on the Care and Family referendums proposed for 2024 and advocated for the extension of time for community engagement. We raised matters with the Department of Finance on the ***National Payments Strategy***. We raised with IHREC a review of data collection systems, and the establishment of a Traveller advisory group to support the work in the area.

Media Representation. Content and delivery. We raised matters of oversight and broad inclusion needed in public service media, and in the sector generally. As part of ITM's appointment to the Stakeholder Advisory Group to the Future of Media Report, we attended the three meetings held in 2023.

We submitted to Coimisiún na Meán's Gender, Equality, Diversity strategy for the media sector, and took part in the stakeholder's consultation. RTE engaged directly with ITM in view of concerns raised in workforce inclusion and training. The RTÉ Internship 2023 was expanded and information sessions held to attract Traveller interns.



Hate Crime. ITM is a Member of the Coalition Against Hate Crime, in 2023 positions were agreed and ITM maintained the need for the demonstration test for aggravated offences in the proposed hate crime legislation. The Bill progressed to the Seanad, with amendments needed. ITM convened a Traveller specific briefing in Leinster House in December, driving Traveller positions across the Seanad.

Safeguarding Traveller Heritage. Following advocacy in 2021 for investment in the protection and preservation of Traveller culture and heritage ITM was invited to work with the Heritage Council towards the development of a National Traveller Heritage Strategy. Appointment of a heritage officer with responsibility was welcome, and a Traveller Advisory Group established by December 2023. We consulted our Members at the 2023 AGM and the Minister with responsibility addressed the delegation.

Arts and Culture. We raised concerns about lack of reach to Travellers and need for ring fenced Traveller arts funding and expansion within mainstream programmes and supports, and for greater Traveller investment in the Creative Ireland Fund and Art's Council monies. We made two submissions and presentations to the Joint Oireachtas Committee on Tourism, Culture, Arts, Gaeltacht, Sport and Media in 2023.

Anti-Racism. We convened a membership consultation towards ITM's parallel report to the Framework Convention for the Protection of National Minorities (FCNM), and organised Dublin site visits for Members of the Council of Europe's Advisory Committee. We confirmed our position that Travellers had not definitively considered the position of National Minority Status, which was contrary to the State's stated position to Europe. We consulted with our members at our AGM to inform future positions on National Minority status.

On European Matters. ITM participated in an Irish-German Parliamentary Dialogue, with Members of the Bundestag (MdBs), European, Irish and Northern Irish parliamentarians to dialogue on policy challenges facing Germany and Ireland, and the wider European Union. We contributed to the Environmental Defence Fund Europe (EDFE) on environmental justice impacts on Travellers as a vulnerable group. We submitted to and attended Ireland's examination by the Committee to the International Covenant on Economic, Social & Cultural Rights, Geneva.



Disability. We advocated with The National Disability Authority for inclusion in future Disability strategies, and specific cohort actions. We brought the need for Travellers with a disability to be considered in IHREC's report on reasonable accommodation guide for employers.

Legal. As a Member of the Legal Aid Board External Consultative Panel, we raised the need for Culturally Competent Legal Services, for data to monitor and assess effectiveness of Legal Aid supports and a committed drive to support Community Awareness of legal aid, to improve access to justice and legal remedy for Travellers

The Civil Legal Aid system. Bernard Joyce, continued to be actively involved in the landmark review of the Civil Legal Aid system in Ireland in 2023, overseeing the research design and public consultation process, and structural oversight of the review. This review aims to enhance accessibility and fairness within the legal system, particularly for marginalized communities, ensuring that the right to legal aid is preserved and adapted to contemporary needs.

Budget for Travellers. In our pre-budget we drove asks across Ministers with Traveller oversight, and via political parties for greater resourcing for Travellers including Reducing Traveller child poverty, for support in Employment, Accommodation, Mental health, poverty monitoring and investment in Traveller Culture.

Community Engagement in Elections. We consulted with Traveller candidates in local, general and Seanad elections to inform our submission to The Task Force on Safe Participation in Political Life and raised the high-risk element of hate-based harm for those candidates in standing for election and taking up office. ITM met with An Commission Toghcháin's (The Electoral Commission) and asked for Traveller inclusion in the Strategy in development and for community outreach.

ORGANISATIONAL DEVELOPMENT

Board of Directors

ITM Board of Directors five Board Meetings with oversight and governance of the organisation throughout 2023

1. **Helena Power Chairperson** (Kilkenny Traveller Movement)
2. **Thomas Maughan** (Cavan Traveller Movement)
3. **Martin Nevin** (Longford Travellers)
4. **Breda O'Donoghue** (Cork Traveller Visibility Group)
5. **David Joyce** Co opted (individual Traveller member) (Education)
6. **Frank Kavanagh** (National Traveller Mediation Service), stepped down and we thank him for this support and contribution to the work of Irish Traveller Movement
7. **Geraldine Dunne** (Southside Traveller Action Group)
8. **David Lynch** Co opted (Clondalkin Traveller Development Group)
9. **Mary Mcinerney** (Offaly Traveller Movement)

Financial sub-group meets to oversee income, expenditure, and financial procedures of the organization. Audit accounts are under review. The group, consisting of external experts, supports overall governance in ITM's financial oversight and reports to the ITM board.

Membership

David Lynch - Board Member
Simon Finnigan - External Exchange House Ireland
Bernard Joyce - Director
Noeleen Reilly - Financial
Eoin Anglim - Acting secretariat

Staffing Sub Group reviewed key governance policies and procedures with Regular meetings throughout 2023.

Membership

Geraldine Dunn - Board members
Damien Peelo - CEO Treoir
Bernard Joyce - Director
Breda O'Donoghue
Eoin Anglim - Acting as secretariat

Irish Traveller Movement Strategic 2023-2027, ITM staff team held three planning sessions to Operationalise ITM Strategic plan for 2023.

Annual General Conference

The Irish Traveller Movement Annual General Conference 2023 was held at the Shamrock Lodge Hotel in Athlone on 6th November. The conference focused on "Safeguarding Traveller Culture for Future Generations" and had 100 participants from across the country in attendance, with strong engagement throughout.

REPRESENTATION

ITM Staff represented the Irish Traveller Movement on International, national and regional bodies in 2023.

NATIONAL TRAVELLER AND ROMA INCLUSION STRATEGY

National Traveller Roma and Inclusion Plenary Committee

- Education Subcommittee
- Education Pilot Oversight Group
- Employment Sub-Group

NATIONAL TRAVELLER COMMITTEES

- National Traveller Mental Health Network Steering Group
- National Traveller Roma Advisory Committee
- National Traveller Pride Week
- National Traveller Pride Week Steering Committee
- National LGBT+ Traveller and Roma Rights Group
- National Traveller Partnership
- Cork Kerry Accommodation Working Group
- Travellers in Prison Initiative Steering Group
- International Traveller Committee

CIVIL SOCIETY

- Irish Network Against Racism
- European Anti-Poverty Network
- Community Platform
- Raise the Roof
- National Housing and Homelessness Coalition
- FLAC Traveller Legal Service Steering Committee
- Free Legal Aid Board, Traveller legal service
- Children's Rights Alliance Board of Directors
- National Youth Council of Ireland
- National Women Council Ireland
- Coalition Against Hate Crime

REGULATORY AND OVERSIGHT BODIES

- Coimisiún na Meán's Youth Advisory Committee
- Legal Aid Board External Consultative Panel

GOVERNMENT CONSULTATION COMMITTEES

- National Traveller Accommodation Consultative Committee (NTACC)
- NTACC Sub Caravan Loan Grant scheme
- Programme Board for the implementation of the recommendations of the Traveller Accommodation Expert Review
- National Council for Curriculum and Assessment Audit Expert Group
- National Apprenticeship access and inclusion subcommittee
- National Civil Legal Aid Review
- National Action Plan Against Racism
- National Advisory Committee on Maintenance and Management (developing Guidelines)
- Department of Social Protection Traveller and Roma Consultative Forum
- Stakeholder Advisory Group to the Future of Media Report
- Advisory Group to the National Traveller Heritage Strategy

INFLUENCING POLICY
SUBMISSIONS 2023
INTERNATIONAL AND EUROPEAN TREATY REPORTS

UNITED NATIONS

1. The Committee on the Rights of the Child (Dec 2022)
2. The International Covenant on Economic, Social & Cultural Rights (ICSECR).
3. The Committee on the Elimination of All Forms of Discrimination against Women (CEDAW) For disabled Traveller women

THE EUROPEAN COMMISSION

4. The Rule of Law in Europe, in cooperation with the ICCL
5. The Framework Convention for the Protection of National Minorities (FCNM) for Ireland's Fifth Periodic Report
6. Council of Europe research – on anti-discrimination, diversity and inclusion

THE HOUSES OF THE OIREACHTAS

7. The Joint Committee on Tourism, Culture, Arts, Sport and Media Inclusion on 'Access to Media'.
8. The Joint Oireachtas Committee on Key Issues Affecting Travellers – on 'Traveller accommodation'
9. The Joint Committee on Tourism, Culture, Arts, Sport and Media on 'Development of local and community arts.
10. The Oireachtas Task Force on Safe Participation in Political Life

BROADER

11. The Review of Civil Legal Aid in Ireland
12. The Media Commission (Coimisiún na Meán) on 'Pre drafting of Ireland's Online Safety Code'
13. The Electoral Commission (An Coimisiún Toghcháin) National Research Programme
14. The Media Commission (Coimisiún na Meán) on 'The Gender, Equality, Diversity and Inclusion Strategy for the Irish audio and audiovisual sector'.
15. The Media Commission (Coimisiún na Meán) on the 'Second draft of Ireland's Online Safety Code '
16. Consultation on The National Equality Data Strategy 2023-2027
17. An Garda Síochána Strategic Plan
18. Sport Ireland - Diversity and Inclusion



OUR STAFF TEAM

Bernard Joyce,
Director (full-time)

Rose Marie Maughan,
National Youth Coordinator (part-time)

Jacinta Brack,
Coordinator of Political Advocacy, Communications and Campaigns (full-time)

Karen Power,
Youth Development Worker (part-time)

Emily Murtagh,
National Accommodation Policy Officer (part-time) finished employment 1st Quarter of 2023

Andrew Chapple,
National Enterprise and Employment Coordinator (full-time)

Amy Ward,
National Accommodation Policy Officer (part-time)

Pat Stokes,
National Apprenticeship Outreach Officer (full-time)

Sian Abraham Long,
National Coordinator, Yellow Flag Programme (full-time)

Isabela Soares,
National Apprenticeship Administrator (full-time)

Jenny Hayden,
Development Worker, Yellow Flag Programme (part-time)

Noeleen Reilly,
Accountant (part-time)

Ponke Danker,
Membership Officer (full-time) employment ceased October 2023

Zoë O'Reilly,
Office Manager (part-time), employed finished June 2023

Eoin Anglim
Started July 2024
(part time)

Karen Sheil,
Development Worker, Yellow Flag Programme (full-time)



FINANCIAL STATEMENTS

INCOME AND EXPENDITURE

IRISH TRAVELLER MOVEMENT
COMPANY LIMITED BY GUARANTEE
DETAILED TRADING AND INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	2023	2022
	€	€
Income		
Department of Children, Equality, Disability, Integration & Youth	441,581	280,270
Department of Housing, Planning and Local Government	89,077	103,470
Apprenticeship Programme	197,952	-
Local Authority Grants	34,350	36,400
AMIF	33,075	24,933
Membership Fees	3,500	8,700
Donations	13,485	12,188
Other	31,420	43,625
	844,440	509,586
Other operating income		
Sundry income	-	2,190
Administrative expenses	(815,079)	(513,636)
Operating surplus/(deficit)	29,361	(1,860)

IRISH TRAVELLER MOVEMENT COMPANY LIMITED BY GUARANTEE

SCHEDULE OF ADMINISTRATIVE EXPENSES

FOR THE YEAR ENDED 31 DECEMBER 2023

	2023	2022
	€	€
Administrative expenses		
Wages and salaries	481,882	350,713
Social security costs	52,033	37,625
Staff training	1,916	5,298
Staff pension costs defined contribution	18,669	5,804
Membership training	15,099	8,497
Strategic planning	20,939	11,273
Organisational development	3,003	245
Rent re operating leases	20,000	19,602
Rates	503	409
Cleaning	1,029	426
Power, light and heat	8,244	2,804
Premises insurance	2,058	1,920
AGM/Conference	7,790	6,108
Computer running costs	3,528	2,638
Travelling expenses	6,648	1,921
Room Hire	3,490	100
Yellow flag programme costs	9,933	14,789
Youth programme	9,002	16,452
Apprenticeship Bursary	108,000	-
Legal and professional fees	5,757	3,838
Audit fees	3,690	3,690
Bank charges	278	201
Bad and doubtful debts	1,086	(250)
Printing and stationery	14,117	9,477
Telecommunications	6,998	6,878
Sundry expenses	5,010	1,273
Depreciation	4,377	1,905
	815,079	513,636



Irish Traveller movement

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FUNDED BY:

The Community Foundation for Ireland

An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality, Disability, Integration and Youth

An Roinn Tithíochta, Rialtais Áitiúil agus Oidhreachta
Department of Housing, Local Government and Heritage

the wheel Stronger Charities. Stronger Communities.

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EUROPEAN UNION
Asylum, Migration and Integration Fund