



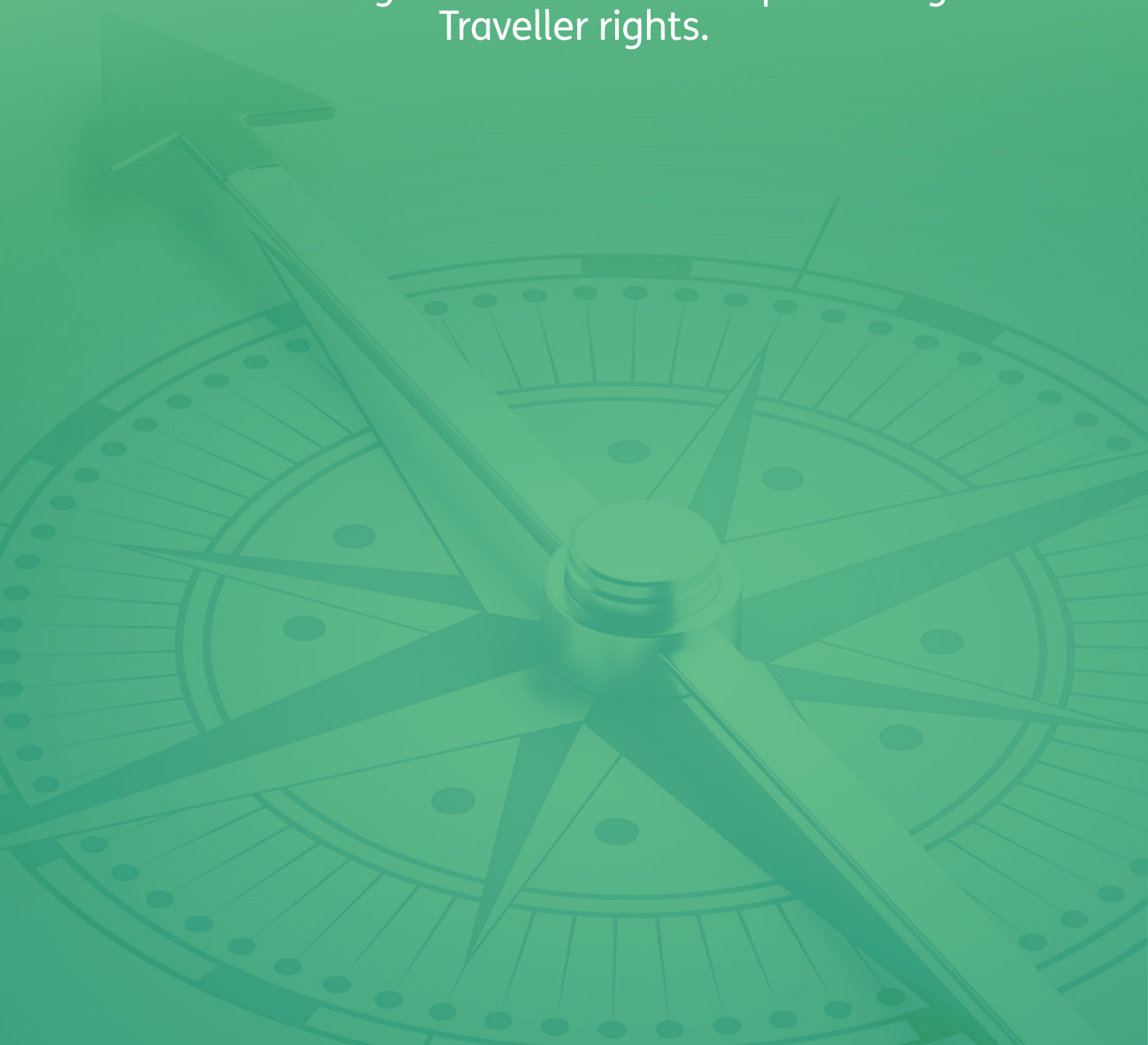
PAVEE POINT
TRAVELLER AND ROMA CENTRE

PAVEE POINT

Strategic Plan 2017-2021

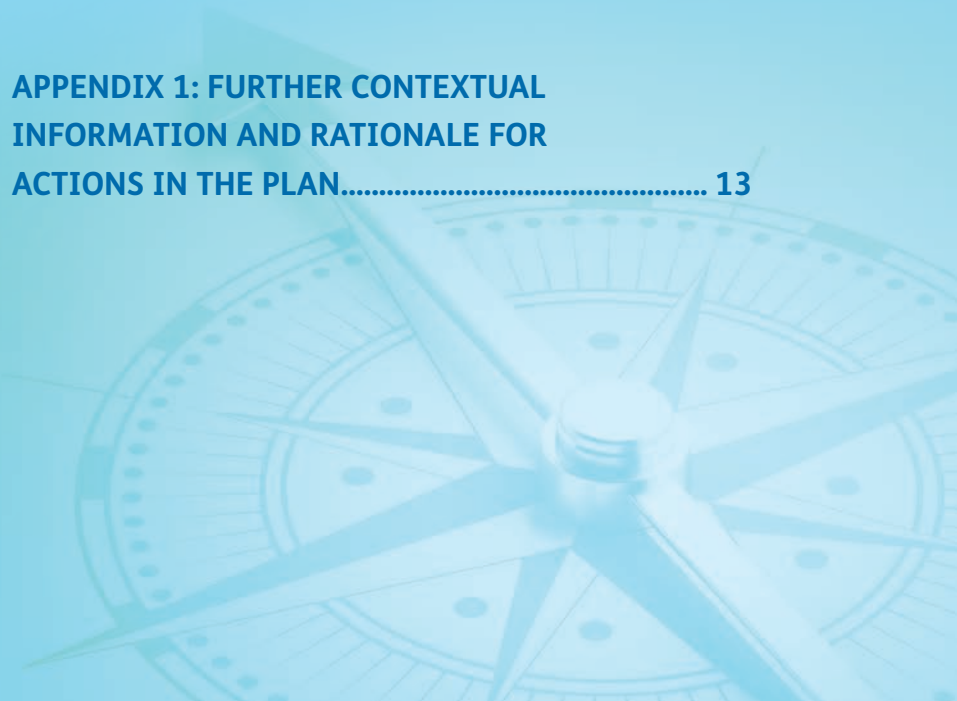


Pavee Point is a national non-governmental organisation comprised of Travellers, Roma and members of the majority population working in partnership at national, regional, local and international levels. Over the past thirty years Pavee Point has an established track record in innovative and ground-breaking work using a collective community development approach to addressing Traveller issues and promoting Traveller rights.



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Vision

Travellers & Roma are fully recognised and respected as minority ethnic groups who are proud and confident in their cultural identity and exercising their human rights.

1. ESRI, Quarterly Economic Commentary Spring 2017, <https://www.esri.ie/pubs/QEC2017SPR.pdf>

Mission

Pavee Point's mission is to contribute to improvement in the quality of life, living circumstances, status and participation of Travellers & Roma through working innovatively for social justice, greater solidarity, development, equality and human rights.

Context

Pavee Point is a national non-governmental organisation comprised of Travellers, Roma and members of the majority population working in partnership at national, regional, local and international levels. Over the past thirty years Pavee Point has an established track record in innovative and ground-breaking work using a collective community development approach to addressing Traveller issues and promoting Traveller rights.

Since its establishment Pavee Point has worked in solidarity with Roma at the international level and this work has been further developed and reinforced at a national level, particularly since the late 1990s when there was an increase in migration of Roma to Ireland.

The strategic planning process which led to this plan involved members of the management committee, staff and training programme participants and was carried out over a period with the support of an external consultant.

The Strategic Plan is developed in a new political and economic environment following a prolonged period of austerity. The Irish economy, according to the government's Summer Economic Statement (SES) 2017, is growing at a healthy pace and according to the ESRI the domestic growth outlook continues to be positive over the coming 12 to 18 months.¹ However, the austerity measures directed towards public expenditure and Traveller specific programming in 2008-2013 have had persistent and long lasting implications for Travellers and Roma, with measures towards Traveller specific services yet to be rectified or restored.

The inequality experienced by Travellers and Roma persists and shows in health, accommodation, education, employment, social protection, violence against women, drug and alcohol issues, and inclusion in decision making. This socio-economic and political context shapes the direction and approach of the Strategic Plan.

The plan is presented at a time of change, challenge and opportunity for Traveller and Roma organisations with the recognition of Traveller ethnicity and the publication of the National Traveller and Roma Inclusion Strategy (NTRIS). This is also a time of particular change and challenge for independent civil society organisations' engagement in decision making forums and with their funders, while Traveller and Roma rights remain unrealised in a number of areas.

Irish Travellers

“ Our Traveller Community is an integral part of our society for over a millennium, with their own distinct identity – a people within our people (...) As Taoiseach I wish to now formally recognise Travellers as a distinct ethnic group within the Irish nation. It is a historic day for our Travellers and a proud day for Ireland”

- An Taoiseach Enda Kenny March 1st, 2017.

March 1st, 2017, was a historic and symbolic day for Travellers when, after a 30 year campaign, Traveller ethnicity was fully recognised by the State. The acknowledgement opens questions about the implications and opportunities the formal recognition has for Travellers, and indeed, for the work of Pavee Point during the lifetime of this Strategic Plan.

IRISH TRAVELLERS - FACT & FIGURES:

- Number of people enumerated as Irish Travellers in Census 2016 increased by 5.1% to 30,987.²
- 62% of Travellers have experienced discrimination at school.³
- Life expectancy for Traveller men is 15.1 years and for Traveller women 11.5 years less than men/women in the general population.⁴
- In 2015, 3,876 Traveller families were without permanent accommodation.⁵
- 13% of Travellers complete secondary education in comparison with 92% of the general population.⁶
- Less than 1% of Travellers are in third level education.⁷
- 80% of Travellers are unemployed in comparison to an overall national figure of 7%.⁸

2. CSO, Census 2016 Summary Results – Part 1, April 2017, <https://static.rasnet.ie/documents/news/census-2016-summary-results-part-1-full.pdf>. Further data on Irish Travellers from Census 2016 are to be released later in 2017. However the CSO figures remain an underestimate when compared to the DoH All Ireland Traveller Health Study, 2010. AITHS.

3. Kelleher et al., The All Ireland Traveller Health Study, 2010.

4. Ibid.

5. Department of Housing, Planning, Community and Local Government, Traveller Accommodation Statistics Annual Count, 2015.

6. ESRI, Growing Up in Ireland Study, 2012.

7. Central Statistics Office, Census 2016 Profile 7 Religion, Ethnicity and Irish Travellers.

8. Ibid.

Roma

Ireland is now home for many second and third generation Roma, however government initiatives to address the issues faced by Roma in Ireland have been ad hoc and Roma infrastructure remains in its infancy.

The first national needs assessment of Roma in Ireland, funded by government, was undertaken by Pavee Point in 2016. The research estimates Roma population in Ireland between 4,000 and 5,000.⁹ The findings are stark and unveil high levels of poverty, deprivation, precarious living conditions, discrimination and racism.

ROMA – FINDINGS FROM THE ROMA NEEDS ASSESSMENT:¹⁰

- 13.5% of respondents have no fridge, 12.4% no kitchen and 9.6% no cooker in their accommodation.
- Overcrowding was identified as a major concern by service providers and 24% of Roma respondents live in households of 8 or more people.
- Only 16.1% of Roma report that they are in employment and 48.1% of respondents were not successful in applying for social protection.
- Nearly half of respondents reported that they do not have access to medical cards and GP care and 51.3% of respondents reported more than 14 days of the previous month when their mental health was not good.
- In 50% of households with children, respondents reported that they do not always have enough food.
- In 35% of households respondents reported that children have gone to school without adequate school lunches.
- 81.1% of respondents report experiencing racism and verbal abuse in public spaces with women being identified as particularly vulnerable.

9. Curran et al., *Roma in Ireland - a National Needs Assessment*, Department of Justice and Equality and Pavee Point Traveller and Roma Centre (forthcoming in 2017).

10. The Assessment is a mixed methods study. Roma peer researchers conducted quantitative interviews with 108 respondents and gained basic information for a further 501 household members. In addition, eight focus groups were held across Ireland, involving Roma, representatives from a wide range of civil society organisations and statutory agencies. 30 in-depth interviews were conducted with policy-makers, practitioners, service providers and civil society representatives working with Roma.

A contextual section at the end of this Plan provides further essential information and rationale for actions outlined in the Plan. [see Appendix 1]

Values and Guiding Principles

The values that inform our work focus on the causes and symptoms of poverty, racism and exclusion and are based on principles of equality, human rights, social justice, participation, empowerment and collective decision making in a structured and co-ordinated way.

We believe a community development approach and its associated principles provide an appropriate and effective way of working with Travellers and Roma. It means working with, rather than for Travellers and Roma. It supports empowerment, participation and collective action and gives priority to prevention and early intervention.

1. COMMUNITY EMPOWERMENT

Community empowerment involves increasing knowledge, skills and the confidence of Travellers and Roma to lead their communities to be resilient, organised, and influential in building an inclusive and inter-cultural society.

2. PARTICIPATION

Participation is rooted in the self-identification of needs and interests by Travellers and Roma themselves and is central to their ability to continue to influence outcomes from policies, programmes and services.

3. COLLECTIVE ACTION

Collective action focuses on potential benefits and outcomes for Traveller and Roma communities - not just individuals - in the pursuit of a just and equal society.

4. HUMAN RIGHTS AND EQUALITY

Human rights and equality are core to enabling Travellers and Roma to live with dignity and reach their full potential in society. We believe that Traveller and Roma rights should be respected, protected and fulfilled.

An equality perspective looks to the achievement of substantive equality for Traveller and Roma communities in Irish society so that Travellers and Roma of all ages, gender, sexual orientation, gender identity, ability, religion and civil status can enjoy equality of opportunity, access, participation and outcome. Gender equality is a key priority for Pavee Point.

5. SOCIAL JUSTICE, SUSTAINABLE DEVELOPMENT AND INTERSECTIONALITY

A just and sustainable society involves promoting environmental, social, cultural and economic policies and practices which value diversity and inter-culturalism, challenge injustice, poverty, discrimination and social exclusion.

Single factor explanations of the situation of Travellers and Roma are simplistic, inaccurate and ineffective. Ethnic discrimination is often intertwined with discrimination on other grounds such as gender and socio-economic status. The problems experienced by Travellers and Roma are multiple and complex and require a holistic, intersectional approach.

Strategic Goals and Objectives

The following four goals with associated objectives were identified for the five year period of this Strategic Plan (2017-2021).

1. To promote Traveller and Roma cultural identity and ethnicity
2. To support direct Traveller and Roma participation and empowerment
3. To address current issues and inequalities for Travellers and Roma
4. To strengthen Pavee Point as an organisation

GOAL NO 1:

To promote Traveller and Roma cultural identity and ethnicity.

To further progress recognition of Traveller ethnicity and promote respect for Traveller & Roma culture and identity both within their communities and in the wider society.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 1.1. To celebrate Traveller and Roma ethnicity through a re-focus on culture, heritage and human rights.
- 1.2. To address human rights and equality issues for Travellers and Roma within their own community and in wider society.
- 1.3. To build awareness of diversity and promote understanding, solidarity and engagement amongst the diverse groups within the Traveller and Roma communities.

EXPECTED OUTCOMES:

- 1.1. The establishment, promotion and support of initiatives to demonstrate specific culture and traditions of Traveller and Roma heritage in all its diversity.
- 1.2. A greater understanding of the implications and value of the State's recognition of Traveller ethnicity.
- 1.3. To deepen understanding of the role and contribution of Travellers and Roma in Irish society.
- 1.4. Traveller and Roma leaders being vocal about issues of diversity within their communities.

GOAL NO 2:

To support direct Traveller and Roma participation and empowerment.

To facilitate and empower Travellers and Roma and their leaders to play key roles in their communities, in Pavee Point and in other Traveller and Roma Organisations and in the wider society.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 2.1. To have visible Traveller and/or Roma active participation in all Pavee Point public engagements.
- 2.2. To develop and implement educational and community measures to enhance Traveller and Roma confidence and competence as community representatives & leaders.
- 2.3. To facilitate dialogue within Traveller and Roma communities and organisations on issues that affect their day to day lives and relationships with each other and the wider society.

EXPECTED OUTCOMES:

- 2.1. Successful engagement of Traveller and Roma participants in all Pavee Point activities.
- 2.2. Traveller and Roma community leaders identified, developed and supported to represent their communities at a range of policy and decision-making forums.
- 2.3. Greater solidarity and respect for diversity within the Traveller and Roma communities; between Traveller (& Roma) organisations and in wider Irish society.

GOAL NO 3:

To address current Issues and inequalities for Travellers and Roma.

To focus on the key policy issues of health, education and accommodation in a coordinated, inclusive and collective way to advance the human rights of Travellers and Roma.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 3.1. To contribute to the development and implementation of policy, with a particular focus on the State's responsibility, in the areas of health, education and accommodation as they apply to Traveller and Roma community.
- 3.2. To advocate and campaign for the realisation of Traveller and Roma rights in health, education and accommodation.
- 3.3. To promote equality and combat discrimination against Travellers and Roma.

EXPECTED OUTCOMES:

- 3.1. Enhanced work on health issues to impact policy and practice in addressing Traveller health inequalities with a focus on Primary Health Care, mental health, men's health, drugs and other addictions.
- 3.2. To secure dedicated resources to address education and accommodation needs of Travellers and Roma. Roma needs assessment will be published and will inform policy recommendations and advocacy.
- 3.3. Collaboration with other stakeholders to progress the protection of Traveller and Roma rights, including women's rights, in relation to prison, LGBTQI rights and other relevant issues as they relate to the strategic objectives.
- 3.4. Increased awareness amongst Travellers and Roma communities of equality and human rights mechanisms. Delivery of appropriate responses by public sector bodies.

GOAL NO 4:

To strengthen Pavee Point as an Organisation.

To ensure relevance and sustainability of the Organisation in order to fulfil our vision and mission.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 4.1. To update and review governance and HR systems and structures to ensure compliance with legislation and obligations while maintaining alignment with Pavee Point's mission and values.
- 4.2. To ensure operational structures, procedures and roles are meeting the needs of the Organisation and the people working here including developing a communications strategy.
- 4.3. To provide the necessary supports and development for staff which promote autonomy within a clear and transparent decision-making and reporting structure.
- 4.4. To retain existing and acquire new sources of funding to enable implementation of the Strategic Plan.
- 4.5. To establish a research committee.

EXPECTED OUTCOMES:

- 4.1. Compliance with all legal, financial and reporting requirements.
Staff will be clear on their roles, responsibilities and support structures.
- 4.2. Existing levels of funding are maintained and new sources identified in line with the strategic aims and objectives.
- 4.3. The profile of the Organisation is strengthened in line with the strategic direction and priority issues.
- 4.4. Development and training in communications.

Implementation

To implement our strategic objectives each year an annual organisation plan will be developed which will be informed by the individual programme plans as follows:

PROGRAMME PLANS:

Each Pavee Point programme will set out an annual work plan that illustrates how it will achieve the strategic goals and objectives, taking into account the need to include:

- their team contribution to progressing those strategic objectives within the overall frame of their contractual obligations to various funders;
- how each team will add value to the overall Organisation.

The following criteria are built into the design, development and implementation of annual plans:

- a. A collective community-work approach which embeds and reflects a human rights analysis;
- b. Support for women's equality;
- c. Promote solidarity and cooperation between and with Traveller & Roma organisations.

The programme work plans agreed under each of the objectives are the frame for Pavee Point's work and are a direct reflection of its mission.

Flexibility in responding to emerging issues is necessary. Emerging opportunities are accommodated, when justified, and in the light of a clear decision making process to avoid work overload and/or drifting away from the main strategic direction of the plan.

Expected outcomes are provided as a framework both for overall organisational planning and for the annual plans of each of the programmes/teams, around which funders' priorities are woven.

ORGANISATION PLAN:

Annual organisation work plans which integrate the overall goals with the priorities in programme plans will be developed for each year of the five year strategic plan.

Resourcing: Finance, People and Governance

During the life of the Plan, funding will be sought for:

- a. core strategic priorities including those not resourced in recent years;
- b. work toward diversification in resources, including non-project related finance, in order to create conditions for meeting overall goals and objectives.

An enhanced support strategy for staff will be put in place to facilitate their optimum engagement with meeting agreed objectives, continued excellence in meeting individual programme and organisational objectives, and to progress staff development with particular focus on Traveller and Roma staff.

Pavee Point will continue to ensure that it both complies with governance requirements and enhances supports for its governance structures.

Review Process

An iterative process of PLAN-DO-REVIEW will be adopted to ensure momentum and effective implementation throughout the life of the 5 Year Plan.

APPENDIX 1:

Further Contextual Information and Rationale for Actions in the Plan

TRAVELLERS AND ROMA IN NATIONAL POLICY RESPONSES

In June 2017, the Government launched its second National Traveller and Roma Inclusion Strategy (NTRIS) following consultation with members of the communities and other key stakeholders. The NTRIS provides a much needed roadmap for Traveller and Roma inclusion and outlines positive commitments across statutory departments and agencies.

Other commendable developments have been the inclusion of Traveller and Roma related actions in the National Strategy for Women and Girls 2017-2020 and the second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021 as well as the National Drug & Alcohol Strategy 2017-2025. Pavee Point looks forward to working with the Government and relevant agencies in supporting the implementation and monitoring of the strategies over the course of this Strategic Plan and to ensure the strategies have a robust monitoring and evaluation framework.

ETHNIC EQUALITY MONITORING

The introduction of Section 42 of the Irish Human Rights and Equality Commission Act 2014 has been a welcome step mandating all public bodies to take proactive steps to assess and promote equality, protect human rights and eliminate discrimination. However, the lack of data disaggregated by ethnicity across all administrative systems prevents the monitoring of ethnic equality.

While there has been an increase in the adoption and commitment to data disaggregation by ethnicity in some departments and agencies, significant issues remain with the collection, disaggregation, analysis and monitoring of ethnic data. As a result, government policies, budgets and programming are not based on comprehensive human rights and equality proofing. The promotion of ethnic equality monitoring, and ensuring that its implementation takes place in line with human rights-based standards remain key priorities for Pavee Point.

EMERGING PRIORITIES – ACCOMMODATION, EDUCATION AND HEALTH

Key gaps in policy responses towards Traveller and Roma inclusion remain, particularly in relation to accommodation/housing, education and health. The housing and accommodation crisis among Travellers and Roma is growing, while Traveller and Roma education and health inequalities have not had the investment and action that is needed. Poor health, housing conditions and low educational attainment have far reaching implications for the lives of individuals and communities, and these three thematic areas form key priorities in the Strategic Plan.

ACCOMMODATION AND HOUSING:

Ireland is currently experiencing the highest rates of homelessness since administrative records began. The accommodation and housing crisis experienced by Travellers and Roma has been excluded from national responses to this crisis. In addition, Traveller accommodation budgets were subject to drastic budget cuts in 2008-2013 (-90%) with significant amounts of allocated budgets remaining underspent (-36%).

10 Traveller lives were lost in a tragic fire on a site in Carrickmines in 2015. Since then, further Traveller evictions by Local Authorities across the country, have taken place due to stated health and safety concerns.

The major accommodation issues facing Roma are discrimination in accessing rented accommodation; severe overcrowding; poor quality accommodation; a lack of security of tenure; homelessness; and a lack of access to social housing and rent supplement. Roma are living in severely overcrowded conditions and in unsafe abandoned buildings.

Chronic overcrowding, homelessness, and living in unauthorised sites and substandard accommodation conditions are crucial issues impacting both Travellers and Roma, which will require coordinated action by the Government in the coming years.

EDUCATION:

Traveller education has suffered significantly in the face of the austerity measures which led to the removal of crucial educational supports as well as disproportionate cuts to Traveller specific educational supports. Cuts to Pavee Point's Education Programme in 2016 entailed a huge loss in terms of work to address educational disadvantages facing Traveller and Roma communities. This context, and the overall lack of explicit emphasis on Traveller and Roma education by government, makes education a key area of policy focus for Pavee Point.

HEALTH:

The All Ireland Traveller Health Study and the National Roma Needs Assessment unveil stark findings regarding the health of Travellers and Roma. Despite the findings, no action plan has been introduced by government to address the serious health inequalities raised. As a result, the concerns for both Traveller and Roma communities in relation to mental health, maternal health, chronic illnesses and other health related issues remain very real and urgent. Suicide rates within the Traveller community are 6 times higher in comparison to the general population accounting for 11% of all Traveller deaths, while 51.3% of Roma report more than 14 days of the previous month when their mental health was not good.

Pavee Point's mission is to contribute to improvement in the quality of life, living circumstances, status and participation of Travellers & Roma through working innovatively for social justice, greater solidarity, development, equality and human rights.





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