



PAVEE POINT
TRAVELLER'S CENTRE

STRATEGIC PLAN

A FRAMEWORK FOR PROJECTED ACTIVITIES 2001 - 2005

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MISSION STATEMENT

The aim of Pavee Point is to contribute to improvement in the quality of life, living circumstances and status of Irish Travellers through working innovatively for greater solidarity, social justice, development and human rights.

PAVEE POINT

Pavee Point is a national non governmental organisation which is committed to the attainment of human rights for Irish Travellers. It was established in 1983 and is based in Dublin. The organisation is a partnership of Travellers and settled people working together to address the needs of Travellers as a minority ethnic group who experience exclusion, marginalisation and racism. Pavee Point has extensive experience in developing innovative and culturally appropriate responses to the needs of Travellers from its starting point based on a community development approach and on an intercultural model. The organisation seeks to combine local action with national resourcing, and direct work with research and policy formulation.

PAVEE POINT STRATEGIC PLAN 2001 - 2005

INTRODUCTION

The context in which this Strategic Plan has been prepared is significantly different in a number of respects from that of the previous plan but regrettably similar in others. In summary there have been significant positive changes at a policy and legislative level and in the general acknowledgement of the increasingly multicultural nature of Ireland. But the reality on the ground for Travellers has changed little, as positive policy developments have not yet translated into positive practice.

As the new millennium begins the everyday life experience of Travellers continues to be largely one of exclusion and poverty, poor access to and outcomes from health and education. In the case of at least 1,200 families (more than in 1960) there is no piped water, toilets, electricity or other services that are taken for granted by the majority population.

We can still only *estimate* that there are between 25,000 and 29,000 Travellers in Ireland. The fact that we still have to estimate is because there is no accurate and precise data available. This lack of accurate data hinders the proper planning to meet the needs of Travellers. Not having data on how Travellers are engaging with or benefiting from services undermines the ability to make those services accountable on these issues. Pavee Point will be attempting to address this issue and over the lifetime of this

Strategic Plan and will work to bring about a situation where ethnic equality monitoring and proofing will become a feature of service provision.

Flowing from the publication of the Report of the Task Force on the Traveller Community in 1995, the policy landscape has improved considerably. The analysis of Traveller issues espoused and promoted by Pavee Point, based on the values of interculturalism, anti-racism and human rights is now more evident in policy thinking in a way that has never been done before.

The Task Force Report has set the agenda for the work of relevant sections of various statutory agencies and government departments as well as that of Traveller organisations. The challenge has been to translate the new policy context into an improved everyday reality for Travellers, which many say is actually deteriorating.

A range of structures have been put in place at national and local level to consult and advise on a number of areas including health, accommodation, education, childcare and domestic violence. Participation in these structures has challenged Traveller organisations and pointed to the need for resources to maximise meaningful participation, prepare submissions, carry out research, pilot, develop and mainstream new initiatives.

There is a new legislative landscape that is, with some exceptions, more favourable to the interests of Travellers. The enactment of the equality legislation and the establishment of the Equality Authority and Office of the Director of Equality Investigations are major advancements both symbolically and in practical terms. There is now a greater recognition, acceptance and celebration of the diversity that exists in Ireland. Mechanisms are in place to protect Travellers, and others who are vulnerable, from discrimination and to address the causes of their continuing exclusion.

The Housing (Traveller Accommodation) Act (1998) promises appropriate accommodation for all Travellers during the life span of this Strategic Plan. Many Travellers, justifiably, remain sceptical as to whether this will deliver or not and note that new powers in this Act are being used to evict Travellers more frequently. Concerns are also widespread about how meaningful the consultation process set up under this Act really is and to what extent there is any real commitment to providing accommodation which respects the cultural rights and aspirations of Travellers.

The number of Traveller support organisations has increased and resources available to them is more secure through programmes such as the Local Development Programme and Community Development Programme. The Traveller movement however, is challenged to ensure that the work of these Traveller NGO's is rooted in a human rights analysis and is based on a community work approach.

Despite the upturn in the economy unemployment and dependence on social welfare is still the norm for Travellers. A small but increasing number of Travellers are in employment. But those who are getting jobs are often doing so on a precarious basis with no benefits or security and in many cases feel they have to hide their Traveller identity to keep the job.

A United Kingdom court made a landmark ruling in August 2000 that Irish Travellers constitute a distinct ethnic group. The immediate significance of this was that the U.K. Race Relations Act now protects Irish Travellers from discrimination. It also served to validate the position espoused by Pavee Point since its inception in the 1980's. This was a time when asserting that Travellers had a distinct cultural or ethnic identity was rejected both by voluntary and state agencies alike who espoused a very different agenda for Travellers.

In the intervening period the old school, which aimed at the containment, settlement and absorption of Travellers into the settled community has faded and it is now acknowledged that Travellers are entitled to have their cultural rights and aspirations reflected in policy, in the provision of services, in mechanisms to address their experiences of exclusion and in the general story of Ireland and its peoples.

Many of the developments described above, which form the context of this Strategic Plan, are to some extent still emerging and it remains to be seen how effective they will be at delivering real and positive change for Travellers. Part of the role of Pavee Point over this coming period will be to lobby to maximise the outcomes for Travellers from these developments, and to critique their record on delivering this change. In relation to Traveller groups, Pavee Point's role will include supporting the deepening of the analysis of issues and the development and mainstreaming of new initiatives in response to the concerns facing Travellers as a whole and as minorities within a minority.

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OVERALL OBJECTIVE FOR THE YEARS 2001-2005

Pavee Point works at international, national and local levels to support and empower Travellers to realise their human rights as citizens, and as a minority ethnic group. Our objective is to create the conditions for mainstream statutory policy and provision to produce positive outcomes for Travellers.

BACKGROUND

This strategic plan (2001-2005) has been developed through a participative process involving staff, management, trainees and Travellers and Traveller organisations familiar with our work locally and nationally. It evolved through formal meetings, informal discussions and a critical evaluation of our work over the past five years. It is informed by the developments and insights gained through our Community Development Programme (1997-2000), the Primary Health Care for Travellers Project which is an on-going initiative developed in partnership with the Eastern Regional Health Authority, the Traveller Economy Programme (1995-1999) funded through the Local Development Programme, and our participation in the three European Union funded Community Initiatives NOW, Integra and Youthstart (1997-2000). It also builds on the learning of our youth and childcare work programmes, the women's programme, the cultural heritage programme and the mediation programme.

The plan contains a mission statement and an overall objective for our work over the coming five years. It sets out what we consider as the role of Pavee Point and makes explicit the values we try to work from. The strategic goals and framework for action are outlined and are cognisant of the context within which the work will take place. The context refers to changes within Irish society, within the Traveller sector and within the funding framework in which we will be operating.

CONTEXT FOR THE STRATEGY

In developing this Strategic Plan the context for the work is addressed. Emerging issues in Irish society, the Traveller community and the funding scenario that we believe will impact on our work over the next five years are highlighted.

Irish society is increasingly characterised by:

- Economic growth with significant wealth in private hands and available to the statutory sector. This growth is accompanied by increasing relative poverty, visible in continuing embedded long-term unemployment, increasing working poor, on-going inequalities in health and education, new extremes of marginalisation evident in drug abuse and homelessness.
- A new visibility for the multi-ethnic composition of Irish society and an increase in racism.
- Promotion of institutional reform and various mechanisms to achieve this have been and continue to be introduced including the National Development Plan with a specific focus on social inclusion and gender mainstreaming, the Strategic Management Initiative, the National Anti-Poverty Strategy with its child poverty, health, housing, education, gender, racism and other proofing guidelines, Local Government reform and the new roles developed by the community sector in social partnership.
- New Policy Developments in the areas of education, violence against women, childcare, youth work, drug abuse, health, equality and immigration and asylum.
- An increased investment in community development in its own right and as a dimension to wider local development and social inclusion strategies.

The situation of the Traveller Community is increasingly characterised by:

- A new legislative context, a new participative institutional

framework and new Traveller-specific policies. But there is a dichotomy between policy development and policy implementation and the introduction of policies and procedures that are having a negative impact on the Traveller community.

- A growth of Traveller groups across the country with enhanced capacity and better resources.
- A new organisational capacity within the National Traveller Women's Forum, continuing growth of the Irish Traveller Movement and increased representation for these organisations, along with Pavee Point in policy making arenas. This representation also poses challenges to the Traveller organisations with the multitude of fora with which we are required to engage.

The Funding Scenario is characterised by:

- A new National Development Plan with declining resources for the eastern and southern regions and with an increasing emphasis on labour market outcomes as the Employment Action Plan determines the use of ESF funding.
- A new Community Initiative EQUAL to replace the current Employment Initiatives with an emphasis on large-scale, multi partner, area based projects with labour market outcomes to be achieved.
- Additional Exchequer Funding available to new policy areas such as childcare, drugs and violence against women and to new Traveller specific policies in areas such as health and education.
- Funding criteria and funder requirements that do not allow the necessary flexibility for culturally appropriate approaches.

ROLE OF THE ORGANISATION

Pavee Point is a national voluntary or non-governmental organisation which is committed to human rights for Irish Travellers.

The group comprises Travellers and members of the majority population working together in partnership to address the needs of Travellers as a minority group who experience exclusion, marginalisation and racism.

Pavee Point has worked directly with Travellers over the past sixteen years. This experience and our on-going analysis of Travellers circumstances and needs means the organisation is well placed to respond to the on-going and emerging needs of Travellers.

Pavee Point has extensive experience in developing innovative and culturally appropriate responses to the needs of Travellers. In particular, our national resourcing work undertaken through the auspices of our Traveller Economic and Social Inclusion Programme and our Primary Health Care Initiative have enabled us to highlight the need and potential for the inclusion of Travellers in national, regional and local developments on socio-economic development and health issues. Our participation in the Community Development Programme also enables us to work in cooperation with other projects engaged in a wide range of community based initiatives.

Through our involvement in the European Community Initiatives NOW, INTEGRA and YOUTHSTART (1995-1999) we have developed links with a wide range of groups throughout the European Union (EU) and engaged in the growing debate on social policy issues. This has meant that the organisation is well placed to engage with a range of Roma and Traveller groups throughout the EU and the Council of Europe. We have also participated in regional and world conferences at United Nations level.

It is against this background and in this context that we outline the functions of Pavee Point.

Pavee Point's role:

As its contribution to the general work towards equality and justice for Travellers, Pavee Point:

- Identifies, researches, analyses, and develops responses to the

needs and aspirations of Travellers as a marginalised minority group.

- Supports the effective participation, involvement, visibility, mobilisation and self-determination of Travellers through encouragement, education, training, and inclusion in a broad range of socioeconomic activities.
- Promotes solidarity among Travellers, and also between Travellers, Traveller/Roma support groups, other community based groups, voluntary organisations and the rest of the population.
- Develops and consolidates innovative initiatives and pilot projects which contribute to the enhancement of Travellers' living circumstances and social inclusion.
- Provides a focal point for action and reflection which fights exclusion, racism and xenophobia affecting Travellers, Roma, Gypsies and other minorities.
- Designs and delivers in-service training and capacity building for community based groups, voluntary organisations, Traveller groups, and other bodies or agencies involved with Travellers.
- Fosters exchange of experience and facilitates learning from examples of good practices and innovative methodologies at national and international levels.
- Makes policy submissions and recommendations in relation to specific areas of concern to Travellers/Roma and monitors policy developments.
- Maintains an advocacy role in supporting Travellers and Roma to lobby and campaign to bring about socio-economic change.

Principles that underpin the actions in pursuit of the strategic goals:

- Human Rights
- Social Solidarity

- Diversity
 - cultural diversity
 - minorities within a minority
- Community Development
- Multi-dimensionality
- Partnership
- Equality
 - anti-racism
 - anti-sexism

Human Rights

All citizens have rights, which also involve duties and responsibilities. Members of the majority population have a responsibility to become involved in supporting minorities to achieve their rights as citizens.

We believe that all people should have access to resources which enable them to meet basic human needs, to reach a socially acceptable standard of living and to live with dignity in society. Furthermore women's rights and cultural rights are indivisible from other human rights.

We maintain that Travellers should be able to realise their potential as equal citizens and contribute to the development of society.

We believe in Travellers' right to self-determination by being key agents in their own development for the future and by developing internal solidarity within the Traveller community.

Social Solidarity

We believe that social solidarity must be based on efforts to bridge divisions and inequalities based on wealth, power and social status. Real solidarity involves developing alliances with different sectors, not only nationally, but at international levels as well. That is why we believe that solidarity within the island of Ireland cannot be

built on isolation from the needs of marginalised groups in the European Union and in other countries as well as with groups in the Third World.

Pavee Point condemns and challenges structures, policies and practices which undermine social solidarity and perpetuate various forms of exclusion, exploitation and oppression. We commit ourselves to working in an anti-racist way and anti-sexist way and to challenging all forms of discrimination, prejudice and inequality.

Recognising our own limitations in terms of resources, competencies and personnel, we are very conscious of the need for working cooperatively and developing alliances with other groups and individuals, institutions and agencies (both voluntary and statutory) who have an interest, commitment and or expertise in promoting social solidarity.

Diversity

- Cultural Diversity

We believe that a multi-cultural and multi-ethnic society should be based on equality and mutual respect. We believe that Travellers, Roma and Gypsies have a right to assert their distinct ethnic identities. We acknowledge that all cultures, including Traveller culture, have to be examined critically in order to eradicate oppressive elements. We reject the assimilationist ideology that forms the basis for policies and practices that try to eliminate group differences and we support intercultural activities and approaches on the basis that cultural diversity can enrich society.

We support efforts to resource, build and enhance Travellers' positive sense of identity so that Travellers can shape their own future and develop with values from their own background and nomadic tradition, and contribute to civil society.

- Minorities within a minority

We believe that the diversity that exists within the Traveller

community should be acknowledged. This means that different Travellers have different wants and needs, depending on age (from infancy to old age), gender, disability, family status, sexual orientation, etc. The specific experiences of oppression of those minorities within a minority require specific responses.

Community Development

We believe that a community work approach and its associated principles provide an appropriate way of working with Travellers. It supports active participation, empowerment, meaningful consultation and involvement and gives priority to preventive actions. This approach attaches great importance to the developmental process which enables people to take more control over their lives and future.

While community development is a slow process it produces lasting and long-term results by going beyond symptoms and crisis intervention, by tackling root causes, by promoting a collective response to issues and by encouraging a bottom-up approach to social change.

Multi-dimensionality

We believe that single factor explanations of the situation of Irish Travellers are simplistic and inadequate. The problems which Travellers experience, and issues of concern in relation to Travellers, are multiple and complex requiring a holistic or multi-dimensional approach.

We believe, therefore, in targeting actions at Travellers and at key sectors of the general public, sometimes separately, sometimes jointly, as deemed appropriate. We set out to work in an integrated way that focuses on economic, political, cultural and social, dimensions of the situation experienced by Travellers, so that different programmes and actions reinforce and complement one another. We strive to develop coherence between actions at local, regional, national and international levels.

We believe that on-going reviews and analyses, self-evaluation and self-criticism are essential in order to integrate action and reflection. We maintain that an integrated approach to theory and practice provides the best basis for those doing the work to make proposals for policies.

Partnership

We believe that working towards partnership can be a useful strategy in the work with Travellers. However, partnership can take many forms and there is no single "correct" model nor is partnership an end in itself. We use the term 'partnership' to cover a broad range of long-term relationships, which include working cooperatively on agreed agendas based on equality as well as strategic alliances, which may be short-term.

We believe that Travellers and members of the majority population can be most effective in a partnership relationship, which recognises their respective responsibilities, strengths and competencies. We also believe in the value of working in partnership with other organisations and agencies, voluntary and statutory. Such partnerships can take a variety of forms and may be short-term or long-term as deemed appropriate. In entering partnerships with state agencies it is important that we retain our identity and autonomy as a voluntary non-government organisation.

Equality

- Anti-racism

We believe that the exclusion and marginalisation experienced by Travellers in Irish society, and the rejection of their culture, identity and way of life have racist dimensions. We reject notions of the invalidity of Traveller culture and of nomadism. We challenge racism and notions of the superiority of the culture of the majority population, recognising the long power relationship on which it is based.

We believe that racism undermines civic society and contributes to conditions where Travellers and other minorities are disadvantaged

and hampered from reaching their full potential both individually and collectively.

We acknowledge the reality of and potential for racism in Irish society. We recognise that racism operates at individual and institutional levels to exclude Travellers, though at an institutional level it may only be visible in the unequal outcomes for Travellers from the operation of those institutions. We support and promote the development of anti-racism as a strategy to promote equality in society, and in particular in services provided by the state.

- Anti-sexism

We believe that all women have a right to participate fully in society free from discrimination, exclusion and violence or fear of violence. We acknowledge that sexism operates to exclude and disempower women at all levels of society and is a barrier to the realisation of their full human rights. We are committed to working in a manner which promotes anti-sexism. We believe that men have a responsibility to address sexism in their personal and professional lives and have a role to play in challenging other men.

We acknowledge the specific experience of Traveller women, who are subject to both sexism and racism. We are committed to promoting an understanding and analysis of this experience and challenging it appropriately both internally and externally to the community. We value the role positive actions can play to create the conditions where Traveller women can exercise their full human rights.

STRATEGIC GOALS

We have identified the following strategic goals for the years 2001-2005. They are based on our analysis of the current context for Travellers and flow from our vision and values as an organisation.

1. The resourcing of Traveller participation in economic, social, political and cultural development and the enhancement of the capacity of the Traveller community to exercise their human rights.
2. The validation and celebration of Traveller culture and identity, through the promotion of cultural rights, and recognition and pride in Traveller heritage.
3. The generation of conditions for young Travellers and children to exercise and enjoy full citizenship internally within the Traveller community and in the wider society
4. The promotion of equality for all Travellers on the basis of the grounds included in the equality legislation, including Traveller women, Travellers with a disability, older and younger Travellers, Traveller children, gay and lesbian Travellers and lone parent Travellers.
5. The promotion of policy implementation and the mainstreaming of Travellers and positive action in policy, procedures and provision of services.
6. The supporting of the wider community sector through promoting Traveller/settled relations and working in solidarity with other groups experiencing discrimination and racism, including development of relations with the majority population and working with other minorities in Ireland.

7. The development and resourcing of solidarity within the Traveller community.
8. The development and resourcing of solidarity with Roma and Gypsy concerns through strategic initiatives at national, European and global level.

FRAMEWORK FOR ACTION IN RELATION TO THE STRATEGIC GOALS

At a programme Level to:

- Resource **young Travellers** - through initiatives in the early years sector, youth work, and in formal and non-formal education and training, in order to support young Travellers to make informed life choices.
- Continue to develop the **early years** programme both at national and local levels through piloting the anti-bias approach in early years training and practice.
- Develop the role of the **culture and heritage centre** as a centre for the promotion and understanding of Traveller cultural rights.
- Establish a recognised and credible **mediation service**.
- Develop and expand the range of services and issues addressed by the **Primary Health Care for Travellers Project**. To further facilitate replication of this model through providing trainers of trainers course; development of materials and resources; and offering advice and support.
- Continue a programme to consolidate the focus on the Traveller dimension at all levels of **local development and social inclusion work** with an enhanced focus on the economic dimension and on mainstreaming outcomes.

- Continue a programme to insert Travellers in the **Community Development Programme** with a focus on documenting good community development practice and stimulating community development responses to the effects of assimilation on Travellers.
- Further develop the work on **violence against women** through mainstreaming Traveller women within existing refuges and support services and through the development of targeted specific responses for Traveller women.
- Continue to pilot and develop models of **youth work practice** and disseminate effective approaches at policy and local levels.
- Develop a **Traveller focus to responses to drug issues** and promoting of a Traveller agenda in the work of the local drug task forces and any other initiatives. This work will include a targeted approach with young Travellers.

At an organisational level to:

- Focus on **policy development and implementation** developing necessary relationships and new thinking in relation to intercultural approaches.
- Undertake **research**, develop analyses and disseminate information.
- **Pilot actions** and new responses to emerging Traveller issues and mainstreaming these actions.
- Focus on **mainstreaming**, developing necessary approaches to in-service training, training of trainers, materials production.
- Change perceptions of Travellers and promote better relations between Travellers and the majority population by prioritising **public awareness** of Traveller issues.

- Articulate a **Traveller men's agenda**.
- Promote a **Traveller women's agenda** through institutional structures emerging from the Task Force including a focus on childcare and income barriers.
- Promote the needs, rights and voices of **Traveller children** through institutional structures emerging from the State on childcare developments and initiatives.
- Pilot and promote initiatives in the field of **Traveller proofing** within an equality-proofing framework including collection, collation, analysis, monitoring and dissemination of data, to ensure that decision-making, policies and practices of service providers fully take into account the needs of Travellers as a whole and subsets of the Traveller population and thereby generate equal outcomes for Travellers from those services.

Internal organisation for achieving goals:

To achieve the implementation of this strategy a number of organisational features are required:

Infrastructure:

- Secure the necessary resources to develop the potential of the building including enhancing the quality of the office and training spaces, and development of reception facilities and making the building accessible to those with a disability.
- Development of a purpose built crèche, which will act as a model of good practice to those promoting diversity in the early years sector.
- Further developing the Travellers Cultural Heritage Centre through the establishment of an exhibition and interpretative space and the continuing production of resources.

- Development of a regional strategy.
- Maximise the efficiency of communication systems through expanding existing, and introducing new information technologies.
- Develop and monitor policies and models of good practice.

Services:

- Consolidation and development of a dedicated training service.
- Consolidation and development of a dedicated information service.

Staff Development:

- Maintain and enhance the quality of the staff with emphasis given to in-service training, the development of working and pay conditions and continuing to provide opportunities for skills development.
- Enhance communication and teamwork through developing new and existing structures and systems within the organisation.
- Increase Traveller participation at all levels within the organisation.

APPENDIX

Pavee Point Anti-Racist Code of Practice:

As a Traveller organisation Pavee Point defines itself as Anti-Racist:

We

- acknowledge and seek to resource the distinct culture and ethnic identity of the Traveller community.
- identify racism in Irish society at an individual and an institutional level as a key issue which we seek to challenge through our programmes and work.
- challenge all forms of racism and act in solidarity with all Black and minority ethnic groups.
- apply an analysis and a model of Traveller inclusion that is intercultural.
- are committed to a partnership approach to management and decision making involving Travellers and settled people that is based on an empowerment of Travellers.
- seek to reflect this partnership in the balance of staff between settled people and Travellers and in roles played by members of each group.
- engage in relationships with external agencies that contribute to an enhancement of their commitment to interculturalism.
- create partnerships with funding agencies as a means of promoting their commitment to interculturalism.

- seek to resource Travellers in a manner that empowers and that resources a participation in all dimensions of Irish society - political, economic, social and cultural.
- seek to resource the majority population in a manner that contributes to the emergence of an intercultural and anti-racist society.
- recognise the importance of addressing the interface between racism and sexism.

The work of Pavee Point involves national resourcing, direct work with Travellers, policy development and solidarity work. Pavee Point is committed to playing these roles in an anti-racist manner:

We

- build Travellers' capacity, as necessary, to engage in decision-making and to play roles within the partnership.
- build settled peoples' capacity to be anti-racist in their work and working relationships.
- develop actions through participative planning and decision making.
- organise all activities in a manner that effectively and explicitly includes Travellers.
- recognise that Travellers are not a homogeneous group and that anti-racist approaches must recognise, for example, the particular experiences of Traveller women and Travellers with a disability among other subgroupings.
- reflect the distinct culture and identity of Travellers in all fund-raising work.

- ensure that the contributions made by Travellers to the work are clearly visible.

In our national resourcing role:

We

- network, link with and resource local Traveller organisations.
- develop partnerships and other forms of links with the statutory sector, and with the community and voluntary sector, as a means of promoting intercultural policy and provision.
- promote an analysis and an approach built on an understanding of racism, ethnicity and cultural rights.
- ensure that the materials produced promote interculturalism and do not portray Travellers in a way that feeds into a racist analysis.
- develop materials that are accessible to Travellers and that respond to their needs.

In our direct work with Travellers:

We

- pursue culturally appropriate provision in terms of content, process and methodology and continue to explore how most effectively to do this.
- set high standards in provision and seek to secure real outcomes for participants in a manner relevant to each programme.
- create access to new opportunities including analysis, employment, and technology.
- work with Travellers within a community development approach, rather than doing things for Travellers.

In our policy role:

We

- reflect the distinct culture and identity of Travellers in policy submissions.
- support the representation and effective participation of Travellers on policy fora.
- lobby for effective anti-racist legislation and institutions.
- promote a Traveller focus within mainstream policy and provision that is intercultural.
- promote a targeting of resources on Traveller specific initiatives.
- reflect the particular experiences and aspirations of Traveller women and Travellers with a disability among other specific sub-groupings.

In our solidarity work:

We

- seek to challenge all forms of racism.
- take action in solidarity with the concerns of all Black and minority ethnic groups.
- make a particular commitment to solidarity with Roma and other Traveller and Gypsy groups in Ireland and across Europe.
- make links with and develop cooperative work with other anti-racist organisations and organisations articulating the interests of different Black and minority ethnic groups.

Pavee Point is organised in a manner to ensure an effective and ongoing focus on anti-racist approaches:

We

- build relationships within the organisation that are based on trust and equality, that acknowledge and address power differentials, that are not patronising and that do not rest on notions of superiority.
- provide in-service training on anti-racism and keep our commitment in relation to anti-racism under review both individually, at programme level, and collectively as an organisation.
- create a climate and systems where it is possible to challenge each other in relation to this issue.
- seek and support a personal commitment to anti-racism in all staff and volunteers.
- ensure part-time, short term, external or volunteer staff, and students on placement, have an understanding of the anti-racist commitments of the organisation.
- maintain good communication so that information is shared.
- ensure a range of approaches to communicating the commitments in this document so that it is accessible to all.

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