



Embedding Human Rights Based Approaches (Realising Traveller Rights) in the work of GTM

Overall Objective	Specific Actions/Activities	Key Deliverables/Outputs/ Products	Intern responsible(leading on action)	Internal Intern Training component	GTM Responsibilities	Target Date	Expected Outcomes
<p>1. Oversight of the project By GTM strategic Areas of Importance</p> <p>Justice and Rights Health Education</p>	<p>Convene meeting of the GTM SAI on a monthly basis.</p> <p>Justice and Rights Education Health</p> <p>Organise monthly Mentoring and Planning session with Interns</p> <p>Develop monthly progress reports</p>	<ul style="list-style-type: none"> The SAI will meet monthly A schedule of meetings will be established. The GTM 3 SAI will meet once a quarter as a whole team. Each SAI will agree its action plan 	<p>Anna Garry Rachael</p>	<p>Introduction to GTM session</p> <p>Introduction to Community work practice</p> <p>Induction meeting with relevant GTM staff linked with the SAI Organisational skills</p>	<p>GTM Staff will lead and support the Interns in this process.</p> <p>Margaret Martina Kathleen</p> <p>Margaret</p>	<p>Dec 13 Jan14 Jan 14 monthly</p>	<ul style="list-style-type: none"> Oversight structures set up Action plan agreed Internal training and mentoring delivered
<p>2. Engage all GTM staff and Management in the PPR development process</p>	<p>Develop a Fact sheet/policy position paper re PPR project for GTM Galway Develop a fact sheet on Human Rights based approach</p> <p>Organise a seminar on the convergence of community work and human rights base</p>	<ul style="list-style-type: none"> Policy paper /Fact sheets developed Day engagement with PPR Belfast Half-day seminar will be held with GTM staff and GTM 	<p>Rachael</p> <p>Anna</p>	<p>Report writing</p> <p>Presentation and public speaking</p> <p>Event organisation</p>	<p>SAI Justice and Rights</p>	<p>Jan</p> <p>Feb</p>	<ul style="list-style-type: none"> Commitment to the process by all GTM Staff and GTM management committee Greater awareness of the importance of Participation and Practice of Rights methodology Understanding of the project and the process that it will undertake

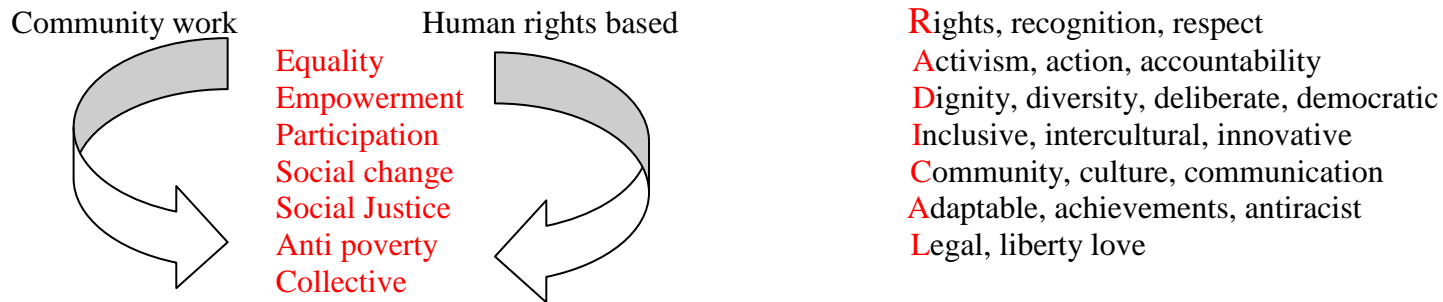
	approach(Participation and Practice of Rights with PPR Belfast in attendance)	Management committee member <ul style="list-style-type: none"> Second half of the day with the third level educational institutions organisations and NGOs interested in HRBA 					
3. Gather the Human Rights Standards data in the following areas Right to Accommodation/Housing Right to Health Right to Education Anti racism/anti discrimination Rights of the Child Cultural Rights Women's rights Gather data on the following, ECHR Universal Periodic Review Framework convention on the protection of National Minorities. CEDAW CERD	<ul style="list-style-type: none"> Develop Factsheets outlining the Human Rights standards Gather data re the Irish State's policy position in relation to all the areas listed Update and develop a file on the Irish Equality and Human Rights Structures + domestic law and policy responses to the human rights standards Organise human rights training training to be delivered to the GTM programmes 	<ul style="list-style-type: none"> The Human Rights standards documented Factsheets developed Data gathered re Irish States position System developed to file the information in an accessible format . Directory developed 	Anna Rachael & Garry Garry Anna Rachael	Research Skills Documentation Desktop publishing Facilitation skills Workshop development	GTM Strategic areas of importance	Jan - March	<ul style="list-style-type: none"> Human Rights data gathered All GTM staff and Management up to speed with the information Greater awareness and wider dissemination of Human Rights information

<p>4. Pilot the Participation and Practice of Rights methodology within the areas of Justice and Rights, Accommodation and Education and support self advocacy amongst the Traveller community</p>	<ul style="list-style-type: none"> • Consciousness raising re structural inequality amongst the Traveller community in the identified pilots areas • Work to increase Traveller participation and self advocacy in relation to the Traveller Human rights violations • Capacity building identified by the Traveller community participating • Data collection and documentation re the issues in the pilot areas 	<ul style="list-style-type: none"> • 2 pilot areas upskilled re Human Rights education • 2 Traveller action groups taking the lead in realising their rights • Each Pilot area documented • Progress on a monthly basis documented • Increased Traveller participation • Needs analysis carried out for each pilot area 	<p>Anna/ Carrowbrown site The right to culturally appropriate accommodation</p> <p>Rachael/ Traveller women's equality focusing on Traveller domestic violence as a violation of Traveller women's human rights</p>	<ul style="list-style-type: none"> • Community work practice. • Advocacy skills • Empowerment and participation techniques • Outreach and consultation 	<p>GTM will lead this action and the SAI advisory committees will provide oversight.</p>	<p>Jan - Aug</p>	<ul style="list-style-type: none"> • Travellers men and women can promote equality and human rights . • A HRBA combined with a community work approach leading to social change developed
<p>Work to promote anti discriminatory practice within all services and lobby for culturally appropriate services for the Traveller community</p>	<ul style="list-style-type: none"> • Develop policy position paper on the Cultural rights and needs of the Traveller community. • Develop a strong Media strategy for the promotion of the PPR Project • GTM Traveller media spokespersons 	<ul style="list-style-type: none"> • GTM policy paper developed and disseminated to all agencies. • Traveller spokespersons identified and trained from each of the pilots • Monthly ezine developed and disseminated to all agencies on a monthly basis • Media campaign and communication strategy developed 	<p>Anna</p> <p>Rachael</p>	<ul style="list-style-type: none"> • Interagency work • Brokering agreement • Media skills and techniques • Report writing and creative writing 	<p>GTM will lead this action and the GTM SAI advisory group will provide oversight.</p> <p>All GTM staff</p>	<p>Aug– Oct</p>	<ul style="list-style-type: none"> • Agencies in Galway City and county' will have an enhanced understanding of providing a culturally appropriate and anti-racist approach to service delivery. • Agencies will have the capacity to provide a more inclusive service and to better engage with Travellers and groups across all nine grounds.

	<p>identified and mentored</p> <ul style="list-style-type: none"> • Develop campaigns and engage in direct action in order to highlight the inequalities experienced by the Traveller community • Develop and implement the GTM anti racism log 	<ul style="list-style-type: none"> • Campaigns developed and implemented • The anti racism log developed and implemented 	<p>Garry</p> <p>GTM team supported by the 3 interns</p>	<p>Anti racist practice</p>			
<p>Solidarity built at grassroots level to enable GTM to challenge the negative view of the Traveller community within Irish Society.</p>	<ul style="list-style-type: none"> • Convene and develop Action for Equality, Galway. <p>Promote the HRBA model with projects in Galway that promote equality and social inclusion</p> <p>Promote the Equality mainstreaming toolkit</p> <p>Contact the key departments within NUIG and GMIT with a view to setting up an expert advisory panel for the</p>	<ul style="list-style-type: none"> • Action for Equality reconvened and supported by GTM • Links made with likeminded groups and updates provided re the use of HRBA <p>Equality mainstreaming training delivered to The GTM team.</p> <p>Solidarity built with the third level institutions and NGOs in Galway</p>		<p>Equality mainstreaming</p>	<p>GTM will lead this action and the SAI's advisory groups group will provide oversight.</p>	<ul style="list-style-type: none"> • Organisations will be supported in undertaking an equality mainstreaming process • Organisations will engage in a process of equality mainstreaming their actions • Organisations will modify practice based on the outcomes and identified needs • Obstacles and barriers will be identified by organisations in applying equality mainstreaming and strategies identified to overcome the exclusion of the Traveller community 	

	implementation of the HRBAGalway project						
5. Specialist advice re Traveller-specific issues	GTM will engage with specialist advice re: Traveller inclusion – accommodation education ,health, economy/ enterprise and equality proofing throughout the process	Solidarity built and information disseminated to the National Traveller organisations and the Independent Traveller projects		Networking skills	.GTM will take a lead role		<ul style="list-style-type: none"> All actions will adhere to best practice. The transfer of skills and expertise will result in a sustainable model of delivery of Participation and Practice of Rights
6. Ongoing evaluation	Evaluate all aspects of the project using creative techniques. Use video and photography to document the actions	Project evaluated		Evaluation skills	.GTM will take a lead role		<ul style="list-style-type: none"> Evidence of work gathered and documented

Points for discussion - GTM radical approach to realising rights – convergence of community work and human rights based approaches



Radical Approach - It is proposed to use the words to promote radical as positive, radical as good and necessary for a just and fair society.