



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

## **Disability Advisory Committee**

### **Frequently Asked Questions**

#### **Who is the Irish Human Rights and Equality Commission?**

The Irish Human Rights and Equality Commission (IHREC) is Ireland's national human rights and equality institution. The Commission has fifteen members who were appointed by our Head of State, President Michael D. Higgins, in 2014.

More information about IHREC is available [here](#).

Under Section 18 of the Irish Human Rights and Equality Act 2014, the Commission can establish Advisory Committees "to assist and advise it on matters relating to its functions". This is the legal basis for establishing the Disability Advisory Committee.

#### **Will IHREC Commissioners be members of the Disability Advisory Committee?**

Under Section 18 of the Irish Human Rights and Equality Act 2014, the Chair and Vice-Chair of all Advisory Committees must be members of the Commission.

The Chair of the Disability Advisory Committee will be Commissioner [Frank Conaty](#).

The Vice Chair of the Disability Advisory Committee will be Commissioner [Teresa Blake SC](#).

Additionally, the Chief Commissioner [Emily Logan](#) will be a member.

## **Why is IHREC recruiting a Disability Advisory Committee?**

In March 2018 Ireland ratified the United Nations Convention on the Rights of Persons with Disabilities. This Convention is called CRPD. IHREC has produced a short animation (5 minutes), a longer explainer video in Irish Sign Language and subtitled (20 minutes), and a booklet about CRPD. More information about CRPD is available [here](#).

CRPD Article 33 requires the Irish Government to establish an independent mechanism to monitor the implementation of the Convention. IHREC is the independent monitoring mechanism.

## **What the Disability Advisory Committee do?**

IHREC is establishing the Disability Advisory Committee to:

- a. assist and advise the Commission on matters related to its function of keeping under review the adequacy and effectiveness of law and practice in the State relating to the protection of people with disabilities
- b. advise the Commission on the fulfilment of its CRPD Article 33 independent monitoring role.

How many members will the Disability Advisory Committee have?

The Disability Advisory Committee will have twelve members. Three members will be IHREC Commissioners. Nine members shall be publicly recruited from people living in Ireland based on a Role Specification.

## **Who will be recruited to be members of the Disability Advisory Committee?**

A minimum of 50% of members – that is 6 members – will be persons with disabilities as defined in the Disability Act 2005:

“disability”, in relation to a person, means a substantial restriction in the capacity of the person to carry on a profession, business or occupation in the State or to participate in social or cultural life in the State by reason

of an enduring physical, sensory, mental health or intellectual impairment.

The Advisory Committee will have a gender balance.

### **How do I identify myself as a person with disability as defined in the Disability Act 2005 during the recruitment?**

Persons with a disability can choose to complete a Declaration Form when you apply to be a member of the Disability Advisory Committee. You can complete the Declaration Form at a later stage of the recruitment if you prefer.

This is optional and the information on the Declaration Form will only be used for the purpose of this recruitment.

### **What types of expertise will members of the Disability Advisory Committee need to have?**

Each member will be committed the principles of CRPD, which are based on:

- the inherent dignity, individual autonomy, independence of persons with disabilities;
- the creation of a society characterised by non-discrimination, participation, inclusion, equal opportunity and accessibility; and
- the realisation of the human rights of women with disabilities and children with disabilities.

Taken together, the Committee will have expertise in the development and practice of the following areas:

- participation of persons with disabilities within society;
- awareness raising;
- research, data and measurement;
- knowledge of the Convention on the Rights of Persons with Disabilities and the United Nations system pertaining to the Convention;
- intersectionality across the grounds in the Equality Acts, and the experience of poverty.

### **What commitment will membership of the Disability Advisory Committee involve?**

The Disability Advisory Committee will meet at least three times a year. Members will be appointed for a 3 year period.

### **How do I apply to be a member of the Disability Advisory Committee?**

Your application is by a Curriculum Vitae and a cover letter, which let IHREC know why you are interested in being a member of the Disability Advisory Committee, and how your experience and expertise would contribute to its work.

You can submit your application as an on-line application to [www.mazars.ie/Consulting/HRServices](http://www.mazars.ie/Consulting/HRServices) or you can submit a paper application or an application in another text, audio or video format to Sonya Boyce, Mazars, Block 3, Harcourt Centre, Harcourt Road, Dublin 2.

### **Can I speak with someone in IHREC about this recruitment?**

No enquiries should be made directly to IHREC as this could be considered as canvassing.

Mazars will be managing this recruitment on behalf of IHREC.

### **When does the recruitment close?** Tuesday 30<sup>th</sup> October 2018 at 5pm.

When and where will interviews take place?

Interviews for shortlisted candidates are expected to be held in Dublin between 19<sup>th</sup> – 23<sup>rd</sup> November 2018.

### **What reasonable accommodations will be made for applicants when they are being interviewed?**

IHREC wants the interview process to be as inclusive and positive as possible.

Accessibility information for the IHREC building where the interviews will be taking place is available [here](#).

You will be sent information about the interview panel and the format of the interview beforehand.

We welcome requests for reasonable accommodations. These are examples of reasonable accommodations but this list is not exhaustive.

- An Irish Sign Language interpreter
- A person to accompany you in the interview
- Breaks during the interview
- Travel and subsistence costs to attend the interview for you and a Personal Assistant or other person.

All interviewees will be contacted before the interview to check what reasonable accommodations need to be arranged.

### **What reasonable accommodations will be made for members of the Disability Advisory Committee?**

The Terms of Reference for the Disability Advisory Committee state:

The Commission will provide resources and amend procedures to make reasonable accommodations identified by members who persons with disabilities in order to maximise their participation.

### **Where can I get more information about the recruitment of the Disability Advisory Committee?**

More information is available by:

- visiting <https://www.ihrec.ie/about/opportunities/>
- emailing [DisabilityAdvisoryCommittee@ihrec.ie](mailto:DisabilityAdvisoryCommittee@ihrec.ie)
- telephoning Sonya Boyce on 01 4494400.