



**Galway Traveller
Movement**

Annual report 2019

“Claiming the Space”

Realising Rights for the Traveller Community



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1. Background to GTM

Galway Traveller Movement CLG was established in 1994. GTM is an independent Traveller organisation for Galway City and County made up of Travellers and non-Travellers. We have worked for more than two decades to challenge and respond to the structural inequalities that the Traveller community are subjected to.

GTM aims to address disadvantage, poverty and social exclusion experienced by the Traveller Community. The Company works from a community development approach to promote equality, the prevention of discrimination and the protection of the human rights of members of the Traveller Community at a local (Galway city and county), regional and national level.

We approach the implementation of this strategic plan with renewed determination given the formal recognition by the Irish Government of the distinct ethnic identity of the Traveller community. This recognition is one result of the campaigning work over decades by GTM and the wider Traveller movement. It affords an important new status for the Traveller community in Irish society. It provides a vital foundation for new official responses to the structural inequalities experienced by the Traveller community.

Our work has always been rooted in an understanding of and respect for the distinct culture and ethnic identity of the Traveller community. This strategic plan continues that tradition but goes further in seeking action on foot of the official recognition of Traveller ethnic identity. It is important that this official recognition is translated into tangible improvements in the situation and experience of the Traveller community.

Vision

Full equality, social justice and human rights realised for members of the Traveller community, and meaningful participation of Travellers in social, economic, political and cultural life.

Mission

To challenge discrimination and racism experienced by the Traveller community in Galway city and county; to challenge the status quo and to empower members of the Traveller community to take action to realise Traveller rights.

2. GTM Values and Objectives

We have a long history of working from community work and human rights-based approaches. A values-based approach was taken in developing this strategic plan. This approach acknowledges the centrality of values to the motivation of the individuals involved with Galway Traveller Movement and to the purpose, direction and priorities of GTM as an organisation. A values-based approach makes our shared values held within GTM explicit and establishes the directions to be taken by us over the period of this strategic plan based on these values.

A **values-based approach** empowers GTM and underpins the strength of our organisation. This approach places our shared values at the heart of decision-making and strategic planning. It ensures they inform the activities prioritised by GTM and their implementation. It provides for these shared values to be the starting point for evaluating the work of GTM with indicators based on the values and the directions identified from these values.

GTM operates as a values-based organisation. Our values have underpinned the development of this strategic plan and will underpin its implementation. As a values-based organisation, we communicate and promote our values internally among all those involved in the organisation and ensures these values are a focus for ongoing internal discussion. GTM facilitates discussion and pursues decision-making at staff, management and Board meetings in a manner that explicitly applies and takes account of our values. We embed community work and a Participation and Practice of Rights approach in our work.

GTM promotes values externally through representation work and by supporting organisational change within institutions of key relevance to the Traveller community. A coherent and consistent focus on our values is pursued in external communications and public awareness activities. GTM position papers and policy positions are developed and articulated within the framework of our values.

GTM's work is motivated and guided by the following five values:

SOCIAL JUSTICE, EQUALITY, COLLECTIVITY, PARTICIPATION, DIGNITY

For each of the five values, we have one core strategic objective, and a number of indicators.

This will be the framework to progress the areas of work which have been prioritised by the Traveller community in Galway. These strategic areas of importance are culture and identity, equality challenging racism and discrimination, accommodation; education; enterprise, employment and training; health and wellbeing.

The framework is outlined in the diagram overleaf.

In the next section, the strategic objectives, our performance indicators, and our expected outcome indicators are set out.

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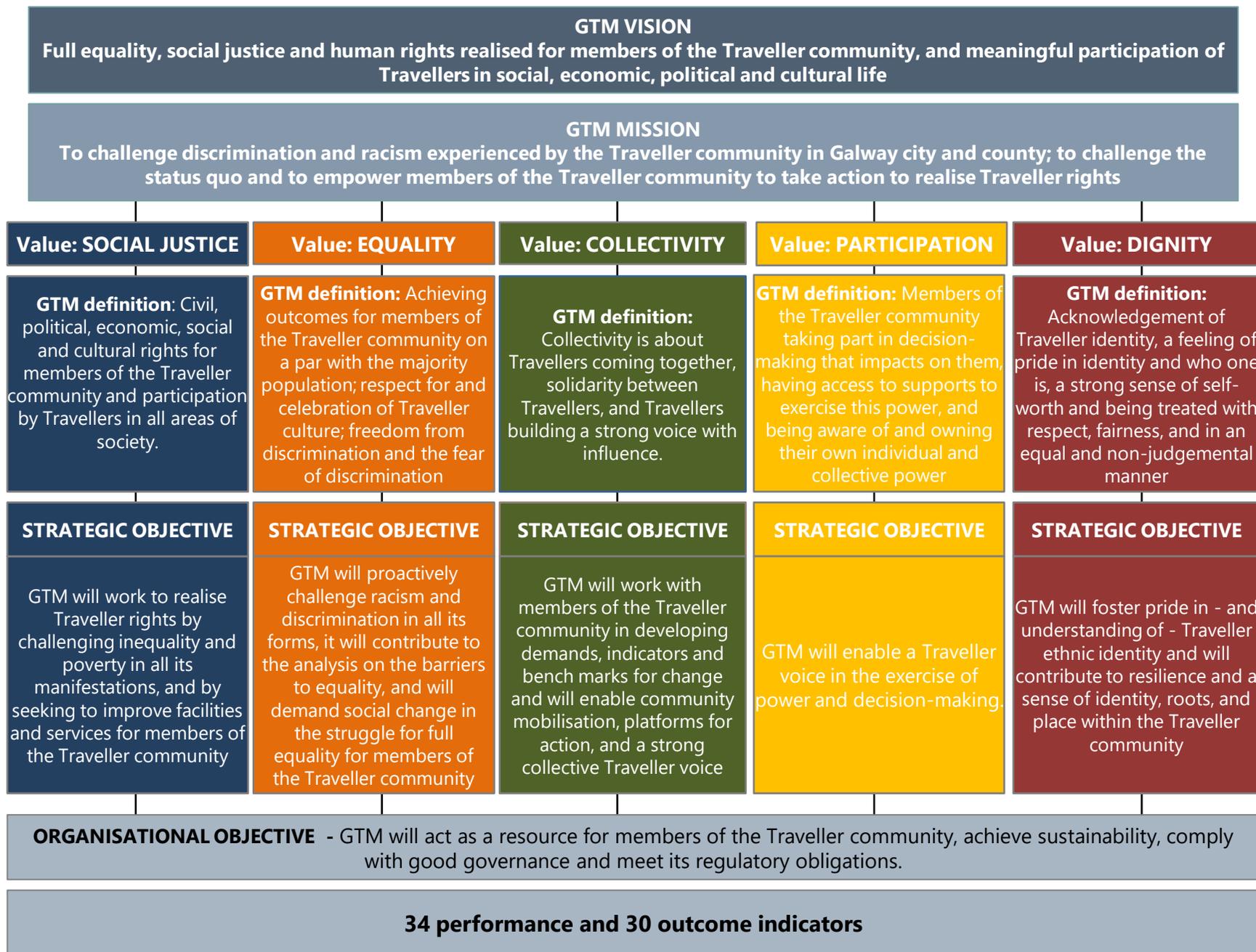


Figure 2.1 The relationship between all elements of GTM strategic plan

3. GTM organisational structure

GTM works towards achieving equality outcomes for the Traveller community in Galway city and county. This is a fundamental principle underpinning all structures outlined below.

3.1. Company and management structure

Galway Traveller Movement is incorporated as a Company Limited by Guarantee, without share capital. It is governed by a board of directors (of which there are seven members). At each annual general meeting (AGM), one third of the directors stand down, and one third of the directors are newly elected.

A minimum of 50% of the directors are members of the Traveller community.

The board of directors of GTM meet monthly and takes overall responsibility for the strategic direction and values-based approach. The GTM coordinator roles report to the board of directors.

A subcommittee of the board (Operational Committee) deals with staffing and audit. This committee meets as required monthly.

The governance and reporting structure is outlined below.

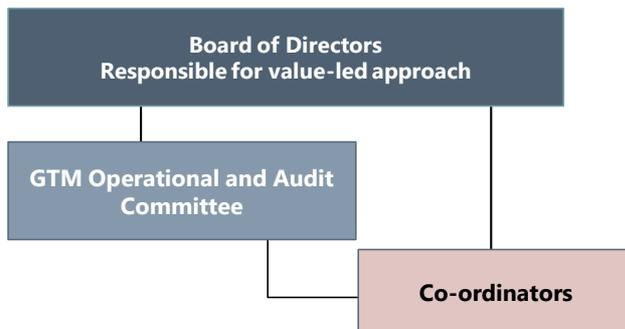


Figure 3.1 The governance and reporting structures of GTM

3.2. Structures to implement the values-based strategic plan

All structures and all staff are expected to work across all five values dealing with the priority areas of work. All implementation structure meets monthly.

Coordination structure

The board has delegated day to day management of the strategic plan to a new structure of coordination. This is a three member staff coordination team. This new structure promotes best practice, ensuring that members of the Traveller community are involved in the management and decision-making for the implementation of the plan. This coordination structure reports to the Board of Directors (as outlined above) and all core staff report to the coordinators.

Values Line Management Team

The Values Line Management Team: this is responsible for the day-to-day management of GTM. The line management team is made up of seven staff, comprising two members of staff who jointly coordinate GTM, a deputy coordinator, a financial manager and three members of staff who are project leaders. The values line management team in consultation with the board of directors and the staff team leads the development of GTM's annual plan. The annual plan is, based on the strands of activity set for each of GTM's five values. It is broken down into four quarterly plans with targets, based on meeting GTM's strategic objectives.

Values progress team

The *Values Progress Team* which monitors progress and reports on outputs in the annual plan. The work of the Enterprise and Work Team meeting monthly.

Values planning team

The *Values Planning Team*, which is a GTM core staff team, and which set tasks and actions for the forthcoming month, and is made up of core staff, community health workers and representatives of community employment and the community services programme. The values planning team also drives the work of the quarterly plans. They monthly to plan the work. The delivery of the actions will be influenced by each local area through the participation of members of the Traveller community who live in the different geographic areas (the LTAGS, outlined below). The Local Area Teams (outlined below under 7.2) also feed directly into the Values Planning Team.

Local Area Team

GTM has established six *Local Area Teams* (LAT) and these meet weekly to delivery their outreach programmes. They work with each LTAG. Each Local Area Team is comprised of GTM core staff, community health workers and community employment participants. A GTM core staff team member will be responsible for the co-ordinating of the work of the local area team.

The teams will hold a weekly meeting to agree the community and human rights work that needs to get done on a monthly basis in each of the areas. This will mean that each local area will have to deal with racism /discrimination, accommodation, education, employment, enterprise and work and health issues as they arise. All sites/ group housing schemes need to be visited on a monthly basis. A monthly progress report needs to be written up from each local area that will feed into the monthly progress report.

Local Traveller Action Groups

The workload involved in carrying out actions in the annual plan is divided across six *Local Traveller Action Groups* (LTAGs) in Galway City and County. These Local Traveller Action Groups correspond with the electoral areas. Galway City – East side LTAG, Westside LTAG, Galway central LTAG, Galway County Athenry LTAG, Galway County Loughrea LTAG, and Galway County Ballinasloe LTAG.

The Local Traveller Action Groups have been formed by GTM with the view to mobilising the Traveller community at a grassroots level to call for an end to discrimination and racism in Galway City and County.

The purpose of the LTAGs is to build a strong grassroots Traveller movement that uses community work, human rights and value-based approaches to realise Traveller rights, and to achieve equality outcomes across all the social determinants of health and wellbeing.¹ This reinforces our commitment to a whole organisation approach tackling racism and discrimination, and enabling the empowerment and participation of the broader Traveller community.

The LTAGs meet on a monthly basis in each electoral area and encourage meaningful participation from the local communities. A 'know your rights' clinic will be available to local communities at the end of each LTAG meeting.

¹ The purpose of the LTAGS include • To take action and seek redress, justice and protection for the Traveller community who experience discrimination and racism on a daily basis. To work with the Traveller community in the local areas to call for full equality and an end to discrimination and racism • To empower the Traveller community in each local area to self-advocate and self-organise with a view to getting increased Traveller participation and local engagement in the work of Galway Traveller Movement. Reclaim the space • To get ready for the local elections 2019 – Voter registration and promotion of the importance of voting especially for the Traveller community who are one of the most marginalised groups in Galway City and County. Begin a campaign to inform local politicians of their Positive public duty to protect and value the Traveller community • To create a space to discuss local issues that are impacting negatively on the Traveller community. • To create a platform for discussion and dialogue that will lead to positive social change • To disseminate information re Travellers rights and entitlements in the areas of Discrimination and Racism, Health, Education, Accommodation, Employment and Enterprise.

An outline of the implementation structures, as they relate to the strategic and annual plan is outlined in the figure below.

The structures as they relate to the governance structures are outlined below.

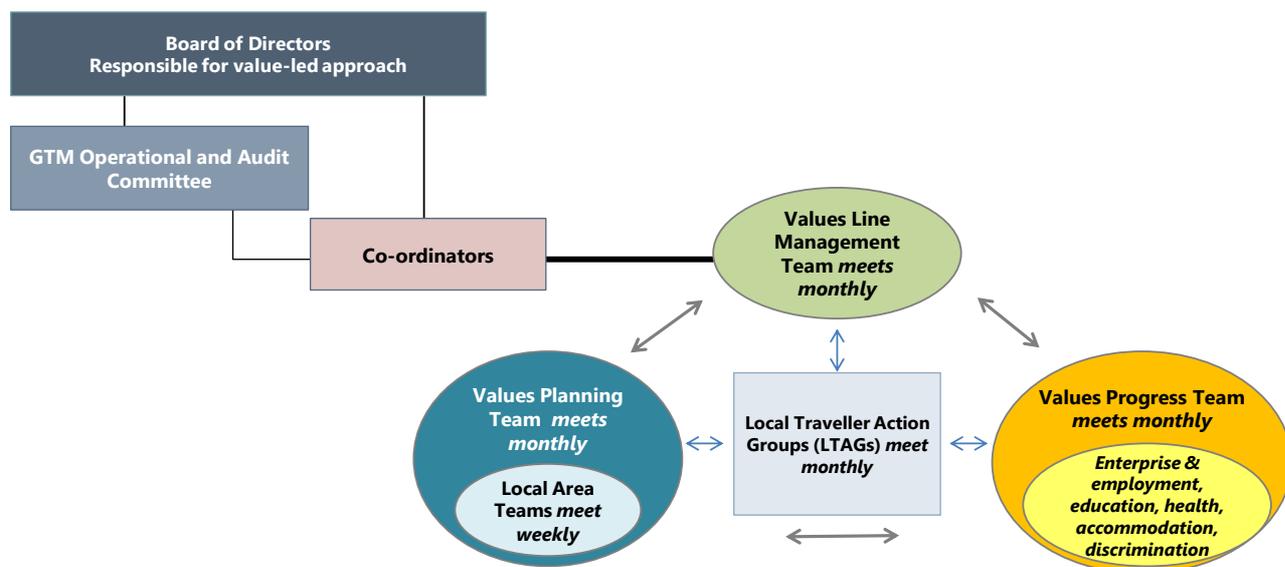


Figure 3.2 GTM governance and strategic plan implementation structures

4. Values, strategic objectives, performance indicators and outputs for 2019

VALUE 1: SOCIAL JUSTICE

Definition	Social justice is about achieving civil, political, economic, social and cultural rights for members of the Traveller community and participation by Travellers in all areas of society.
Strategic objective	GTM will work to realise Traveller rights by challenging inequality and poverty in all its manifestations, and by seeking to improve facilities and services for members of the Traveller community.

Performance indicators that tell us we are on track

- Public sector duty (including Traveller proofing) is promoted across all relevant public services in Galway City and County
- Position papers on Traveller culture and ethnicity, the experience of racism and discrimination, education, enterprise and work, health, accommodation and administration of justice are developed and disseminated with a view to influencing policy
- Models of good practice are developed and delivered, realising Traveller rights in strategic areas of importance
 - Enterprise – new social enterprise development creating employment opportunities
 - Work – a right to work campaign designed and delivered
 - Peer-led primary healthcare programme - KPIs reached and innovative approaches continued
 - Education - data and narratives gathered re Travellers' experience of education
 - Mental health - project developed to explore and respond to the mental health crisis in the community
- Data gathered on outcomes for Travellers across all priority areas of work

2019 outputs

Realising Traveller Rights -Public Sector Duty

GTM promoted the positive sector duty across all local agencies

- Worked with Galway City Community Network and Galway City Partnership on developing a model for the Implementation of the Public Sector Duty. This project was funded by IHREC
- GTM proactively advocated for the meaningful Inclusion of the Traveller community in the initiative and participated in Traveller proofing the projects actions.
- Public sector duty Promoted as part of the Healthy Ireland Galway City Initiative
- GTM organised a workshop on the Public Sector duty delivered by Niall Crowley. 17 people attended the training from public and community and voluntary sectors.

GTM Position Papers

GTM commenced the work of developing the position papers for the organisation. Desk research was carried out and compiled re economic social and cultural rights. A review was carried out of current Traveller position papers at a national level. The following position papers are in draft form discrimination and racism, Culture, accommodation, health, mental health and education

Realising Traveller Rights - Enterprise and work

- Bounce Back Recycling began trading on a pilot phase in 2017 and operates successfully under the Community Services Programme (CSP). The project ran a very successful 'Mattress Amnesty' project with local authorities across the Connacht Ulster Region stripping mattresses in 2019. The

GTM social enterprises manager secured contacts with the Local Authorities to hold 4 mattress amnesty events with Roscommon County Council in June collecting 810 mattresses and 213 bases. Amnesty days were also held in Laois, Monaghan, Westmeath and Galway City in August taking circa 5000 mattresses

- GTM Social enterprises secured a contract/ agreement with Roscommon County Council to take material from their four amenity sites (BBR has placed containers on their four sites) and these materials will include armchairs and sofas.
- BBR tested an additional waste stream of furniture. BBR handled this waste stream through our work with the mattress amnesty local authorities: in 2019. BBR collected 2,000 units during mattress amnesties, in spite of the fact that the opportunity to dispose of sofas and furniture had not been advertised among the general public.
- GTM created employment opportunities for members of the Traveller community within the social enterprise sector. Currently GTM employ one Traveller Manager who is also the Joint coordinator of Galway Traveller Movement, one Traveller assistant manager, two Traveller foremen and seven operatives.
- Bounce Back is one of 16 national awardees of the Social Innovation Foundation Ireland's Social Enterprise Development Fund Award 2019.² BBR developed a strategic plan 2020-2022. The social enterprise manager and foremen made a trip to Wales to research the value and potential of buying a mattress stripping machine.
- Bounce Back Recycling was working with the *Climate Kic Accelerator* programme with Trinity College Dublin.
- Successful in application to Community Foundation Ireland for €10,000
- Funding approved under SICAP GRD for small tools
- FCI has successfully tendered for appointment to the panel of SEAI contractors.
- First Class Insulation (FCI) has delivered the *Better Energy Warmer Homes* scheme to over 1,500 homes in county Galway.
- First Class Insulation Deeper measure was introduced which required external subcontracting. Completed Subcontracted work for Ecowise and CDM and Envirobead. The FCI Foreman moved to mainstream employment.
- FCI has a very good pass rate from SEAI (amongst the highest in the country)
- All FCI staff have worked with BBR during periods of high demand (for example, amnesty days)
- BBR worked with Galway City Partnership re the development of a new social enterprise. A Business plan was developed and submitted to the CSP programme for additional staff for the growth of the Social enterprises. This application was successful. Successful in getting manager and 4 operatives. Jobs to be advertised in Jan 2020
- The model of Galway Traveller Movement's social enterprise activities (First Class Insulation, Bounce Back Recycling) featured as a key contributor and the basis of a workshop at the first National Social Enterprise Conference, organised by Department of Rural and Community Development on 21 November 2019.
- A marketing, design and rebranding exercise took place for BBR in 2019. The Bounce Back Recycling website went live in December 2019.
- BBR was nominated for NGO of the year under the Green Awards in 2019
- The enterprise and work team developed A Right to work Position Paper.
- GTM acted as the host organisation for a CE scheme for 23 members of the Traveller community. 23 Members of the Traveller community accessed training. 23 Members of the Traveller community trained in Traveller issues while promoting Traveller ethnicity and identity.
- GTM developed and supported members of the Traveller community to access education and training supports in 2019.

² <http://www.socialinnovation.ie/social-enterprise-development-fund-2019/>

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Realising Traveller rights - Education

- GTM worked with GCP to explore and research educational disadvantage and literacy levels within the Traveller community. We developed a tender for the education research exploring Educational disadvantage within the framework of the Sustainable Development Goals for young Travellers between 15 and 25 A tender was posted on Active link. The tenders were assessed, and a contract was awarded to TASC. A GTM research subgroup was developed, and 3 meetings were held with the researchers. This piece of work will be completed in 2020
- GTM worked with the GRETB to develop community education initiatives and accredited courses for the Traveller community in Galway City and County. A 4-week programme was developed and delivered with Horses Connect in collaboration with GRETB.
- Yellow Flag Schools Programme. Two staff members trained up in Yellow flags programme and attended certification day at Merlin Woods School.
- GTM in conjunction with Youth Work Ireland set up an afterschool's activity group
- A young Traveller girls' group was set up in the Westside.

Realising Traveller Rights – Health

- GTM employs 17 Traveller Community Health Workers Galway City and County and 5.5 full time equivalents,
- The GTM health team prepared the groundwork for the Healthy Ireland projects and the Dormant Accounts Fund's Traveller Mental Health Initiative. Community Health workers were involved at all levels of rolling out the dormant account's mental health initiative for Travellers.
- GTM developed a comprehensive outreach programme and the three key progress indicators addressed during 2019 were cardiac health, mental health and diabetes.
- GTM delivered a Fitness and Activity Programme across Galway City and County. The following were some of the activities delivered- Football tournaments, handball, Jive lessons, fitness classes
- The GTM health team delivered 'Equality and Diversity Training' to services as part of its annual ongoing work.
- GTM supported Torie: The Traveller Counselling Service. There was over 150 counselling sessions attended

Realising Traveller Rights - Accommodation

- Advocacy work with the Families in Galway City and County is ongoing. There is ongoing contact and emails to both Local Authorities re Traveller family's accommodation needs
- GTM participated in the Galway County Council Consultation re the Traveller Accommodation Plan. GTM attended meetings in Loughrea, Ballinasloe and Galway City. This was facilitated by Niall Crowley.
- 2 submissions made to the TAP Galway City and County
- Local Elections for membership on the Galway City LTACC were held in August.
- GTM worked with Galway City Council National Traveller Women's Forum and Niall Crowley re the development and delivery of Equality training for the Galway City Council Councillors who were nominated to sit on the LTACC

- GTM progressed the # TravellerHomesNow campaign funded by the St Stephens Green Trust
- Site visits were organised during the year on the 18 group housing schemes and sites in Galway city and county. Feedback on the monitoring report was disseminated. A template was filled in asking if there had been any improvements. City and County formal complaint forms have been filled in. All sites and group housing were visited by March.
- Media work with Kitty Holland re the conditions on the temporary site took place in February.
- 2 monitoring reports were completed and disseminated to all relevant stakeholders
- One of the reports was launched in December 2019 from GTM office and two demonstrations were held on the same day outside Galway City and County Council Buildings
- Members of the Traveller media representatives were very proactive and there was extensive coverage of the report and events in national and local media
- Advocate for families in crisis and work to mitigate against emerging issues such as Homelessness.
- Advocacy clinics were offered at the end of each monthly Local Traveller Action Group.
- Local Area teams supported families in crisis
- Worked with the Galway City Community Network and the housing linkage Group to call for an end to homelessness
- Work with the National Traveller Organisations and others to challenge the accommodation/housing inequalities experienced by the Traveller community
- Worked with ITM on the implementation of the National Traveller Accommodation Campaign.
- Worked with the NTWF on a SSGT National Accommodation programme.
- Worked with Participation and Practice of Rights and attended a workshop exploring the elements needed for a sustainable Traveller Accommodation Campaign

St Stephen's Green Trust (SSGT) - Travellers in Prison Initiative.

GTM completed a report from phase one of this project and made an application for a second round of funding to allow for its completion. Some of the highlights are as follows:

- Siobhan Madden, a Narrative Practitioner, worked and gathered Traveller men's stories with regard to their experiences and needs post-release. Siobhan also worked with their families.
- There has been a noted increase in the uptake of the culturally safe Traveller Counselling service by families of Travellers in prison and ex-prisoners post release.
- The pathways for the local Travelling community to culturally safe supports have been highlighted.
- Siobhan Madden worked directly with four young Travellers in Galway City using narrative research methodologies.
- Communication between GTM, Castlerea prison staff and justice services have become very strong and collaborative working on this project. GTM have a strong working relationship with the SSGT and the Traveller in Prison Initiative coordinator.
- A transformation planning group was set up to review and witness all materials. The SSGT progress report was completed, and an application was made for the drawdown of a second allocation of €15,000. This has been granted

St Stephen's Green Trust (SSGT) – #Traveller Homes Now

(See above under accommodation)

Realising Traveller Rights – Resilience – challenging inequalities in mental health

- GTM's Resilience Project enables a community to take action and challenge the stigma in relation to mental health. 17 members of the Traveller community from the Local Traveller Action Groups were trained in ASSIT
- Oversight and coordination of the Traveller Mental Health Resilience project. 6 meetings of the Resilience Stakeholder Group were held during the year. GTM Launched the Resilience Project at a mental health networking event and developed a brochure outlining the aims and objectives. GTM Resilience project invited Eddie Stones, a faith healer to give a key note speech and promote mental health and wellbeing project as part of recognising World Suicide Prevention day on the 10th of September. There was over a 100 people in attendance. 17 Young members of the Traveller community participated in 10 circus workshops focusing on Traveller identity and building confidence and self-esteem.
- GTM were proactive and participated in the Galway City and County Healthy Ireland Projects with the view to raising awareness of health inequalities and the negative impact on the Traveller community. Health Inequalities and the negative impact on the Traveller community put on the agenda of the Healthy Ireland Projects in Galway City and County. 2 events were held focusing on addressing the inequalities within the Mental Health Services in Galway City and County. Collaboration on the mental health project in the city was developed with Amach LGBT Galway, and the Bridge Project supporting migrants and refugees.
- A GTM men's health group was reconvened, and a Traveller men's health morning was organised for the Eastside of City
- Tomas Mc Cann, National Traveller Mental Health Counselling service delivered a keynote talk on Mental Health and Well being

VALUE 2: EQUALITY

Definition	Equality is about achieving outcomes for members of the Traveller community on a par with the majority population; it is about respect for and celebration of Traveller culture; and also, about freedom from discrimination and the fear of discrimination.
Strategic objective	GTM will proactively challenge racism and discrimination in all its forms, it will contribute to the analysis on the barriers to equality and will demand social change in the struggle for full equality for members of the Traveller community.

Performance indicators that tell us we are on track

- Five strategic legal cases that challenge discrimination and racism are taken over the lifetime of the plan.
- Equality mainstreaming delivered in five services in Galway (including cultural institutions).
- Logging and reporting racist incidents take place (at least 50 each year) (e.g. i-report).
- Complaints pursued through institutions of the state set up to pursue accountability (FOI, 'Office of the Ombudsman') as well as at service level to raise awareness of lack of change across services.
- Strategic alliances built and developed that focus on eliminating racism and discrimination.
- GTM's capacity to engage with the media and its ability to influence / ensure non-biased reporting is enhanced.

2019 outputs

- GTM hosts the Galway Anti-Racism Network (GARN). This network meets on a weekly basis to ensure that people experiencing racism have a forum for their voice to be heard.
- GTM facilitated a planning workshop on Saturday the 24th of August and supported the development of the GARN Action plan.
- 2 GARN meetings were organised in the local communities Westside (Tuesday 16th April) and Eastside (23rd of April). Theme celebrating diversity and challenging racism
- The anti-racism log and iReport was promoted across Galway City and County. Complaints were logged with INAR.
- GTM organised an event promoting International Day Against Racism. GTM promoted the INAR Anti-Racism Protocol by holding an event asking all sitting Councillors and those running in the Local elections to publicly sign the Protocol
- GTM developed a press release and challenged anti Traveller racism.
- Galway Bay FM covered the event both on the news bulletins and the Keith Finnegan Show
- GTM applied for support from the Irish Human Rights and Equality Commission (IHREC) for an accommodation case. GTM was successful and the case is still open at the end of 2019.
- Logging of incidents of racism and discrimination was carried out across the Local Traveller Action Groups (LTAGs).
- Members of the Traveller community were supported to follow up on formal complaints procedures.
- Worked with 'Persuasion Republic' - a PR company - to support GTMs media work. A two-day training on developing media skills was delivered.

- Traveller representatives reported on the findings of the Traveller Community Accommodation Campaign monitoring report.

VALUE 3: COLLECTIVITY

Definition	Collectivity is about Travellers coming together, solidarity between Travellers, and Travellers building a strong voice with influence.
Strategic objective	GTM will work with members of the Traveller community in developing demands, indicators and benchmarks for change, and will enable community mobilisation, platforms for action, and a strong collective Traveller voice.

Performance indicators that tell us we are on track

- 20 members of the Traveller community completed Fetac level 7 leadership course & leading out on GTM campaigns.
- 10 members of the Traveller Community accessing third level education (at a level higher than diploma, e.g. Access, part-time, or full-time degree).
- Traveller society established and sustained in conjunction with NUIG.
- The Participation and Practice of Rights approach is embedded in all GTM campaigns.
- The Right to Accommodation, Right to Education, right to work, right to positive mental health campaigns implemented and their progress tracked.
- Strategic alliances built & developed with rights-based orgs in order to realise Traveller rights.
- 6 LTAGs set up with ongoing monitoring/evaluation of the approach to achieving meaningful Traveller engagement and decision-making.
- 2 Young TAGs developed with ongoing monitoring/ evaluation of the approach to enhance the young Traveller voice in decision-making.

2019 outputs

- GTM worked with NUIGalway and Community Action Network to deliver the “Power in Participation” diploma.
- 24 members of the Traveller community 15 women and 9 men completed their level 7 Diploma in June. There was a great sense of achievement from the group.
- 24 members of the Traveller community graduated in October. This was cause for great celebration and there was a huge sense of Pride fostered. The Traveller leaders/coordinators set up a peer support system during the year that was instrumental in ensuring the success of the diploma. The diverse group of student’s students gave a 100% commitment
- Over 80 family members attended the Graduation attended the graduation in the Bailey Allen Hall. The president of the University acknowledged the fact that this was a first to see so many members of the Traveller community graduating at the one time.
- 4 members of the diploma group started a degree course and 2 started an access course

- GTM developed six Local Traveller Action Groups (LTAGs). LTAG meetings were held in each area on a quarterly basis in Athenry, Loughrea, Ballinasloe, Ballybane, Doughiska, Westside, and Ballinboyle. Advocacy and signposting to the health and other services happened in the local areas.
- The meetings helped increase Traveller participation in each of the local areas.
- The delivery of an outreach programme to the LTAGs helped build grassroots participation from the Traveller community at a local level. The main aim was
 - To support the broader Traveller community to call for an end to discrimination and racism in Galway City and County.
 - To roll-out GTM Young Traveller Action Groups (YTAGs) in Galway City. Weekly sessions were held with 12 young members of the Traveller community. They produced work for the International Day Against Racism in March.
- GTM built strategic alliances with the National Traveller Organisations rebuilding a national accommodation campaign
- There were 4 local Traveller Action Groups held in March. March focused on Traveller ethnicity and registration for the local election.
- A “Use your vote” workshop was developed and delivered at the April Local Traveller Action Group.
- Worked with the Galway City Community Network Members and set up #EqualityVotesGalway a collaborative collective community action focusing on an Equal and fair election.
- Developed an EqualityVotes Galway manifesto
- GTM participated in a hostings to promote the Election Manifesto and Traveller inclusion.

VALUE 4: PARTICIPATION

Definition	Participation is about members of the Traveller community taking part in decision-making that impacts on them, and about having access to supports to exercise this power, and also about being aware of and owning their own individual and collective power.
Strategic objective	GTM will enable a Traveller voice in the exercise of power and decision-making.

Performance indicators that tell us we are on track

- LTAGs and YTAGs are represented on external structures (e.g. LTACC, LCDC, GCCN, CYPSC, THU, Co Galway Traveller Inter-agency Group, PPN Co Galway, GCP, GRD, Comhairle na nÓg, SPCs, local task groups) and the representation is undertaken by Travellers from LTAGs and YTAGs
- Membership of GTM committees set up to deliver on equality outcomes for members of the Traveller community comprises at least 50% members of Traveller community.
- A charter for meaningful participation in decision-making by members of the Traveller community is developed and disseminated to state institutions, and its implementation monitored
- Traveller representatives on external structures (e.g. NTRIS, NTP, LTACC, LCDC, GCCN, PPN Co Galway, GCP, GRD, CYPSC, THU, Comhairle na nÓg, SPCs, local task groups) are supported and the impact of representation reviewed annually.
- Members of the Traveller community are reporting on meaningful participation on local decision-making fora. Annual review carried out with regard to the satisfaction rate from members of the Traveller community

2019 outputs

- GTM is represented on the following local and regional structures:
 - CHO2 Traveller Health Unit + subgroups (10 meetings)
 - Midwifery Committee UHG (4 meetings)
 - Community Health Workers Forum (6 meetings)
 - Western Region Traveller Health Network(6meetings)
 - Galway County Council Galway LTACC, (4 meetings)
 - County Galway Traveller Interagency group (4 meetings)
 - Galway City Community Network
 - GCCN Secretariat (10 meetings)
 - GCCN Linkage Groups (Housing /Accommodation -4 meetings, Social Inclusion 2 meetings)
 - GCCN Plenary(4meetings)
 - Comhairle na nÓg (4 meetings)
 - Local Community Development Committee. (4 meetings)
 - Community Based Organisation Forum
 - Community Recycling Network Ireland
 - Children and Young People's Services Committee (CYPSC)

Advocate for the rights of Traveller children and Young people

- GTM worked with the members of the CYPSC team and advocated for Traveller inclusion in all their actions.
- GTM worked on the development of the CYPSC plan with the committee members

Submissions Made

- 2 submissions developed and submitted in response to the public consultation on the Draft Local Traveller Accommodation Plans for Galway City and County
- 3 submissions developed and presented to the Oireachtas Committee on the Traveller community – Education, Enterprise and Work and mental health

Professional development and training received

- First Aid Response
- Health and Safety reviewed, and training delivered

VALUE 5: DIGNITY

Definition

Dignity is about an acknowledgement of Traveller identity, a feeling of pride in identity and who one is. It is about a strong sense of self-worth and about being treated with respect, fairness, and in an equal and non-judgmental manner.

Strategic objective

GTM will foster pride in - and understanding of - Traveller ethnic identity and will contribute to resilience and a sense of identity, roots, and place within the Traveller community.

Performance indicators that tell us we are on track

- Annual events held for Traveller Pride to celebrate & mark Traveller culture and ethnicity
- Inter-generational spaces created annually for transfer of traditional skills (tin-smithing, pockets, paper flowers, storytelling, music, horse ownership)
- Public spaces claimed for promotion of Traveller culture & heritage
- GTM position paper on Traveller cultural rights developed
- Programmes focusing on resilience within the community are developed

2019 outputs

Galway Traveller Movement in association with the Galway City Museum hosted the Traveller Living History Exhibition as a day event on Saturday the 15th of June in the Museum

- Traveller culture and traditions were recognized and celebrated at the Galway Museum
- Cultural diversity was brought to the center of Galway City. A space was claimed by the Traveller community.
- The Living History Exhibition was very well received by the general public and the tourists visiting Galway on a sunny day in June
- Over 190 people attended the event

GTM organised a 3-day event as part of Galway 2020 Small Town Big ideas- Misleór - Galway's inaugural festival celebrating the rich heritage of nomadic cultures was launched in the O Donoghue Centre, NUIG

- Misleóir celebrated nomadic cultures from across Europe in October 2020
- 2 short films were produced documenting “Life on the Road” for the Traveller community.
- A mapping of the Traditional Sites in Galway City and County was initiated
- The European Commission funded the Sami Blood and Time Travel screening and hosted a reception in the Palas Cinema in Galway
- An outdoor screening of Images from Nomadic Cultures was produced in 3 different locations in the city
- The interactive workshop discussing Traveller and other minority nomadic cultures including inputs from Scotland, Wales, Sweden and Ireland Traveller and Roma Peoples was inspiring.
- It’s a Cultural Thing – Michael Collins with his son delivered a live performance not to be forgotten.
- All Misleóir events were well attended with over 356 people recorded at the events.

GTM hosted the Traveller Achievement Awards 2019 on International Human Rights Day -10th December

- GTM showcased the wealth of talent within the community
- There was increased participation by Traveller families
- There was 110 people in attendance on the night

UNDERPINNING ALL STRATEGIC OBJECTIVES – ORGANISATIONAL SUSTAINABILITY

Organisational objective

We will ensure that GTM is a resource for members of the Traveller community and achieves sustainability and compliance with good governance and regulatory obligations.

Performance indicators that tell us we are on track

- Resources identified and secured to implement our strategic objectives
- Strategic plan reviewed and evaluated
- Compliance with good governance and regulatory requirements achieved
- Obligations and reporting requirements to funders are met
- The vision to bring community and enterprise work together in one building is achieved
- Awareness of GTM and its work is enhanced (through social and mainstream media, publications, submissions and research)

2019 outputs

- An unmodified Auditors Report was obtained on the Financial Statement for the year ended 31st December 2019.
- The overall coordination and financial management during 2019 included the Community Services Programme (two social enterprises – First Class Insulation & Bounce Back Recycling), community employment scheme, peer led primary health care programs – Galway city and South East Galway, National Traveller Partnership and a continued focus during the year on addressing inequalities in accommodation, mental health and education.
- GTM obtained a number of small grants to support the Programme budget needs to include Dormant Account Funds for Bounce Back Recycling, Dormant Accounts Mental Health Initiative, Healthy Ireland, Counselling service, St Stephens Green Trust funding for Accommodation campaign, Galway 2020 and Screen Ireland for Miler Festival of Nomadic Culture, SICAP for “Class Act” Educational Research, Community Foundation of Ireland Bounce Back Recycling, EIT Climate KIC for Bounce Bac Recycling and Social Innovation Fund for Bounce Back Recycling, and NTRIS for Traveller Pride.

- GTM worked with the National Traveller Partnership to progress community work and human rights-based approaches to addressing inequality.
- GTM organized a team building day in Delphi Resort, Connemara for staff in July 2019.
- First Aid Training was provided by Corrib View Safety Services to GTM staff in 2019
- GTM staff received Fire Safety training during 2019 delivered by Corrib View Safety Services.
- FCI/BBR employees received Safe Pass training during 2019.
- Admin staff obtained training in TMS – time recording system used by the Company.
- Waste collection permit applied for and received during 2019 allowing expansion of the BBR business to collect domestically and commercially.
- A new GTM contact consent form was developed for members of the Traveller Community in our catchment areas, staff training provided in completion of the forms and work done by staff on a door to door basis on this.
- GTM obtained approval as a charity to obtain reduced cost of Microsoft Office 365 and significant IT work done to move all staff over to this platform including a server move.
- Revision to the GTM constitution to take into consideration the required changes as outlined in the approval for Charitable tax exemption.
- Administrative support to the festivals and events organized during 2019 – mislead Festival of Nomadic Culture, Traveller Pride, Traveller Awards etc.
- GTM works on the vision of purchasing a community and enterprise building for GTM. During the year ended 31st December 2018 work was carried out on identifying a building. Unfortunately, this building wasn't considered suitable to purchase after extensive professional analysis and reports were obtained during 2019. The company continues to search for a suitable premise to purchase.
- Reviewed GTM Children First Policy
- Updated Garda Vetting policy and garda vetted staff and volunteers as needed.
- 9 Directors' meeting were held during 2019.
- Organized 12 monthly meetings to report on actions progressing the GTM values and strategic objectives
- GTM held x full team meetings during 2019 with the view to ensuring effective internal communication and creating a space to discuss key local and national policy developments.
- Financial and other support provided to three staff that had commenced a degree course for the academic year 2019/20.
- Revision to the Travel and Subsistence policy during 2019.
- Waste Facility audit passed during 2019.
- Application, submission and approval obtained from Pobal under the Community Services Programme for a Manger and four operatives to start up a new social enterprise to upcycle furniture.