



**Galway Traveller
Movement**

Annual Plan 2020

Claiming the space

Realising Rights for the Traveller Community

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1. Introduction

Galway Traveller Movement 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.

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, Objectives and indicators

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 these shared values at the heart of decision-making within the organisation. 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 underpin our annual plan and its implementation. As a values-based organisation, we communicate and promote our values internally among all those involved in the organisation and ensure 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 GTM's values. GTM embeds community work and a Participation and Practice of Rights approach in its work as a practical means of underpinning its value base.

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



Figure 2.1 The relationship between all elements of GTM strategic plan

3. Context for the 2020 annual plan

3.1. Continue to mobilise in the community

The fundamental priority for GTM in 2020 is to continue to mobilise the community, in order to build a grassroots movement.

This priority implies a set of actions that need to take place in order to set the groundwork for the strategic actions.

In planning for 2020, we have agreed that consciousness-raising and awareness-raising workshops will be a starting point for many of our actions. These will take place among staff, community, and in LTAGs.

3.2. Participation and Practice of Rights (PPR)

GTM operates according to the Participation and Practice of Rights approach (PPR), which is about asserting rights and demanding accountability among decision-makers in order to achieve change and progress a human rights-based approach.

The PPR approach uses campaigns which involve

- identifying changes that need to happen for communities (setting benchmarks and indicators)
- monitoring whether these changes are taking place (by gathering evidence and collecting data from communities on the ground), and then
- holding government to account. It is about making government and decision-making structures more accountable and participative.

The PPR approach model of action set out specific stages, which will have been used in other types of GTM's work (e.g. accommodation inquiry). And these stages might be, for example: 1) seeking funding to do the work, 2) providing training and consciousness raising work, 3) doing outreach work to hear people's experiences and stories, 4) gathering the narrative/ evidence, 5) prepare cases (using legal advice, pro-bono support through VAS), 5) submit cases to different structures of accountability (e.g. 'The Office of the Ombudsman' and 'Ombudsman for Children's Office', and other structures of accountability), or hosting an inquiry with the involvement of partners and alliances.¹

¹ Particularly given that the public sector equality duty is an obligation of public services, as well as an obligation of the Irish Human Rights and Equality Commission to implement.

4. 2020 Annual action plan

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. ²

Indicator 1	Public sector duty (including Traveller proofing) is promoted across all relevant public services in Galway City and County
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2020 Actions	
•	Hold awareness-raising and consciousness-raising workshops of the public sector duty amongst all staff
•	Hold awareness-raising and consciousness-raising workshops of the public sector duty to take place amongst the community (LTAGs)
•	Hold training workshops of the public sector duty amongst key agencies (see indicator 6)
•	Work with the Galway City Community Network to implement of the public sector duty across agencies and schools
•	Work with the National Traveller organisations to monitor the implementation and compliance of the public sector equality and human rights duty (and report non-compliance with the duty to IHREC)
•	Pursue the membership of the County inter-agency structure (HSE (CO2 area), TÚSLA, GRD, GRETB, DEASP) to complete their Equality and Human Rights Statements
•	Ongoing Traveller proofing of all Equality and Human Rights Statements

Indicator 2	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
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2020 Actions	
•	Develop a set of position papers on areas of Accommodation, Health, Education, ethnicity (and cultural rights of the Traveller community), enterprise and work, and other key areas of concern
•	Empower staff and community to use the position paper through training
•	Hold consciousness-raising workshops with LTAGS on the position papers
•	Pursue opportunities and mechanisms to influence state policy and strategies at local, regional and national level

² GTM operates according to the model of the broad social determinants of health as outlined in the Dalghren and Whitehead model (1995). For any person and community, health is determined by a multitude of factors. There are factors that relate to age and genetics. Next are lifestyle factors, e.g., tobacco smoking. Beyond these external factors affect health; these reflect the wider environment and the socio-economic context in which people live and work: they include education, accommodation, work/unemployment, access to healthcare, etc. In order to improve health outcomes for Travellers, it is necessary to challenge the inequalities that present for Travellers, across this broad range socio-economic context.

Indicator 3 Models of good practice are developed and delivered, realising Traveller rights in strategic areas of importance

- **Enterprise – new social enterprise development creating employment opportunities**
- **Peer-led primary healthcare model – covering social determinants of health KPIs, and innovative approaches**

2020 Actions

- Progress enterprise and work programmes (including social enterprise development) by:
 - Ongoing delivery of the warmer homes scheme
 - Prepare for deep retrofit tendering work (training and subcontracting relationships)
 - Ensure the voice of GTM is represented on enterprise fora (see Participation)
 - Launch BounceBack mattress recycling social enterprise
 - Implement marketing strategy for Bounceback
 - Establish second depot for Bounce Back in Sligo
 - Develop franchise model for Bounce Back
 - Seek funding for research into new products from recovered materials (mattresses)
 - Continue to provide training and support progression pathways for CE participants
 - Ongoing capacity building for CE participants to support increased uptake in the work of GTM.
 - Support and supervision of the Enterprise and work team
 - Start-up Sping Back social enterprise
- Peer-led community health programme (HSE funding)
 - Coordinate and implement the Peer-led Primary Health Care programme
 - Develop a communication strategy for 2020 for health messages including social media
 - Deliver on KPIs for Cardiac, diabetes and mental health
 - Support and supervision of the community health workers
 - Devise and deliver continuous professional development training for all HSE staff
 - Develop a men's health action plan for 2020
- Develop an action plan for the 2020 education campaign³
 - Data gathering actions

³ The models developed under social justice – the actions implemented under collectivity

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| <ul style="list-style-type: none"> • Social determinants of health / education: <ul style="list-style-type: none"> ○ Enable access for Travellers to education provision (see collectivity, indicator 11, 12, 13, 15) ○ Identify schools to target for participation in the Yellow Flag programme ○ Develop and promote initiatives to prevent early school leaving such as after-schools projects ○ Develop the business case for after-school funding to support inclusion of Traveller children and particular areas of educational disadvantage ○ Carry out research on literacy and numeracy outcomes for young Travellers in the city (see indicator 4) ○ Work with Galway City and County Childcare committee re Traveller inclusion in all programmes and accessing early childhood education ○ Seek and secure funding for after-school access |
| <ul style="list-style-type: none"> • Social determinants of health / domestic violence <ul style="list-style-type: none"> ○ Work with Domestic Violence Response (DVR) and local organisations to hold an event to mark '16 Days of Action'. ○ Follow up with GCP, FRCs and other members of the DV Network to progress the better coordination of services |
| <ul style="list-style-type: none"> • Social determinants of health / mediation and conflict resolution <ul style="list-style-type: none"> ○ Raise awareness of the Traveller Mediation Service (TMS) within the community, and build capacity re mediation, and promote alternative methods of conflict resolution ○ Arrange training in mediation and conflict resolution with Traveller Mediation Service (TMS) |
| <ul style="list-style-type: none"> • Social determinants of health / accommodation <ul style="list-style-type: none"> ○ Hold monthly Traveller participation committee meetings on all Traveller-specific accommodation ○ Deliver support and advocacy for families experiencing homelessness and accommodation issues (including access to all accommodation needs) ○ Advocate for culturally appropriate accommodation |

Indicator 4	Programmes focusing on resilience within the community are developed
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| 2020 Actions |
| <ul style="list-style-type: none"> • Implement action plan for '<i>Traveller Resilience – Our Voices, Our Strength, Our Mental Health</i>' programme (DAF) <ul style="list-style-type: none"> ○ Coordination of the project ○ Set up a Traveller stakeholder group and include youth Work Ireland ○ Gathering the narratives/ evidence ○ Deliver ASIST training across Galway City and County ○ Deliver three circus projects with young people, including CE participants ○ Influencing services |
| <ul style="list-style-type: none"> • Take proactive steps in preventing suicide within the community |
| <ul style="list-style-type: none"> • Deliver on the Healthy Ireland projects both city and County. A focus on the mental health services. |
| <ul style="list-style-type: none"> • Develop and implement phase 2 of the Traveller in Prison Initiative funded by SSGT |

- Write the progress report on phase 1
- Document the findings and narratives from the Traveller men in prison

Indicator 5	Data gathered on outcomes for Travellers across all priority areas of work
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2020 Actions

- Monitor the experiences of, and outcomes for, Travellers in priority areas of work
 - CHWs gather data and monitor the conditions of accommodation in 18 sites and group housing in city/county
- Data gathered on educational outcomes for Travellers
 - Carry out research on literacy and numeracy outcomes for young Travellers on Traveller sites (see also indicator 3)

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.

Indicator 6 **Five strategic legal cases that challenge discrimination and racism are taken over the lifetime of the plan**

2020 Actions
<ul style="list-style-type: none"> • Continue to support the IHREC case and information gathering with regard to the families living on the temporary site, Headford Road • Take on a strategic discrimination case

Indicator 7 **Equality mainstreaming delivered in five services in Galway (including cultural institutions)**

2020 Actions
<ul style="list-style-type: none"> • Identify and train new ambassadors to deliver the equality mainstreaming model and upskill existing ambassadors • Provide training in the model developed for equality mainstreaming and advocate for its implementation (mental health services in Galway city) • Identify and explore potential sources of funds for delivery across agencies • Develop a database recording and tracking organisations contacted and outcomes (for equality mainstreaming and all training activities) • Work with agencies to support the implementation of equality mainstreaming

Indicator 8 **Logging and reporting racist incidents that take place (at least 150 each year) (e.g. i-report).**

2020 Actions
<ul style="list-style-type: none"> • Continue to mobilise the community through consciousness-raising workshops for staff and LTAGs on practices for asserting rights⁴ (and through social media posts) • Provide training to GTM staff on the i-Report system for logging racism • Log racism experiences through LTAG structure, using ENAR⁵ and i-Report, and set up system to monitor the logging • Publish racism reports / press releases on racism experienced by Travellers in Galway on a quarterly basis • Develop an information resource on the steps needed to challenge racism and discrimination

⁴ And gathering successful cases

⁵ Europe Network for Anti-Racism

Indicator 9	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
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2020 Actions

- Use the complaints process within local authorities and other state services and agencies and make formal complaints as appropriate
- Make a collective complaint with the Children's Ombudsman (regarding children living on the Headford Road sites)
- Use IHREC complaints systems to challenge discrimination against the Traveller community
- Host an event with the WRC and relevant organisations (under the nine grounds) which will inform how best to use their complaints system

Indicator 10	Strategic alliances built and developed that focus on eliminating racism and discrimination.
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2020 Actions

- Engage with Galway Anti Racism Network (GARN) and its activities
- Organise an event in March to mark international anti-racism day (ongoing activity) with a key focus on the local elections
- Support the 'Love not Hate' campaign
- Awareness-raising workshops with key civil society organisations who are potential allies
- Continue ongoing communication and collaborative pieces with Irish Network Against Racism (INAR)

Indicator 11	GTM's capacity to engage with the media and its ability to influence / ensure non-biased reporting is enhanced
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2020 Actions

- Respond to media coverage on Travellers and issues affecting the community as appropriate⁶ (ongoing activity)
- Continue media training for staff and community members from the Local Traveller Action Groups
- Convene regular meetings of the media group
- Media group to establish plan of action and develop a communication strategy
- Maintain a strong Social Media presence (with a specific focus on Twitter, Facebook and Instagram)

⁶ Media engagement and strategies are key to PPR

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 bench marks for change and will enable community mobilisation, platforms for action, and a strong collective Traveller voice.

Indicator 12 20 members of the Traveller community completed Fetac level 7 leadership course

2020 Actions – none – all achieved in 2019
<ul style="list-style-type: none">• 23 members of the Traveller community completed Fetac Level 7 Leadership course (completed 2019)• Traveller activists supported to undertake the Diploma in Leadership with NUIG/CAN (completed 2019)

Indicator 13 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).

2020 Actions
<ul style="list-style-type: none">• Explore pathways for progression for people completing the Diploma• Develop a mentoring and peer-led support for members of the Traveller community progressing into access and degree courses• Develop an internal educational support policy for GTM staff who want to avail of training

Indicator 14 Traveller society established and sustained in conjunction with NUIG.

2020 Actions
<ul style="list-style-type: none">• Attend Traveller society meetings (Minceir Whiden Society)• Work with Traveller society in promoting Traveller inclusion, and claim the space on campus• Engage with the University of Sanctuary to ensure Traveller inclusion in its activities

Indicator 15 The Participation and Practice of Rights approach is embedded in all GTM campaigns.

2020 Actions

- Promote the Participation and Practice of Rights (PPR) method across all LTAGs
- Engage with PILA⁷, FLAC⁸ and Mercy Law Resource Centre re delivery of workshops
- Factsheet on PPR developed and disseminated to all staff
- Work with the St Stephen's Green Trust (SSGT) and PPR re strengthening the collective accommodation campaign.

Indicator 16 The Right to Accommodation, Right to Education, Right to work, Right to positive mental health and ethnicity campaigns implemented and their progress tracked.

2020 Actions

- Develop and implement the SSGT Accommodation Action Campaign Plan
 - Undertake monthly monitoring visits to sites – gather evidence and collect and document data
 - Produce quarterly report on LA performance and accountability re accommodation and disseminate to all local and national politicians
 - Engagement with the development of the new Traveller Accommodation Programme in Galway City and County
 - Engagement with Expert Group process + submission
 - Collaborate with other organisations to challenge anti Traveller rhetoric in relation to Traveller accommodation in local media
 - Complete media training with the media reps
 - Organise and deliver final inquiry event with the participation of the international housing and minority rapporteur (UN)
 - Organise a creative accommodation focus workshops in Ballygar and Ballinasloe
 - Work with SSGT stakeholder group to build a strong collective lobby to influence and get results in addressing the accommodation crisis
- Develop an action plan for the education campaign
 - Develop a campaign plan for 2021
 - Seek funding for the campaign
 - Complete research and position paper
- Develop and implement a 'Right to Mental Health' campaign
 - Hold enquiry to call services to account and launch 'Right to Mental Health' campaign
- Continue to scope out the 'Right to Work' campaign
 - Develop stronger links with the Traveller community who engage in the Traveller economy.
- Develop and disseminate quarterly newsletters to include campaigns updates

⁷ Public Interest Law Alliance

⁸ Free Legal Advice Centre

- Advocate for the formal recognition of Traveller ethnicity (in legislation) in collaboration with national Traveller organisations and highlight the issues raised in the ethnicity and cultural rights of the Traveller community position paper

Indicator 17 Strategic alliances built & developed with rights-based organisations in order to realise Traveller rights.
2020 Actions

- Work with the National Traveller Organisations ITM, NTWF, Minceir Whiden, Pavee Point to progress key policy areas, accommodation, education, health, youth initiatives, employment
- Alliances built with civil society groups to progress key policy areas
- Develop election strategies with local, regional and national organisations promoting the equality agenda
- Work with GCCN (as parts of Equality Votes Galway) to develop voter awareness at a local level

Indicator 18 6 LTAGs set up with ongoing monitoring/evaluation of the approach to achieving meaningful Traveller engagement and decision-making.
2020 Actions

- Connect with the community in Gort and Ballygar as part of the LTAG development and set up monthly meetings
- Empower and mobilise the community to actively promote the power of voting
- Develop and implement a voter registration campaign
- Undertake a planning process with LTAGs, identifying thematic areas and priorities
- Hold monthly meetings in each of the existing LTAGs
- Undertake workshops on understanding and asserting rights; anti-racism; public sector duty and equality; rolling out position papers with LTAGs

Indicator 19 2 YTAGs (Young Traveller Action Groups) developed with ongoing monitoring/ evaluation of the approach to enhance the young Traveller voice in decision-making.
2020 Actions

- Develop two YTAGs
- Empower and mobilise the young Travellers to actively promote the power of voting
- Develop and implement a voter registration campaign
- Identify training opportunities for the YTAG members
- Develop a youth project focused on identity with the YTAGs

Value 3 **COLLECTIVITY**

- Undertake workshops on understanding and asserting rights; anti-racism; public sector duty and equality; rolling out position papers with YTAGs
- Explore the delivery of 'Giving Stereotyping the Boot' with the YTAGs
- Hold Mind Out workshop sessions (and include CE participants) with Youth Work Ireland

VALUE 4: PATICIPATION

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.

Indicator 20 **LTAGs and YTAGs are represented on external structures⁹ (e.g.) and the representation is undertaken by Travellers from LTAGs and YTAGs**

2020 Actions
<ul style="list-style-type: none"> • Call together representatives on committees to evaluate the value of participation on structures and agree continued/ future representation on these structures¹⁰ in the first quarter • Provide training in representation and negotiation skills for representatives¹¹ • Set objectives for participation on structures and committees • Ensure that representatives have a knowledge of position papers, and set out red line issues for GTM • Ensure that representatives have a knowledge of the policies, roles, Terms of Reference to support full participation • Organise an annual reflection workshop for representatives at the end of 2020

Indicator 21 **Membership of GTM committees set up to deliver on equality outcomes for members of the Traveller community comprises at least 50% members of the Traveller community.**

2020 Actions
<ul style="list-style-type: none"> • Ensure that Terms of Reference for structures maximise Traveller participation • Ensure that representatives have a knowledge of the policies, roles, and TOR¹² to support full and meaningful participation

⁹ These could include LTACC, LCDC, GCCN, CYPSC, THU, WRTHN, Co Galway Traveller Inter-agency Group, PPN Co Galway, GCP, GRD, Comhairle na nÓg, SPCs, local task groups

¹⁰ Mainly statutory structures such as the Traveller Health Unit (THU) and its subgroups, National Traveller Health Advisory Forum (NTHAF), Community Services Programme (CSP) network, Community Recycling Network of Ireland (CRNI), Community Based Organisations (CBO) Network, LTACC (on the county), Traveller inter-agency group (county), LCDC (city and county), Galway City Community Network (GCCN), Children and Young People's Services Committee (CYPSC).

¹¹ Including forming alliances on structures, anticipating issues, preparing for meetings, etc.

¹² Terms of Reference

Indicator 22 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

2020 Actions

- Develop a participation charter and disseminate to state institutions
- Set up a task group in GTM to develop the charter

Indicator 23 Traveller representatives on external structures (e.g. NTRIS, NTP, Minceir Whiden, LTACC, LCDC, ITM, GCCN, PPN Co Galway, GCP, GRD, CYPSC, THU, Comhairle na nÓg, SPCs, local task groups) are supported

2020 Actions

- Identity and participate on key committees in strategic areas of importance, where Traveller reps could contribute to positive change for Travellers & keep participation under review in terms of influence achieved
- Maintain participation on NTRIS and NTP in order to influence strategy and policies
- Work with the National Traveller Health Network to develop the National Traveller Mental Health Network Strategic Plan
- Implement a system of supports to enable Traveller representatives to make an impact on these committees
- Provide briefing for representatives on key issues and position papers, and set out red line issues for GTM
- Monitor the implementation of the 2019-2023 Traveller Accommodation Programme
- Develop a system to track results and the impact on the Traveller community arising out of the GTM representation

Indicator 24 GTM staff members are reporting on meaningful participation on local decision-making fora. Annual review carried out with regard to the impact of representation

2020 Actions

- Develop and carry out an annual review workshop to track results and changes for the Traveller community arising out of GTM representation

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-judgemental 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.

Indicator 25 Annual events held to celebrate Traveller culture and heritage

2020 Actions

- Take part in St Patrick's Day parade
- Plan a Traveller Pride event to promote Traveller culture and heritage¹³
- Celebrate Traveller ethnicity day
- Develop and plan for the 'Celebration of Nomadic Cultures' three day festival in October
- Hold Traveller achievement award event (Dec)

Indicator 26 Inter-generational spaces created annually for transfer of traditional skills (tin-smithing, pockets, paper flowers, story-telling, music, horse ownership)

2020 Actions

- Develop and plan for the delivery of tin-smithing programme for members of the Traveller community
- Develop Traveller ethnicity pack and materials
- Continue to develop an archive of footage, materials and photographs of the Traveller community
- Continue to map the traditional sites
- Revisit the feasibility study carried out on the potential to develop a horse project for Galway.

Indicator 27 Public spaces claimed for promotion of Traveller culture & heritage

¹³ Corresponding to Ballybane event 2018

2020 Actions

- Work with Galway 2020 to host an event during the European Capital of Culture
- Link with Galway Museum to host exhibition or display of Traveller culture and artefacts
- Develop and promote the concept of 'Travellers – the traditional recyclers'

Indicator 28 Traveller cultural rights promoted**2020 Actions**

- Develop a position paper on ethnicity (and cultural rights of the Traveller community)
- Use the position paper to promote cultural rights

UNDERPINNING ALL STRATEGIC OBJECTIVES

Organisational Objective

GTM will act as a resource for the Traveller community, achieve sustainability, comply with good governance and meet its regulatory obligations

Indicator 29

Resources identified and secured to implement our strategic objectives

2020 Actions

- Identify and seek sources of funding for implementing strategic plan
- Continue to seek out sources of traded income
- Development of CRM (e.g. Salesforce)
- Maintain and supply adequate IT software/ equipment to undertake work
- Source IT training for staff, and support other Training and Development needs of staff.
- Explore accredited 'Train the Trainer' training programme and deliver to staff.
- Support work/life balance for staff

Indicator 30

Strategic plan reviewed and evaluated

2020 Actions

- Set progress indicators and outcome indicators for all actions
- Report on these on a quarterly basis
- Undertake an interim and final review of plan and modify accordingly

Indicator 31	Compliance with good governance and regulatory requirements achieved
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2020 Actions

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| <ul style="list-style-type: none"> • Explore the presentation of the Financial Statements in line with Statement of Recommended Practice (SORP) for charities. • Maintain compliance with Code of Corporate Governance/The Governance Code and the Charities Governance Code (follow up with Ann Irwin for correct terminology) • Revise financial procedures manual (including day to day operations) • Review and revise Company policies and procedures • Ensure compliance with GDPR, data protection legislation • Ensure and maintain compliance with Children’s First safeguarding requirements • Ensure and maintain compliance with Garda Clearance requirements • Meet Health & Safety obligations. • Abide by the relevant legislative and regulatory requirements that apply to the Company • Meet employment legislation obligations & Human Resource matters • Act as a resource for the Board of Directors, ensuring a diversity of skills and members |
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Indicator 32	Obligations and reporting requirements to funders are met
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2020 Actions

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| <ul style="list-style-type: none"> • Meet contractual (SLA¹⁴) and progress reporting obligations <ul style="list-style-type: none"> ◦ Dept of Health (HSE), DEASP (CE), Dept of Justice (NTP), Dept of Rural and Community Development (CSP) and any other relevant funders • Attend funders financial and operational monitoring meetings as requested |
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Indicator 33	The vision to bring community and enterprise work together in one building is achieved
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2020 Actions

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| <ul style="list-style-type: none"> • Review and revise the briefing paper and proposal on the rational for a new premises (amalgamating the projects under one roof) |
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¹⁴ Service Level Agreements

UNDERPINNING ALL VALUES	ORGANISATIONAL OBJECTIVE
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| <ul style="list-style-type: none"> • Explore availability of capital for the new premises • Explore interim premises solution for the Social Enterprise |
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Indicator 34	Awareness of GTM and its work is enhanced (through social and mainstream media, publications, submissions and research)
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2020 Actions

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| <ul style="list-style-type: none"> • Maintain website and social media presence • Prepare submissions for policy-makers, state organisations and legislators • Review and revise promotional materials for GTM |
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