



Coimisiún na hÉireann um Chearta  
an Duine agus Comhionannas  
Irish Human Rights and Equality Commission

# Strategy Statement

## 2025 - 2027

Easy to Read document compiled by

Checked - Inclusion Ireland for

the Irish Human Rights and Equality Commission



**Inclusion Ireland**

The National Association for People  
with an Intellectual Disability.



**checked**

Clear | Concise | Communication

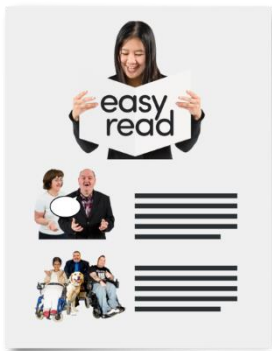
# Strategy Statement

## About this document



This is an Easy to Read document.

Easy to Read puts pictures and words together to explain ideas.



New words are **bold**

We tell you what **bold** words mean.



This Easy to Read document tells you key information from our Strategy Statement.



You can contact us for a full copy of our Strategy Statement if you are interested.

# Strategy Statement

## Easy to Read



We are the Irish Human Rights and Equality Commission.

In short, we are IHREC.

We make sure that all people in Ireland are treated equally and that their human rights are respected.



We do this work in different ways. Some of these ways are:

- We talk to the community. This is to raise awareness about human rights and to find out what issues people in Ireland want to solve.
- We give advice to the government and make sure they are following the United Nations Convention on the Rights of Persons with Disabilities and other human rights policies.
- Sometimes, we work together with other groups across the island of Ireland and around the world.





IHREC works separately from the Irish government.

One part of IHREC is called **the Commission**. The Commission members are a diverse group of people.

We work in different areas in Ireland and come together to give IHREC advice about what work is important to do.

To join the Commission, we participated in an open recruitment process. If you want to know more about the recruitment process, you can contact us.

We are the members of the Commission:

- Liam Herrick, Chief Commissioner
- Noeline Blackwell
- Jim Clarken
- Michael Finucane
- Dr. Andrew Forde
- Caoilfhionn Gallagher KC FRSA
- Adam Harris
- Professor Colin Harvey
- Professor Kathleen Lynch
- Dr. Salome Mbugua
- Dr. Rosaleen McDonagh
- Dr. Lucy Michael
- Professor Ray Murphy
- Eoin Ronayne
- Sunniva McDonagh SC



We came together to give IHREC advice about what work to focus on next. Important areas that need the most attention are called **priorities**.

We wrote the answers down and created a Strategy Statement to explain IHREC's next priorities.



This document is IHREC's newest Strategy Statement.

We call it **the Strategy**.



Mr. Liam Herrick is the Chief Commissioner at IHREC.

He introduces the Strategy and explains how we, the Commission, came together to write it.



We created the Strategy using feedback from:

- People in different age groups
- People in different areas of work
- People from different backgrounds, such as Disabled people, members of the Traveller and Roma communities, and young people.

2025  
↓  
2027

This Strategy will be used from 2025-2027.



The Strategy is how we share our **Strategic Priorities**.

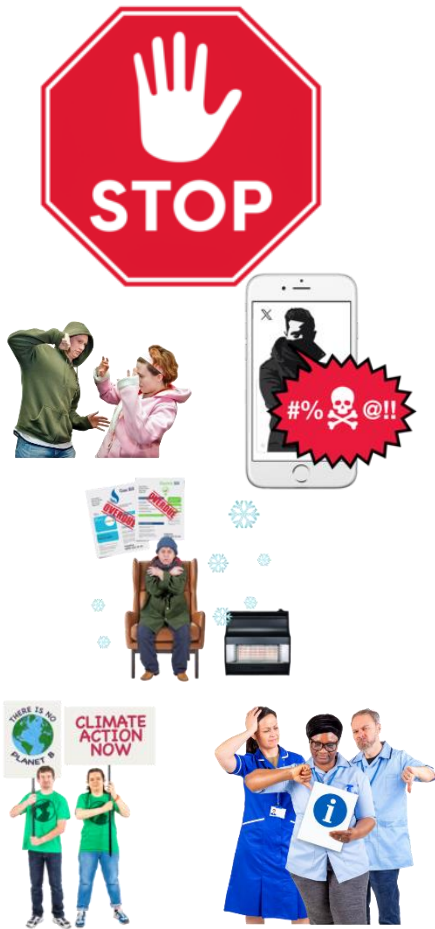
**Strategic Priorities** are the most important goals we will keep in mind to make sure we are doing our job well.



Remember, our job is to make sure that the Irish government protects people's human rights and that everyone is treated as equally as possible.



We decided to focus on 5 **Strategic Priorities** from 2025 -2027.



**Strategic Priority 1** is to make sure we are trying to fix problems that make it harder for people to be equal.

These problems make it hard for people to live full, happy lives.

We believe some of the most important problems to solve are:

- Violence
- Hate
- The climate crisis
- Poverty and
- Wrong information

**Accountability Mechanisms** are ways we make sure the government can be held responsible for their actions.

**Strategic Priority 2** is to make our accountability mechanisms stronger.

This means will be able to check on the government and make sure they use the information we give them.

This information will help to protect human rights and make people as equal as possible.





**Strategic Priority 3** is to make the systems in Ireland that protect human rights and equality stronger.



**Strategic Priority 4** is to make sure we work together with people not only in Ireland, but throughout the rest of the world, to protect human rights.

We will support other organisations like us in countries when they need it.

We will also work together with other organisations like us to learn about the best way to do our job.





**Strategic Priority 5** is our final Strategic Priority. It is to do the best job we possibly can so that other organisations will want to follow our example.



To do our best, we have to make sure that:

- People who work here are prepared to do a good job and make good decisions. We need to give employees good training, good supports, and good resources
- We have good relationships with the community across Ireland
- We are well organised and always trying to improve





**Section 42** is part of a law called the Irish Human Rights and Equality Act.

It is called the Public Sector Equality and Human Rights Duty, or **Public Sector Duty** for short.



The **Public Sector Duty** says that we have responsibilities to make sure that everyone we work with is treated equally. This is because we are a public body.

To make sure IHREC is finishing all their responsibilities, we did an assessment.

We made a list of what we have done and what we still need to do.

You can find our full assessment on our website.





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The Irish Human Rights and Equality  
Commission.

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