

Achieving Equality at Work

Promoting Racial Inclusion and Diversity in Practice

Thursday 25 November 2021, 9am–1pm



Aim

The aim of this conference is to promote racial equality and diversity in the workplace. It will highlight the barriers to accessing employment and progressing in the workplace on an equal basis for people who are Black, from ethnic-minorities, the Traveller or Roma communities, migrants, refugees, international protection applicants and other minority groups. It will put the spotlight on best employment practices and practical ways to achieve racial equality and avoid discrimination.

Objectives

- ➔ To set out the right to decent work from a race equality perspective
- ➔ To hear the first-hand experience of workers and the inequality they have experienced in accessing work, and in the workplace
- ➔ To understand the extent and scale of racial inequality and discrimination in employment
- ➔ To ensure rights-holders, employers and trade unions have leadership roles in the conference
- ➔ To share good practice in relation to tackling discrimination and promoting racial equality in accessing, starting and progressing in work

Conference Welcome



Sinéad Gibney
Chief Commissioner,
Irish Human Rights and
Equality Commission

“ The aim of our conference today is to make racial equality a part of everyday employment policy and practice. This will help to secure access to employment and progress in the workplace for people from a diversity of migrant and ethnic minority backgrounds on an equal basis. The Irish Human Rights and Equality Commission is Ireland’s independent national human rights and equality body. This conference comes at the end of our current 3-year strategy. In that strategy, we prioritised progressing decent work, combatting racism, and promoting intercultural understanding. This conference speaks directly to the Commission’s resolve to advance human rights and equality in these areas.

At a global, European and national level, there are human rights and equality standards that protect the right to decent work and the right to freedom from racial discrimination. The Employment Equality Acts 1998-2015, prohibit discrimination in the workplace on nine grounds including race and membership of the Traveller Community.

The Public Sector Equality and Human Rights Duty provides a framework to systematically consider and reflect the needs of staff at risk of racial inequality and discrimination.

In our recent Monitoring Decent Work Report with the ESRI, we identified how migrant communities and minority ethnic groups, including the Traveller and Roma Communities are overlooked and under-served in the Irish labour market. They are more likely to face restrictions in accessing the labour market, face barriers in occupational attainment, are more likely to have lower pay, lower security and stability in work and are more exposed to work-related discrimination. The unemployment rate in Ireland stands at 33 per cent of people of African descent and 80 per cent of Travellers in Ireland.

Today’s conference takes place in advance of the publication of the National Action Plan Against Racism. To achieve appropriate representation in employment, the Commission has recommended securing decent work as the top-level goal. We have highlighted the need to include positive action measures within that Plan, including concrete measures to address ethnic and racial discrimination and promote racial equality in the labour market in relation to recognition of qualifications, recruitment, pay, and promotion. Tackling racism and racial discrimination, and integrating racial equality into routine recruitment and employment policies and practices, is essential if we are to reverse intractable employment trends. However, none of this will be achieved in a systemic way, unless we see strong inclusive leadership. This leadership is critical to creating a culture of equality and inclusion in the workplace.

We are not starting from scratch. Today we bring together rights-holders, employers, recruiters, trade unions, migrant and ethnic minority organisations and policy-makers to learn from each other and to work through the practicalities of making racial equality a reality.

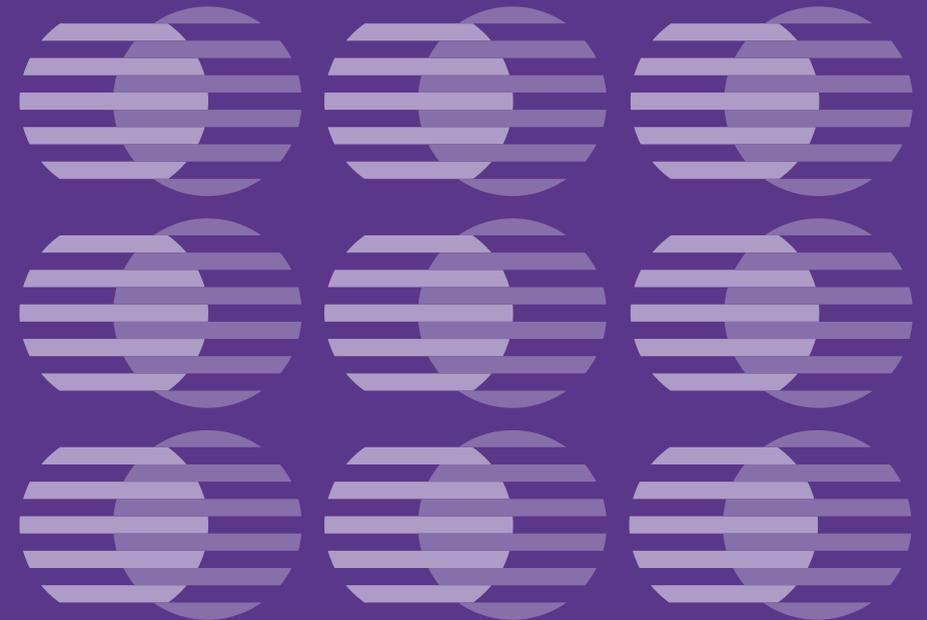
This conference is an initiative of the Commission's Worker and Employer Advisory Committee, composed of Ibec and ICTU representatives. We are very grateful for their advice and support in shaping and promoting it, and their ongoing engagement with IHREC as key stakeholders.



Conference Timetable

Achieving Equality at Work Promoting Racial Inclusion and Diversity in Practice

Thursday 25 November 2021, 9am–1pm



Opening Session

09:00 Opening Remarks

Sinéad Gibney, Chief Commissioner,
Irish Human Rights and Equality Commission
Speaking Out on Employment,
#All Against Racism (video)

09:10 Keynote Address

Martin Oelz, Senior Specialist on Equality and Non-Discrimination, International Labour Organization

09:30 Overcoming barriers to Accessing and Progressing in Employment

Moderator: Sinéad Gibney, Chief Commissioner,
Irish Human Rights and Equality Commission

Mariaam Bhatti, Peer Researcher,
APT Research Project, Migrant Rights Centre Ireland

Bridget Kelly, Community Development Worker,
National Traveller Women's Forum

Shirley Comerford, Chief Executive Officer,
Public Appointments Service

Mary Connaughton, Director,
Chartered Institute of Personnel and Development

Michael O'Neill, Head of Legal,
Irish Human Rights and Equality Commission

11:00 Break

Panels

11:15 Reimagining Recruitment 1

Moderator: Dr John Lannon, CEO, Doras

Reuben Hambakachere, Integration Officer,
Cultúr Migrants Centre

Greta Keegan, Employment Coordinator,
Irish Refugee Council

Roos Demol, Chief Executive Officer,
Recruit Refugees Ireland

Reimagining Recruitment 2

Moderator: Caitríona MacAonghusa, Employment
Programmes Manager, Business in the Community
Ireland

Emanuela Plesca, Roma Education Project Lead,
Ferns Diocesan Youth Service

Olajide Ogidan, Industrial Relations Officer, Forasa

Siobhán McKenna, Head of Equality, Inclusion and
Diversity, Public Appointments Service

Panels

Creating an Inclusive Workplace 1

Moderator: Linda Keitasha, Project Co-ordinator,
Centre of Excellence for Diversity and Inclusion, Dublin
City University

Deirdre Gavin, HR Director, Bank of Ireland

Malay Bose, Chair of Multicultural Network, Bank of
Ireland

Jackie O'Regan, Head of Organisational Effectiveness

Abdou Diaw, Chair of iBelong - Culture and Ethnicity
Network, Ervia

Diana Malata, Representative, Irish Nurses and Mid-
Wives Organisation

Creating an Inclusive Workplace 2

Moderator: Gavin Hennessy,
Inclusion and Diversity Lead, AXA

Leanne McDonagh, Traveller Education Co-ordinator,
Munster Technological University

Martin Ward, Manager,
Bounce Back Recycling

Christie Idemudia, Senior HR Business Partner –Team
Lead, Mercury Engineering

Panels

Achieving Inclusive Leadership

Moderator: Dr Eburn Joseph, Director of the Institute
of Anti-Racism and Black Studies

Toluwani Akaehomen, Leadership, Learning and
Inclusion Consultant, Vantage Dymensions

Barnaba Dorda, Organiser/Advocate, SIPTU

Mohammed Dhalech, Equality, Inclusion and Diversity
Manager, Cumbria Fire and Rescue Service, UK

Closing Session

12:30 Closing Panellists

Reuben Hambakachere, Integration Officer,
Cultúr Migrants Centre

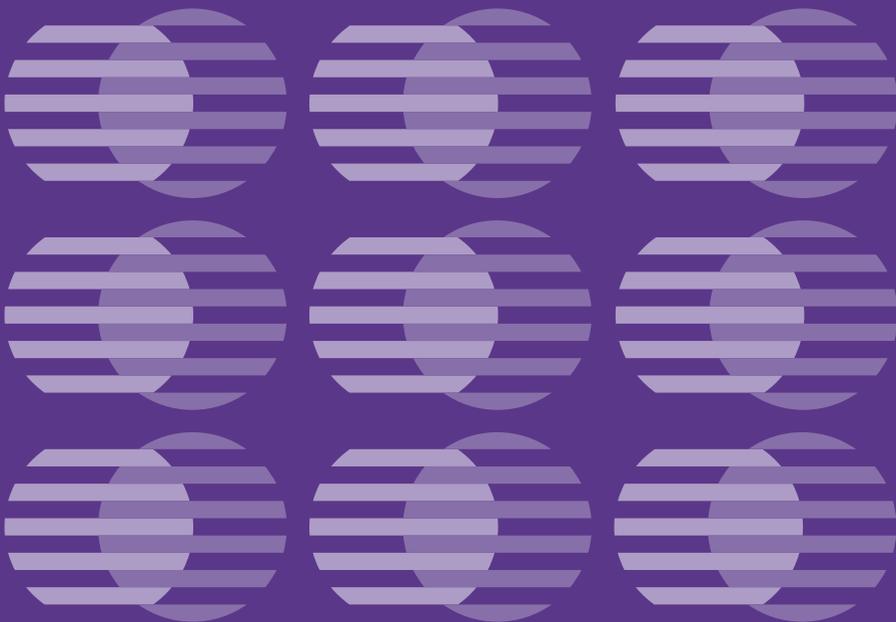
David Joyce, Equality Officer, ICTU

Dr Kara McGann, Director of Social Policy,
IBEC

12:45 Closing Remarks

Sinéad Gibney, Chief Commissioner, IHREC

Speaker Biographies



Sinéad Gibney

**Chief Commissioner,
Irish Human Rights and Equality Commission**

Chief Commissioner Sinéad Gibney leads the Irish Human Rights and Equality Commission. Prior to this she built and led Google Ireland's corporate social responsibility function, Social Action. Sinéad has also provided training, consultancy and media production to a range of organisations in the civil society and public sectors in a self-employed capacity previously. Sinéad has an undergraduate degree in History from University of Ulster and postgraduate qualifications in the topics of Information Technology & Education (MSc), Cyber psychology, Equality Studies (MSc) and Human Rights Law from Trinity College Dublin, IADT Dun Laoghaire, UCD and the Law Society respectively. Sinéad is a former chair of the board of One Family and has served on a number of other boards; Digital Charity Lab, Victims' Rights Alliance, Responsible Research & Innovation industry advisory group.



Martin Oelz

Senior Specialist on Equality and Non-discrimination, International Labour Organization

Martin Oelz is a Senior Specialist on Equality and Non-discrimination at the International Labour Organization. He joined the ILO in 2001 and held various positions related to international labour standards on equality and non-discrimination, focusing on compliance, policy development and capacity building. He previously served as human rights adviser for Austrian Foreign Ministry and assistant lecturer at the University of Innsbruck, Austria. He holds a Doctor of Laws and Magister iuris from the University of Innsbruck and an LL.M in international human rights law from Notre Dame Law School, USA.



Mariaam Bhatti

Peer Researcher, APT Research Project, Migrant Rights Centre Ireland

Mariaam Bhatti is an experienced and accomplished Advocate and Campaigner (including for the criminalisation of forced labour), she is skilled in policy (analysis and advocacy), research, public speaking, and customer service. She has worked with the UN, and the Migrant Rights Centre Ireland. Mariaam has a MSocSc (Rights and Social Policy), a Postgraduate Certificate in EU Policy Making, and a BA (Hons) in Community and Youth Work integration.

She is a member of the Expert Group on Migration, Asylum and Integration-European Commission, Co-Founder of The Great Care Co-op-(Ireland's first ever and award-winning worker-owned and worker-run care cooperative and social enterprise) Mariaam is also a Participant in the #AllAgainstRacism campaign being run by IHREC.



Bridget Kelly

Community Development Worker, National Traveller Women's Forum

Bridget Kelly is a Community Development worker at National Traveller Women's Forum. Bridget is a Traveller Woman, Traveller activist and works from a human rights-based approach. Bridget has worked at a local, regional and national level to progress issues impacting on the Traveller community including accommodation, education, health and employment. Bridget represents the National Traveller Women's Forum in a number of national Traveller policy committees within various government departments in the area of equality and human rights and is committed to the achievement of full gender equality for Traveller women.



Shirley Comerford

Chief Executive Officer, Public Appointments Service

Shirley Comerford is the Chief Executive Officer, of the Public Appointments Service (PAS). PAS is the centralised provider of recruitment, assessment and selection services for the Civil Service, Local Authorities, the Health Service Executive, An Garda Síochana and other public bodies. The organisation runs publicjobs.ie, Ireland's premier public sector recruitment website as well as stateboards.ie, which supports appointments, by Ministers, to State Boards in Ireland.

Shirley is an accomplished HR executive with significant senior management experience. During her time in PAS, she has enhanced its organisational commitment to diversity and inclusion by establishing a dedicated Equality, Diversity and Inclusion team and delivering its first Equality, Diversity and Inclusion Strategy 2021-2023.



Mary Connaughton

Director, Chartered Institute of Personnel and Development

Mary Connaughton leads the growth, development and contribution of the people profession in Ireland. She pushes forward the CIPD agenda of people, wellbeing, inclusion and flexible working through

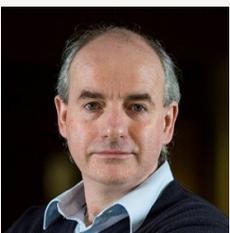
research, policy and member engagement. She has a wealth of HR experience, supporting individuals and companies on the strategic people agenda, HR practice and organisation development. Previously she headed up HR Development at employers' group Ibec, consulted widely across the public and private sector and held organisation development roles in the financial and consulting sectors. Mary is on the Boards of the Public Appointments Service and the Retirement Planning Council and represents the people profession in Ireland at the European Association of People Management.



Michael O'Neill

Head of Legal, Irish Human Rights and Equality Commission

Michael O'Neill is Head of Legal at the Irish Human Rights and Equality Commission. He leads the Commission's team of solicitors who, as well as representing the Commission, may provide legal advice and representation to members of the public on matters of equality and human rights law. He has worked in the field of public law for over two decades. Earlier in his career he was a référendaire at the Court of Justice of the EU in Luxembourg, as well as an academic (at NUI Galway, HEC Paris and the University of Edinburgh). He is a graduate of the National University of Ireland (UCC and UCD), the University of Ulster and the College of Europe, Bruges and he was called to the Bar in 1995.



Dr John Lannon

Chief Executive Officer, Doras

John Lannon is CEO of Doras, a Limerick-based human rights and migrant support non-governmental organisation.

Previously John lectured with the Centre for Project Management (CPM)-University of Limerick and spent several years as programme director of the CPM's MSc in Project and Programme Management. Recent research of his focused on organisational strategy in civil society organisations, and on the nature and consequences of projectification in the development sector. John has also worked on a range of consultancy and information systems development projects with international human rights and development non-governmental organisations.



Reuben Hambakachere

Integration Officer, Cultúr Migrants Centre, Meath

Reuben Hambakachere is a multi-skilled community and youth work practitioner, Public Speaker, Facilitator, Trainer, and creator of Workshops including Diversity and Intercultural awareness. He has a Master of Social Science Degree in Community and Youth Work from Maynooth University. His knowledge of the Irish immigration system is informed by years

of lived experience in Direct Provision. Reuben has a wealth of knowledge and skills in intercultural dialogue, diversity management and conflict resolution. Reuben is a trainer and face of the TREND web responsive App used to train migrants to be job creators in their new host countries, an EU ERASMUS Project supported by the Institute of Art Design & Technology Ireland, which is used in seven EU countries. He sits on the Board of Directors at the Irish Refugee Council and Community Work Ireland.



Greta Keegan

Employment Coordinator, Irish Refugee Council

Greta Keegan joined the Irish Refugee Council in March 2018, and coordinates the Integration from Day One women's employment programme, and provides individual casework, and advocacy to refugee women and protection applicants. Prior to working with the IRC, Greta worked as a Community Employment Supervisor supporting the personal and professional progression of recovering addicts at Liberty Recycling, and worked as an EFL trainer in Poland, Colombia and Spain. Greta holds an M.A. in Social Research from UAB where her thesis investigated the education integration of refugees, Barcelona, and a BA in social sciences from Trinity College Dublin.



Roos Demol

Chief Executive Officer, Recruit Refugees Ireland

Roos Demol is a social entrepreneur, social activist and Chief Executive Officer at Recruit Refugees Ireland, and International Community Dynamics CLG of which she is a co-founder. Recruit Refugees Ireland is dedicated to supporting Refugees and Asylum Seekers in securing the careers they are qualified for. Roos has a background in Professional Healthcare, media and is multilingual. Roos also has expertise in facilitating workshops on intercultural dialogue, and in helping migrants and refugees connect and create links with the local community.



Caitríona MacAonghusa

Employment Programmes Manager, Business in the Community Ireland

Caitríona is Employment Programmes Manager at Business in the Community Ireland. BITCI is a movement for sustainable change, with strategic focus on Social Inclusion and a Low Carbon economy. Many of Ireland's top businesses are members. As part of the work on Social Inclusion, BITCI delivers employability programmes to marginalised jobseekers including asylum seekers, refugees, other migrants, people with disabilities, women distanced from the workplace and

Travellers. BITCI's employability programmes are strongly supported by businesses, including taking direct referrals for employment. Caitríona joined BITCI in 2009, starting as Programme Co-ordinator with EPIC (Employment for People from Immigrant Communities), BITCI's long established and award-winning programme supporting migrants into employment. Prior to joining BITCI, Caitríona had twenty years' experience in the IT sector in management and senior management roles.

Emanuela Plesca

Roma Education Project Lead, Ferns Diocesan Youth Service

Emanuela Plesca is originally from Romania and immigrated to Ireland with her family in early 2000. They came here as refugees and have faced some barriers as immigrants. This has changed a lot as there are more support services in Ireland for Roma than there were 20 years ago. She has recently finished a Diploma in Youth and Community Development, which made her the first person in her family to finish college. She is currently working in a project called STAR (Supporting Travellers And Roma) in Education. It is a pilot project funded by the Department of Children, Equality, Disability, Integration and Youth. Her passion is to give back to the community and set a good example for her seven year old son.



Olajide Ogidan

Industrial Relations Officer, Forsa

Olajide Ogidan is an Industrial Relations Officer in the Health Sector. Olajide graduated from the University of Lagos with a 1st degree in Philosophy. In 'Unilag' he developed an interest in union activities as he was elected as the Students' Union official. He worked in St. Vincent's University Hospital in 2002 and became a member of IMPACT in 2003. In 2004 he became a Union representative and was co-opted into the Dublin Hospital Branch. He was elected as the Equality Officer of the branch and later completed his Masters in Equality Studies in UCD in 2015.



Siobhán McKenna

Head of Equality, Inclusion and Diversity, Public Appointments Service

Siobhán McKenna is the Head of Equality, Diversity & Inclusion at the Public Appointments Service, the primary recruiter for the civil service. Siobhán returned to Dublin this year after spending 20 years in the non-profit and public sectors in London. In 2009, she joined City Hall where she held several roles including social policy advisor, and senior education programme manager at London's Violence Reduction Unit. Siobhán also delivered the Mayor of London's equality, diversity and inclusion workplace priorities for London. Siobhán holds a Bachelor's degree in Social Science



Linda Keitasha

Project Co-Ordinator, Centre of Excellence for Diversity and Inclusion, Dublin City University

Linda Keitasha is the Project Coordinator at the DCU Centre of Excellence for Diversity and Inclusion and Chair of DCU's Race Advisory Council. She is a media specialist and a community development practitioner.

She has an honours degree in Journalism and visual media from Griffith College and a Master's in International Relations from Dublin City University. Linda is also the co-founder of #NoToBrainWaste, a campaign set up to highlight the challenges and barriers faced by under-employed and over-qualified migrants and Irish-born ethnic minorities. Previously, Linda worked with the Migrant Rights Centre Ireland to tackle workplace exploitation and advance a worker rights agenda



Deirdre Gavin

HR Director, Bank of Ireland

Deirdre Gavin is a HR Director for the Corporate and Markets and Marketing Divisions with Bank of Ireland (BOI) and was appointed Head of Inclusion and Diversity for the Group in 2019.

Prior to joining BOI, Deirdre was a practicing Barrister. She also has a Diploma in Employment Law and a Bachelor of Business Studies. Experienced as a HR Strategic Programme Manager, and Group Employee Relations Manager, Deirdre has also experience as an Employment Law advisor and has worked as an Industrial Relations and Human Resources Executive with Ibec. Deirdre's expertise includes the management of employment related litigation, participating in employment dispute resolution, including in the Employment Appeals Tribunal, Labour Court, Rights Commissioner, and Labour relations Commission.



Jackie O'Regan

Head of Organisational Effectiveness, Ervia

Jackie O'Regan is the Head of Organisational Effectiveness for the Ervia group of companies (Irish Water, Gas Networks Ireland and Aurora Telecom). Her role includes leadership of Ervia's Diversity and Inclusion agenda and the creation of the Ervia D & I 'ibelong' 5-year strategic plan. She has long been passionate about Diversity and Inclusion as a strategic imperative, and to unlock the potential of every employee by having a level playing field and equal opportunities for all. Jackie has worked and taught in the D & I area for over 15 years in private, semi-state and academic sectors.



Malay Bose

Chair of Multicultural Network, Bank of Ireland

Malay Bose is the founding group chair of Bank of Ireland's Multicultural Employee Network across Ireland, Northern Ireland and Great Britain. Malay has also worked to organise a number of initiatives to better the relationship between India and Ireland. Malay is a Chartered banking professional, Certified Anti Money Laundering Specialist, QFA credited with expertise in Non-Financial Risk Management. He has helped drive the diversity and inclusion agenda across the business, helping Bank of Ireland win the inaugural Diversity & Inclusion Award at the 2019 Business and Finance Awards.



Abdou Diaw

Chair of iBelong -Culture and Ethnicity Network, Ervia

Abdou Diaw is a Reporting Solutions and Stakeholder Engagement Analyst and a founding member and Chairperson of Ervia 'ibelong' Ethnicity and Culture Network. His goal is to promote and celebrate racial, ethnic and cultural diversity within Ervia. He works with Employee Resource Group colleagues to highlight challenges that ethnic minority groups may face within the organisation and aims to propose solutions in collaboration with the Business.



Diana Malata

Representative, Irish Nurses and Mid-Wives Organisation

Diana Malata is an Advanced Nurse Practitioner and researcher in Ophthalmology at the Eye and Ear Hospital, Dublin. She is a recipient of the JC Coleman research award in 2018 for her work in setting up Ireland's first Nurse-led Corneal Crosslinking Service. Diana was the Vice Chairperson of INMO International Nurses Section from 2014 to 2017, the founding member of the Women in Vision and Eye Research Ireland and has been the Irish Nurses and Midwives Organisation elected Representative in the Eye and Ear Hospital, Dublin.



Gavin Hennessy

Head of Inclusion & Diversity, AXA

Gavin Hennessy is currently D&I Lead at AXA Ireland, having previously held D&I roles at Irish Life, LinkedIn and Business in the Community Ireland. In his early career, Gavin worked across the globe in Africa and India supporting the education and livelihoods of people living in poverty. In addition to his day job, Gavin is Chairperson of the National LGBT Federation, a proud member of the Travelling Community, and a Co-founder of the Traveller Graduate Network (TGN). The TGN is a peer to peer network which aims to

support members of the traveller community through education and into employment. Gavin's passion lies in ensuring access to education and employment for minorities and hard to reach groups. He has established ground-breaking programmes to reduce barriers to returning to the workforce for family carers, hard to reach youth, persons with disabilities, and refugees. Today he continues to push the boundaries of inclusion in work and society to ensure equal access for all is realised.



Leanne McDonagh

Traveller Education Co-ordinator, Munster Technological University

Leanne McDonagh is an award-winning Irish artist, a teacher and member of the Traveller community. She is Traveller Education Manager at Munster Technological University. As an artist she feels she has a unique opportunity to represent and record her community from within. Her work features in both private and public collections nationally and internationally. Most recently, numerous pieces of her work were acquired by the Irish Museum of Modern Art and now form a part of the National Collection of Ireland. She is currently working on a public sculpture and recently illustrated a short story book, titled, "Why the Moon Travels" written by fellow Traveller, Oein DeBhairduin.



Martin Ward

Manager, Bounce Back Recycling

Martin Ward is the Joint Coordinator of the Galway Traveller Movement and the main driver of the Galway Traveller Movement Social enterprises. Martin has successfully run his own family business and was instrumental in the naming of Enterprise and Work as a strategic area of importance for GTM in 2006. Since 2009 Martin has been involved in the design, development and growth of First-Class Insulation and Bounce Back Recycling.

Martin is passionate about challenging the racism and discrimination experienced by the Traveller community and believes that the quality of life of his community will be improved by addressing inequality including income inequality



Christie Idemudia

Senior HR Business Partner –Team Lead, Mercury Engineering

Christie Idemudia is an accomplished Senior HR Business Partner/ leader at Mercury Engineering. Working on a diversity and inclusion strategy, Mercury sees the benefits of leveraging a diverse workforce in the construction industry -the hiring and retaining of employees and contributing to the community. She has a Master’s degree in Human Resources, Diploma

in Employment law and is a Chartered MCIPD. Christine has with over 14 years International experience in the full spectrum of HR across multiple industries including Banking and Finance, Professional Services, Food and Facilities management, IT, Property Management, Engineering and Construction , gaining broad industry and geographical experience in leadership roles.



Dr Eburn Joseph

Director of the Institute of Anti-Racism and Black Studies

Dr Eburn Joseph is the founder and module coordinator of the first Black Studies module in Ireland at University College Dublin. Author of papers ‘The Centrality of Race and Whiteness in the Irish Labour Market’ and ‘Whiteness and racism: Examining the racial order in Ireland’. Dr Joseph has cited the need to overhaul the Irish education system to incorporate anti-racist material into the curriculum, as well as the need for more diversity within teaching staff. She has highlighted stories from young black Irish people about racism they experienced in schools. Joseph has convened a number of virtual town hall meetings, bringing together black academics, writers and others to talk about issues relating to racism in Ireland.



Toluwani Akaehomen

Leadership, Learning and Inclusion Consultant, Vantage Dymensions

Toluwani Akaehomen is a Leadership, Learning and Inclusion Consultant with expertise in supporting organisations increase their competitive advantage through more inclusive leadership strategies and behaviours.

Toluwani holds a Bachelors degree in Business Studies (specialisation in Human Resource Management)- University College Dublin, a Masters degree in Business Administration (MBA with Distinction) from University of Wales Trinity Saint David and a UCD Postgraduate Certificate in Innovation, Entrepreneurship and Enterprise.

A trained broadcast journalist/presenter, Toluwani is also a certified Leadership & Communications Coach. She is completing a doctoral research programme at Coventry University, UK, with research interests in Inclusive Entrepreneurship, specifically female entrepreneurship, migrant entrepreneurship and socio-economic inclusion, and entrepreneurship education.

She is a Chartered Member of the Chartered Institute of Personnel and Development (CIPD).



Barnaba Dorda

Organiser/Advocate, SIPTU

Barnaba Dorda works in the Workers' Rights Centre within SIPTU and represents union members at the Workplace Relations Commission and Labour Court's hearings. He graduated in Law from Silesian University, Poland and has a Professional Diploma in Employment Law from UCD. Barnaba has expertise in organising migrant workers into the Union in various different sectors, including Read Meat, contract cleaning and the hotel industry. He is a co-founder and since 2017, Chair of Forum Polonia's Board of Directors. He is also a Board member of Irish Network against Racism.



Mohammed Dhalech

Equality, Inclusion and Diversity Manager, Cumbria Fire and Rescue Service, UK

Mohammad Dhalech is an Equality, Diversity and Inclusion Manager at Cumbria Fire & Rescue Service. He has worked in the Public and Voluntary sector at a senior level with expertise in Equality and Human Rights, Youth work, Intercultural Learning, at Local, National and International levels, and teaching and training both in formal and non-formal environments. He has a particular interest in utilising the medium of outdoor education, and the development and use of social media in supporting community development and interaction.



Dr Kara McGann

Director of Social Policy, IBEC

Dr Kara McGann is Head of Social Policy at IBEC, Ireland's largest business representative body. She supports employers with strategic advice on labour market, equality, diversity and inclusion and wellbeing policy and practice. She engages with National and European stakeholders to lobby on the broad area of social policy, from gender pay gap reporting and human rights, to labour market activation, and represents business in various fora. She is Chair of the Joint Equality Council at ESB; a Board Member of the Governing Authority of DCU, a member of the External Group of Experts of the European Consortium of Innovative Universities (ECIU) and a member of the Labour Market Advisory Council. Prior to joining Ibec in 2008, Kara held roles in industry as a Career Development Manager, Organisational Psychologist and lectured at undergraduate, postgraduate and executive level.



David Joyce

Equality Officer, ICTU

David Joyce is Equality Officer with the Irish Congress of Trade Unions. His areas of work include the promotion of equality at a number of levels: within trade unions and in Irish workplaces as well as at the national



Ali Warner

Graphic facilitator, vocalist, leadership developer and host

Ali Warner is a graphic facilitator, vocalist, leadership developer & host. She brings together her strengths in arts practice and hosting to convene gatherings that have energy and aliveness, and make a difference to the communities involved. She has experience in many different contexts, including large organisations, community charities and arts not-for-profits. She is based in Ireland and also works in the UK, the rest of Europe and North America.



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