



Galway Traveller Movement

GTM Annual report 2020

“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.

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. GTM's 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.

GTM's 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.

GTM's 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.

Company Profile/Overview

Company Name: Galway Traveller Movement CLG

CRO Number 227975

Registered Charity Number 20108496

Registered Office: Unit 1, The Plaza, Headford Road, Galway.

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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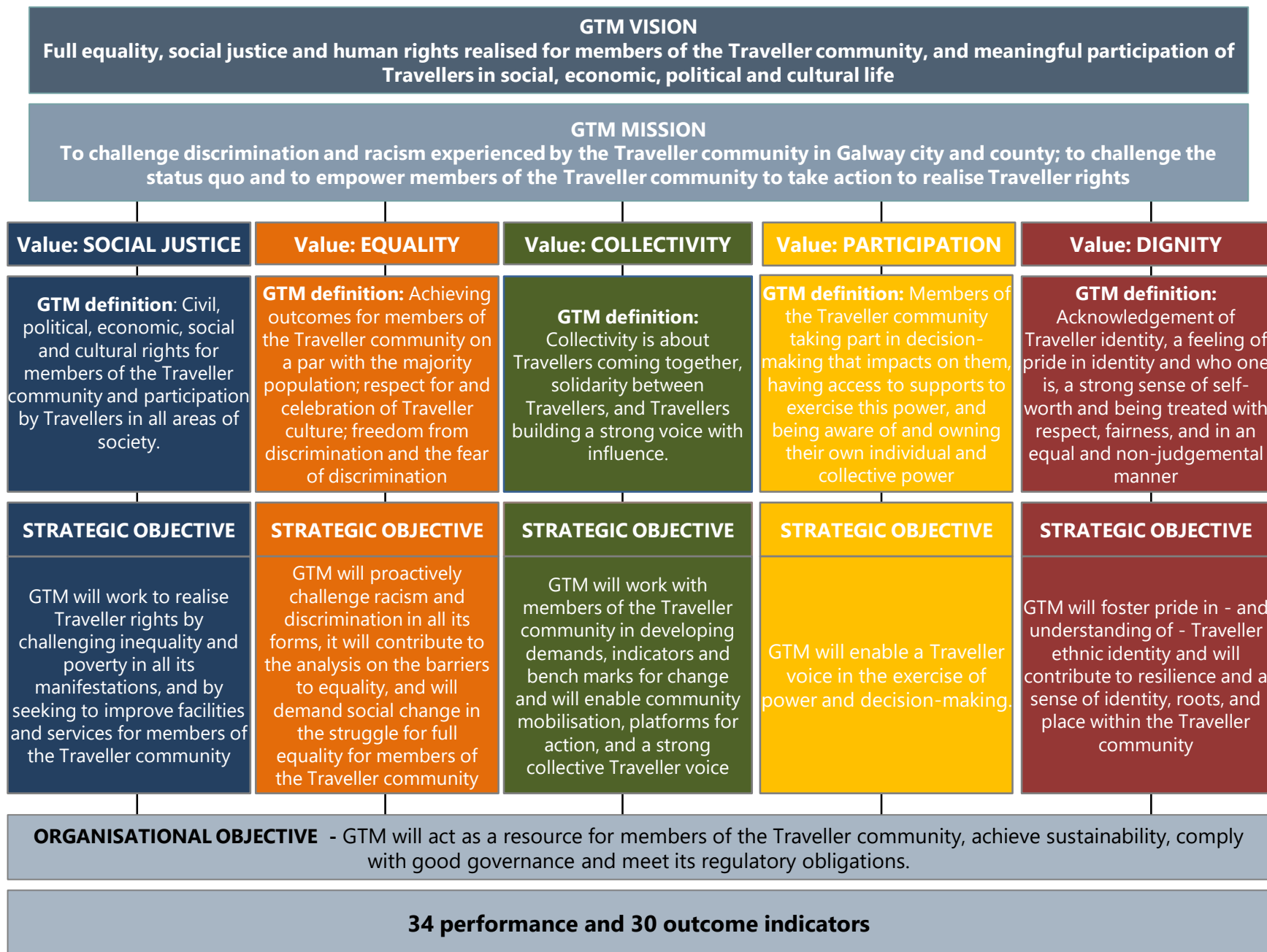


Figure 2.1 The relationship between all elements of GTM strategic plan

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.

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.

The governance and reporting structure is outlined below.

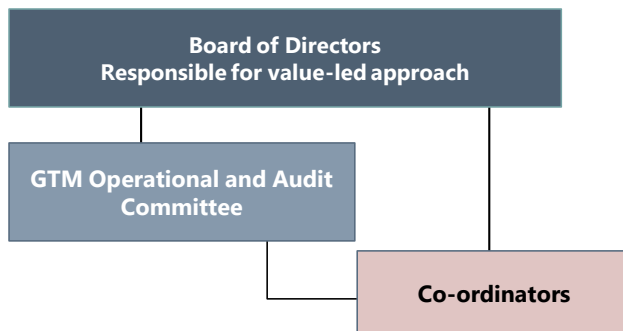


Figure 3.1 The governance and reporting structures of GTM

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 meet 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 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.

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

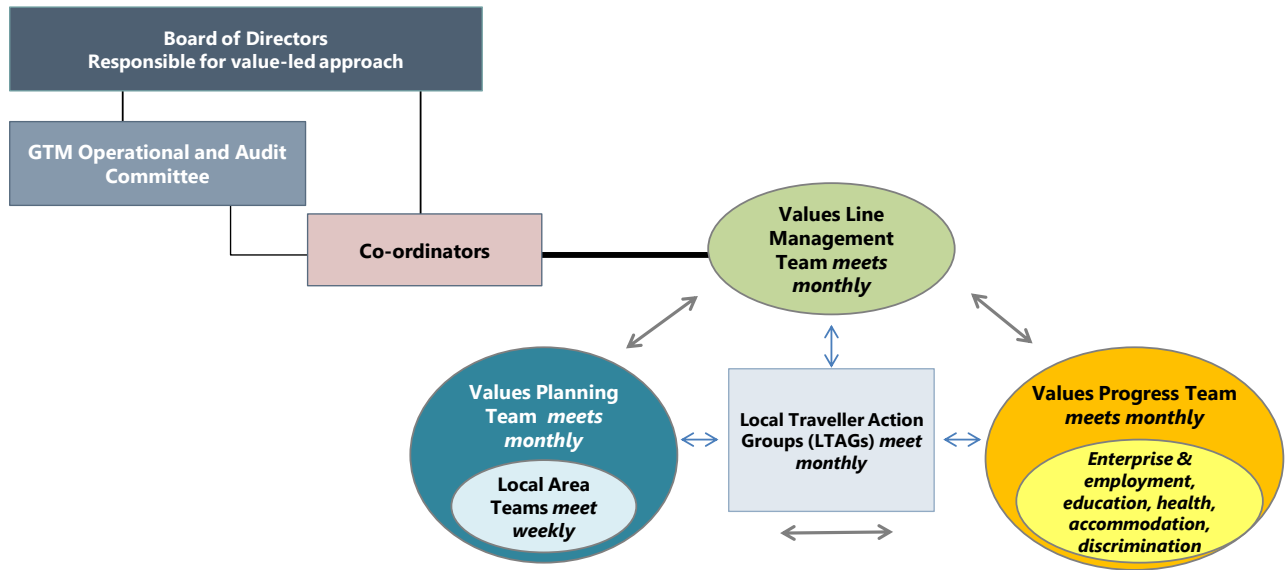


Figure 3.2 GTM governance and strategic plan implementation structures

GTM Directors and Coordinators as of the 31st December 2020:

Patsy Sweeney	Chairperson
Ann Irwin	Company Secretary
Margaret Maughan	Director
Annemarie Stokes	Director
Declan Brassil	Director
Kathleen Donovan	Director
Nora Corcoran	Director
Coordinators	Martin Ward , Bridget Kelly, Margaret Ó Riada
Financial Manager	Regina Faherty

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 2020 – 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.



GTM Response to the COVID 19 Global Pandemic

GTM's Annual plan of work for 2020 was greatly impacted by the COVID 19 global pandemic, which effected the work of Galway Traveller Movement (GTM) from March 2020 onwards. GTM had to redirect resources and reimagine community work in order to continue to engage and support the Traveller community of South-East Co. Galway and Galway City.

In March 2020, when COVID-19 was declared a global pandemic and restrictions were implemented in Ireland, GTM undertook a detailed Covid risk assessment identifying the most vulnerable families in Galway city and county. The households were identified as requiring additional advocacy in gaining facilities to allow them to keep safe during the pandemic. This risk assessment was brought to the attention of both the Traveller Health Unit and the relevant Local Authorities. Weekly teleconference meetings were then set up to discuss issues and solutions. From these meetings a COVID-19 interagency was formed with membership from THU, Public Health, and Galway City and County Councils. GTM updated this report again in late 2020. At the end of 2020, the National Office of Social Inclusion HSE, requested a COVID preparedness report from all regions containing information on the living conditions of all Traveller specific accommodation tenants and roadside families. Sadly for most of the families there was no progress.

Through this interagency group GTM developed and delivered health information and wraparound supports to all members of the community on our database, through our Community Health Workers's and through our social media channels. All CHW's adapted their way of working and were each given a phone and tablet, which allowed them to remain in phone contact with community members and attend weekly team meetings with their coordinators. The database was reviewed by the team to ensure that all community members were getting regular health information.

With the support of Bounce Back Recycling ,Social Enterprise the health team delivered over 800 household sanitation packs to Traveller families in Galway City & County.

A coordinated approach to messaging saw the formation of a regional messaging group, chaired by GTM, which brings together all Traveller Projects from CH02 and HSE Health Promotion to develop,

record, and disseminate COVID related health messages to community members across the Mayo, Galway, and Roscommon. The group meets on a weekly basis and messages are developed in response to the weekly needs or concerns identified by HSE Public Health. HSE Health Promotion also supported the projects in the development of the 4 W's (Wash hands, Wear mask, Watch your distance, Windows open), campaign to encourage community members to follow basic public health measures. The message was first developed as a poster (3 W's) and later printed as a fridge magnet to include the most up-to-date recommendation. Posters were sent out in a mailout to all families on GTM database. (Magnets were sent out in 2021 Wellbeing packs).

COVID 19 in 2020 saw 2 waves of the virus where 21 families in the county and 17 households in the city were directly supported when quarantining or following a positive diagnosis. This included clusters of cases in Galway city and Ballinasloe. Both outbreaks required high levels of support due to the numbers impacted and living conditions in both areas. Families in Ballinasloe had no sustainable power source which meant they could not store an adequate amount of food to sustain the recommended isolation period. Funding for wraparound supports was sourced through Local Authority COVID Response funding, with applications submitted to both Galway County Council and Galway City Council. GTM facilitated VDP deliveries to Traveller Sites during COVID 19 lockdowns and engaged with the Christmas appeal on sites

To ensure staff were protected in their work, GTM developed a wraparound protocol for staff in addition to a guide to GTM wraparound protocol for the HSE Public Health team. GTM Core staff committed to an on-call rota for weekends to support the HSE should any cases be identified during this time.

GTM also worked as part of the THU to develop a COVID Mitigation plan and a Mental Health Mitigation Plan – 'Meeting the mental health needs of Travellers during the COVID-19 crisis'.

In response to the cluster in Galway City, GTM worked with the Traveller Mental Health Coordinator, HSE Health Promotion, and Galway Sports Partnership to develop an online Step and Fitness challenge for Men, to promote positive mental and physical health in recovery following isolation. This programme saw the participation of 50 men city and county over the 6 week programme. Participants were given a pack the first week which contained equipment needed to take part, and were added to a WhatsApp group where they could submit their weekly step count and also receive weekly health messages.

Additional educational research was undertaken by GTM in response to COVID-19 restrictions and school closures to assess the educational needs and vulnerabilities of Traveller children in Galway city and county. An online survey was developed and disseminated across city and county, and the response rate was very high. A total of 193 responses were garnered and rich data was gathered to assist in the development of a response to minimise the impact of COVID-19 on the educational outcomes of young Galway Travellers.

In response to the first lockdown and schools closing, GTM conducted an online survey across both city and county to establish the educational needs of the community during COVID-19. The survey was open for two weeks and within that time period garnered 188 valid responses. 107 of the respondents were from South East Galway and 79 from Galway city. The survey showed that only 41% of parents had all they needed for their child / young person to do their schoolwork while in lockdown. The results allowed us to highlight educational disadvantage within the community during COVID in addition to linking in with schools and parents during subsequent lockdowns to ensure further support was given where needed.

4. Values, strategic objectives, performance indicators and outputs for 2020

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

2020 outputs

Realising Traveller Rights - Enterprise and work

- Bounce Back Recycling was deemed as an essential service which allowed trade to continue during the covid-19 pandemic by following all of the public health guidelines. The project ran with support from the Community Services Programme. During this time, the social enterprise employees carried out essential community work during the covid-19 pandemic. This included, packing and delivery of over 800 household sanitation packs to Traveller families in Galway City & County.
- The project ran a number of successful mattress amnesty days in August and September, working with Local Authorities in Sligo, Mayo & Roscommon.
- Bounce Back Recycling have diverted over 20,000 bulky waste items (mattresses/furniture) from landfill/incinerator.
- First Class Insulation ceased trading during 2020. First Class Insulation delivered the Better Energy, Warmer Homes scheme to fuel poor homes throughout the first quarter of 2020.
- Bounce Back Recycling doubled staff numbers in 2020 from 5 to 12 employees, including a full-time manager and full-time administrator.
- Bounce Back Recycling won Rethink Ireland's Innovator Circle funding.

- Bounce Back Recycling continued to look for outlets for mattress materials in order for our social enterprise to feed into Ireland's circular economy targets.
- A new work space was acquired at Sandy Road in Galway City to support the development of our upcycling social enterprise.
- As part of our marketing plan, we have highlighted our social, environmental and societal impacts to a wide audience. The BBR team developed a marketing and communication strategy during 2020.
- Various training delivered to the CSP employees including, covid-19 health & safety, safe pass, first aid, etc.
- Bounce Back Recycling was nominated for the Green Awards, NGO of the Year 2020.
- Bounce Back Recycling won a tender to place three branded containers on three Roscommon County Council civic amenity sites.
- Bounce Back Recycling extended our domestic collection services from Co. Galway to all counties in Connacht.
- BBR launched an e-commerce website and an online card payment facility, allowing customers to place orders online for collection.
- BBR applied to a National Waste Collection Permit that will allow for expansion of the domestic collection service across the 26 counties in the Republic of Ireland.
- GTM acted as the host organisation for a Community Employment scheme for 20 members of the Traveller community. The scheme allowed participants access various training and educational opportunities, while promoting Traveller ethnicity and identity.
- GTM offered CE participants training in upcycling in order to support the participants progression in the GTM upcycling social enterprise.
- Coordinated Community Employment Project.
- Worked on the start up of a third Social enterprise in September .
- Set up a sewing and upholstery training hub Oct - December
- Sourced materials for the Upcycling Project

Realising Traveller rights - Education

Education for Travellers Campaign: Research piece into educational disadvantage

- Research commissioned by GTM began in collaboration with TASC (Think Tank for Action on Social Change) to establish equality outcomes in education for members of the Traveller community. GTM recruited **14** members of the Traveller community to take part in WRAT4 testing to establish their levels of literacy and numeracy. The results informed the report "A Class Action": Equality outcomes for members of the Traveller community in education.
- Additional educational research was undertaken by GTM in response to COVID-19 restrictions and school closures to assess the educational needs and vulnerabilities of Traveller children in Galway city and county. An online survey was developed and disseminated across city and county, and the response rate was very high. A total of 193 responses were garnered and rich data was gathered to assist in the development of a response to minimise the impact of COVID-19 on the educational outcomes of young Galway Travellers.
- In response to the first lockdown and schools closing, GTM conducted an online survey across both city and county to establish the educational needs of the community during COVID-19. The

survey was open for two weeks and within that time period garnered **188** valid responses. **107** of the respondents were from South East Galway and **79** from Galway city. The survey showed that only 41% of parents had all they needed for their child / young person to do their schoolwork while in lockdown. The results allowed us to highlight educational disadvantage within the community during COVID in addition to linking in with schools and parents during subsequent lockdowns to ensure further support was given where needed.

Enable access for Travellers to early years education provision

- A plan was in place for information dissemination in the form of a film created featuring Traveller families talking about their children's experience in Early Childhood Education. The film was to be shown to Traveller parents across city and county but due to restrictions this could not happen. One showing was held in Loughrea for 10 Community Health Workers in December 2020. There is a plan to rollout viewings to LTAGS in 2021 in accordance with public health guidelines.

Tuam Road (Halting Site) Afterschool programme

- Due to challenges in relation to COVID-19 GTM could not establish an afterschool programme on the Tuam Road Halting site. However, GTM continues to support Youth Work Ireland in their engagement with young Travellers on site and implementation of various programmes. There is regular engagement in youth programmes from 10 young members of the Traveller community living on site.

Realising Traveller Rights – Health

Traveller Friendly Services

- In Jan 2020, Traveller Friendly Service Training was delivered by Kathleen Sweeney to staff from Rehab Care in Galway city. 16 people were in attendance.
- Members of CAMHS team covering Galway city met with CHW's in GTM office in February
- 2020. 10 people attended in total. Meeting was to establish links and for CHW's to introduce their work to the members of the CAMHS team.

Traveller Counselling Service

- There were 33 referrals to the Torie Counselling Service in 2020 across city and county. In total there were 178 counselling sessions delivered with 44 missed sessions.

Men's Development Work

Football

- On the 8th February 2020, **17** men travelled to Dublin to play a football tournament organised by Exchange House. This event was to raise awareness for Traveller men's mental health.
- A total of **9** men attended weekly handball sessions in 2019 pre-covid. Unfortunately, the alley has remained closed but the group are still in weekly contact with the male CHW who ran the handball sessions.
- In collaboration with the HSE and Galway Sports Partnership, GTM developed an online Step and Fitness challenge and initially targeted men who had been impacted by COVID-19. A total of **50** men joined the WhatsApp group. Health messages were put into the group and once week members were encouraged to input their step count. There was a prize given for the greatest number of steps at the end of the 6 weeks.

Croi programme – started in person moved to online

- GTM in collaboration with Croi developed ‘Healthy Heart, Healthy You’ programme. The programme was initially and in person programme with all participants undergoing screening with a nurse in week one and would have a follow up screening at the end of the programme. Unfortunately, the in-person programme only ran for two weeks before COVID-19 hit and lockdown was introduced. The programme was later redeveloped to be in an online format with accompanying workbook. Overall 126 people signed up, city and county, and were sent out the workbook and weekly videos for 7-weeks.

Walking groups

- In line with public health guidelines, walking groups were set up in city and county in August 2020. A total of 65 women joined walking groups across city and county, in areas such as, Athenry, Loughrea, Killimor, and Westside in the city. Participants were given a pack at the start with a pedometer, high viz, water bottle, health information, and cereal bars. Packs were provided in collaboration with Healthy Galway city, Healthy Galway County, and Galway Sports Partnership. CHW’s led the groups on a weekly basis and used the time to impart the health messages to participants.

Health Food Cook-Along Programme

- 42 families in Galway city centre and Athenry signed up for a pilot healthy food cook-along programme that GTM developed in August 2020. The programme was funded through a **COVID response grant from Galway Rural Development (GRD)** which was originally given to supply activity packs to families during lockdown. Due to the limited funding and inability to supply to all families, permission was sought from GRD to repurpose the grant for a cook-along programme.
- The programme was developed from a combination of ‘Healthy Food Made Easy’ and a programme run by Foroige in Galway city. The programme was then adapted to be more culturally competent for members of the Traveller community. All participants were supplied with ingredients on a weekly basis and were sent out a video of the step-by-step recipe being demonstrated by two of our community health workers who are trained HFME facilitators. At the end of the 4-week programme, all participants were given a recipe book to encourage them to keep on cooking. Very positive feedback from all participants following the pilot programme.

Realising Traveller Rights – Accommodation

- Work on the Traveller Homes Now Campaign and the impact of COVID 19.
- Carried out an audit of the conditions on the Traveller sites and group housing schemes
- Presented the findings to the Local Authorities and the Social Inclusion HSE
- Advocacy and support given to Traveller families on the 18 Traveller sites and group housing schemes in Galway City and South East County.
- Advocacy and support given to Traveller families experiencing homelessness

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

Just Stronger Together – Traveller Family Support

- A Workshop on “Just Therapy” was held for mental health professionals on Friday 21st February 2020 from 9.30am – 1.00pm Facilitated by Dr. Siobhán Madden with inputs from Anne Ward and Kathleen Sweeney of Galway Traveller Movement. The workshop was advertised through the HSE and again fliers were developed and distributed. 13 mental health professionals attended the workshop from a range of specialisms including mental health nursing, occupational therapy, psychotherapy, and social work.
- Work on the Traveller narrative gathering and reflecting on the stories from the Traveller men , Traveller women and their families

Realising Traveller Rights – Resilience promoting mental health and wellbeing

Dissemination of Findings / Learning

- To review of the Resilience project, focus groups were held towards the end of 2020 when the majority of the project was completed. Primary Healthcare Coordinators (city and county), stakeholders, benefactors, and Community Health Workers all took part in focus groups / interviews. This evaluation, along with narrative reports and film ‘The Heart of the Travelling People’ created, will be the tools to disseminate information and inform change for 2021.

End of Resilience Project Event

- The end of project event took place in an online format on Friday 18th of December 2020, as part of the annual Galway Traveller Achievement Awards. The video to date has 2.5k views and can be seen at the following link
<https://www.facebook.com/GalwayTravellerMovement/videos/3305348442905185>

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 takes 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.

2020 outputs

Mobilised the Traveller Community at a local level to register and vote in the National Election. Jan -Feb

Attended an Equality Conference promoting the Public sector duty and the Galway City Equality and Human Rights Statement. Jan

Participated in "Equality Votes Galway" election campaign promoting equality and asking for supports from all candidates. Jan - Feb

Organised an anti-racism protocol event. Issued a press release and contacted all candidates to participate in the event. Feb

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.

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.

2020 outputs

Local Traveller Action Groups (LTAGS)

- Local Traveller Action groups took place across six areas city and county in January and February 2020, with some taking place in March 2020 before COVID restrictions commenced. Groups were unable to take place for the rest of 2020 however, an exploration of holding LTAGS on a digital platform took place with a plan for implementation in 2021. Areas where LTAGS were held – Athenry, Ballinasloe, Loughrea, City Centre, Eastside (city), Westside (city).

Implement the Traveller Homes Now Campaign

- Some site and group housing scheme visits took place in city and county during 2020, although this was greatly hampered, and engagement was restricted due to public health guidelines. Site visits will commence in accordance with public health guidelines.

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

2020 outputs

- GTM is represented on the following local and regional structures:
 - Community response meetings
 - GCCN NGO forum meetings
 - Traveller Covid response meetings
 -
 - 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)

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, story-telling, 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

2020 outputs

.Traveller Pride Event – September 2020

- Traveller Pride 2020 was a 3-day online event starting on Culture Night, Friday 18th September with a special screening of the award-winning short film ‘Spread the Wings’. A further four other short films created by GTM were shown over the next two days on our Facebook and YouTube channel. The Beardy Woman , Revisiting traditional sites, Bread making , Flower making , Pocket making were some of the short film highlights .

Misleor Festival of Nomadic Cultures – November 2020

- This years festival was a 3 days online event in line with COVID-19 restrictions. The programme featured short films, storytelling, a night of music, a nomad only space, and ‘in conversation’ series of talks with both local and international guests from different nomadic cultures. Following the 3 - day event there had been a total of 7.3k views on Facebook events and another 1k through the Vimeo platform.

Galway Traveller Achievement Awards

- In December 2020, GTM held an online event for the 2020 Galway Traveller Achievement Awards. The video has been viewed online 2.6k times to date. The ceremony included the awarding of 8 prizes in the following categories Community, Music, Arts & Culture, Education, Sport, Enterprise

& Employment, and Young Person Award. A total of 68 nominations were submitted across the 7 categories.

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)

2020 outputs

- A coordinated response to COVID 19 2020
- GTM participated in the COVID 19 Community Response team coordinated by Galway City Council
- A Traveller COVID Response team meeting weekly in Galway City and County in collaboration with the Local Authorities < HSE Traveller Health Unit and Public Health.
- GTM held weekly team meetings during 2020 with the view to ensuring effective internal communication and creating a space to monitor the GTM response to the demands of COVID 19
- An unmodified Auditors Report was obtained on the Financial Statement for the year ended 31st December 2020.
- The overall coordination and financial management during 2020 included the Community Services Programme (two social enterprises the wind down of 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 Accounts Mental Health Initiative, Healthy Ireland, Counselling service, St Stephens Green Trust funding for Accommodation campaign, Galway 2020 and Screen Ireland for Misleor Festival of Nomadic Culture, SICAP for “Class Act” Educational Research, Community Foundation of Ireland 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.

- COVID 19 training was provided by Corrib View Safety Services to all GTM staff in 2020
- Administrative support to the festivals and events organized during 2020 – Misleor Festival of Nomadic Culture, Traveller Pride, Traveller Awards etc.
- The company continues to search for a suitable premises to purchase.
- 9 Directors' meeting were held during 2020.
- Organised 12 monthly meetings to report on actions progressing the GTM values and strategic objectives
- Financial and other support provided to three staff that had commenced a degree course
- Maintained accurate accounts for Community Services Projects and Social Enterprises, Primary Health Care HSE, Community Employment, NTP ,Mental Health Dormant Account Funds, small grants including Payroll, PRSI and PAYE, prepared quarterly returns, budgets, accounts for audit, banking online, Health & Safety monitoring, supervised administration staff & linking in with coordinators.
- Planned and attended weekly line management meetings
- Prepared end of year accounts for all programme.
- Followed up on staff TMS
- Worked with the Social Enterprise manager and enterprise work and applied for the Stability fund for the enterprises.
- Attended monthly enterprise planning meetings
- Worked on the European Application to address the NEETs for young Travellers
- Dealt with revision of Bounce Back Recycling procedures in relation to waste and Waste Licence submission and queries.
- Work carried out on the BBR Website
- Worked with Social Enterprise manager re the wind up of First Class Insulation June – September
- Developed a plan for Pobal CSP for the retention of the Social Enterprise Managers and Operatives promoting the start up of the furniture recycling and upcycling