



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

Conference on Achieving Equality at Work

Promoting Socio-Economic
Equality in Employment

Thursday, 9 May 2024, Dublin Castle

[#EqualityatWork](#)

Morning Plenary

08:30 **Registration**

09:15 **Welcome and Opening Remarks**

- **Jim Clarken**, Commissioner, Irish Human Rights and Equality Commission
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09:30 **Highlighting and Overcoming Employment Barriers – Perspective of Rights-Holders**

- **Andrew Kelly**, Community Activist, ATD Ireland
 - **Rudolf Simonic**, Roma Employment and Education Worker, Pavee Point Traveller and Roma Centre
 - **Sadia Athar**, Community Activist, Longford Women's Link
 - **David Somers**, Advocacy Project Officer, Irish Deaf Society
 - **Michelle McGoldrick**, Student and Community Activist, One Family
-

10:00 **Preventing Socio-Economic Discrimination – An Essential Tool in the Fight Against Poverty**

- **Professor Olivier De Schutter**, UN Special Rapporteur on Extreme Poverty and Human Rights (live via video)
 - **Senator Lynn Ruane**, Seanad Éireann
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10:30 **Tackling Socio-Economic Inequality in Employment**

Moderator: Professor Kathleen Lynch, Commissioner, Irish Human Rights and Equality Commission

- **Dr Tom McDonnell**, Co-director, Nevin Economic Research Institute
 - **Bernard Joyce**, Director, Irish Traveller Movement
 - **Adam Harris**, Chief Executive Officer, AsIAM
 - **Dr Eburn Joseph**, Director, Institute of Antiracism and Black Studies
 - **Brid O'Brien**, Head of Policy and Media, Irish National Organisation of the Unemployed
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11:30 **Break**

11:50 **Promoting Socio-Economic Equality in Employment**

Moderator: Jim Clarken, Commissioner, Irish Human Rights and Equality Commission

- **Jeanne McDonagh**, Chief Executive Officer, Open Doors Initiative
 - **Professor Yvonne Galligan**, Director of Equality, Diversity and Inclusion, Technological University Dublin
 - **Sinéad Kilkelly**, Executive Director, People and Sustainability, ESB
 - **Sinéad Smith**, Head of Responsible Business, A&L Goodbody LLP
 - **Mariaam Bhatti**, Co-founder, The Great Care Co-op
 - **Linda O'Sullivan**, Head of Social Inclusion, Business in the Community Ireland
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13:00 **Lunch**

14.00 – 15.45 Workshops

Employment of People with Criminal Convictions

Moderator: Fiona Ni Chinnéide, Director of Operations, Prisoners and Reintegration, Probation Service

- **Saoirse Brady**, Executive Director, Irish Penal Reform Trust
 - **Damien Quinn**, Founder, Spéire Nua
 - **Claire Hayes**, Head of Policy, Research, and Government, Open Doors Initiative
 - **Hattie Renshaw**, Head of Talent, UK and Ireland, Sodexo
 - **Ken Keating**, Assistant Principal, Penal Policy Team, Department of Justice
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Employment of Long-term Unemployed People

Moderator: Eoin Ronayne, Commissioner, Irish Human Rights and Equality Commission

- **Aisling Byrne** and **Finbarr Savage**, Building Futures Programme, Irish National Organisation of the Unemployed
 - **Jim Hargis**, Manager, Education and Training Hub, St Andrews Resource Centre, Dublin
 - **Pat Wallace**, Social Inclusion Manager, Waterford Area Partnership
 - **Kathleen McCann**, Community Engagement Manager, Grangegorman Development Agency
 - **Fiona McCormack**, A/Senior Executive Officer, Regeneration Directorate, Limerick City and County Council
 - **Dr Emma McEvoy**, Assistant Professor in Law, School of Law and Government, Dublin City University
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Employment of Women

Moderator: Dr Kara McGann, Head of Skills and Social Policy, Ibec

- **Tara Farrell**, Chief Executive Officer and **Sidra Anjum**, Community Activist, Longford Women's Link
 - **Shaakya Anand-Vembar**, Research Officer, AKiDwA
 - **Mavis Ramazani**, Employment Officer, Irish Refugee Council
 - **Valerie Maher**, Programmes and Information Manager, One Family
 - **Gail Fitzgerald**, Programme Manager, Women@Work Programme, Business in the Community Ireland
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Employment of Traveller and Roma People

Moderator: Gavin Hennessy, People Engagement Manager, AXA Ireland

- **Bridget Kelly**, Community Development Worker, National Traveller Women's Forum
 - **Rudolf Simonic**, Roma Employment and Education Worker, Pavee Point Traveller and Roma Centre
 - **Andrew Chapple**, National Traveller Policy Co-ordinator for Enterprise and Employment, Irish Traveller Movement
 - **Rareş-Mihai Nicula**, Co-ordinator, Roma Employment and Training Project, Dublin City Community Cooperative
 - **Martin Ward**, Founder, Bounce Back Recycling
 - **Teresa Doolan**, Assistant Principal and **Adeola Adeyemi**, Administrative Officer, Human Resources, Department of Justice
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Employment of Young People

Moderator: Peter Byrne, Chief Executive Officer, South Dublin Chamber of Commerce

- **Mateja Jakšić**, Co-ordinator, Skills Summary Project, National Youth Council of Ireland
 - **Moira Merrigan**, Manager, Youth Employment Initiative, Youth Work Tipperary
 - **Aimee Harding**, Youth Employment Worker and Co-ordinator, Career LEAP, SWAN Youth Service, Dublin
 - **Yvonne Conaty**, Manager, P-TECH Industry Programme, Business in the Community Ireland
 - **Siobhán Lawlor**, Principal Officer, Head of Employer Relations, Intreo, Department of Social Protection
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Employment of People with Disabilities

Moderator: Deirdre O'Connor, Deputy General Secretary, Irish National Teacher's Organisation

- **Lydia Fisher**, Advocate and **Fiachra O'Connor**, Advocacy Project Worker, Inclusion Ireland
 - **Breda Burke**, Principal Officer, Head of HR, Houses of the Oireachtas and **Kenny Delahunt**, Clerical Officer, Public Appointments Service
 - **Nicola Byrne**, Chief Executive Officer, Shine and **Brodie Thompson**, See Change Ambassador
 - **Niamh O'Connor**, Associate Director – People Experience, CPL
 - **Eimear Harty**, HR Director, Bank of Ireland
 - **Anna Boda**, Programme Manager, Employers for Change, Open Doors Initiative
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15:45 **Comfort Break**

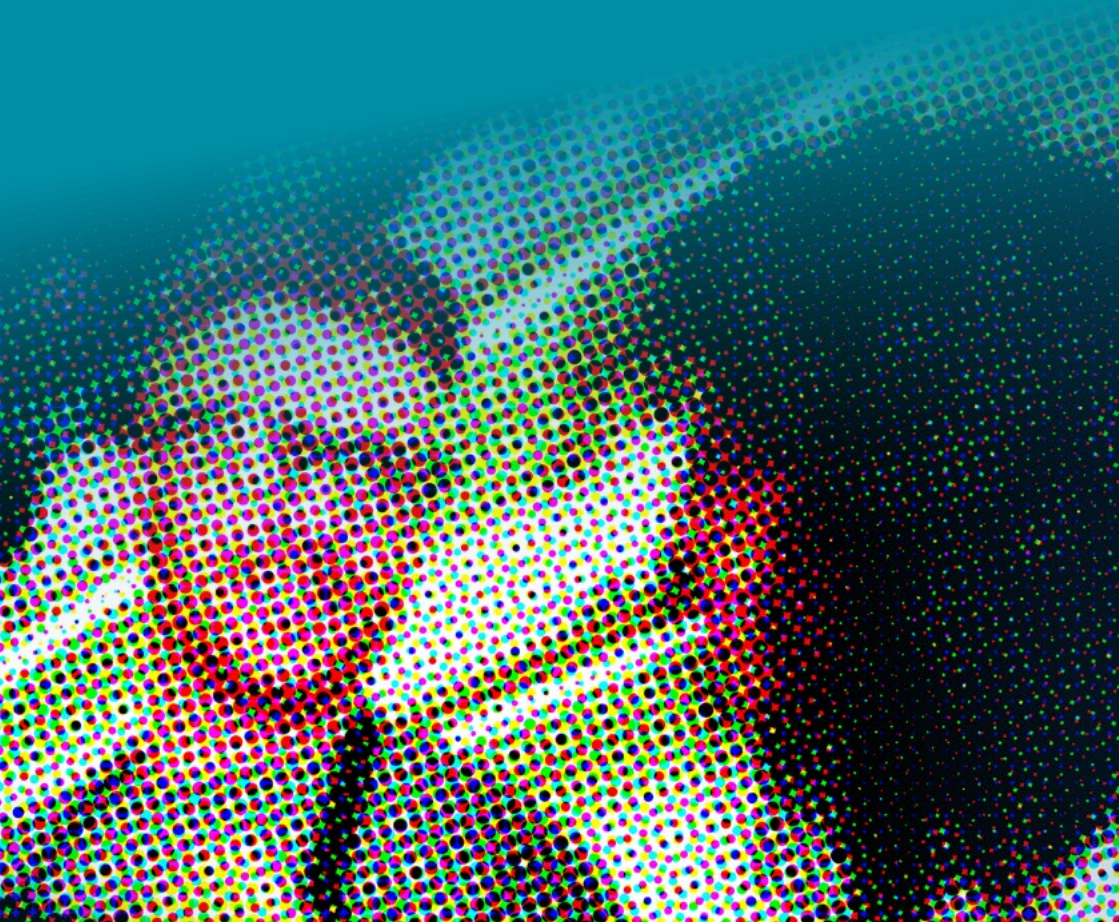
Closing Session

16:00 **Closing Plenary**

- **Jim Clarken**, Commissioner, Irish Human Rights and Equality Commission
- **David Joyce**, Equality and Social Policy Officer, ICTU
- **Dr Kara McGann**, Head of Skills and Social Policy, Ibec

16:30 **Close**

Speaker Biographies

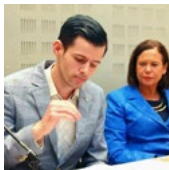




Jim Clarken

Commissioner, Irish Human Rights and Equality Commission

Jim Clarken is CEO of Oxfam Ireland and an Executive Director of the board of Oxfam International. He represents Ireland on the board of the European Union Fundamental Rights Agency and was recently elected as chair. Jim is a leading commentator on global issues relating a gender focus through Oxfam's work, with emphasis on women's economic empowerment and participation in political and business leadership. He has led the Irish Consortium on Gender Based Violence and was appointed by the Ceann Comhairle to the Forum on Family Friendly and Inclusive Parliament to recommend a transformation in how the Oireachtas operates to ensure it is better gender balanced and diverse. Jim is an Adjunct Professor at the School of Business and Law at University College Cork.



Andrew Kelly

Community Activist, ATD Ireland

Andrew Kelly has been a Community Activist with ATD Ireland for six years. He has been at the forefront of the #Addthe10th campaign to have socio-economic status recognized as a ground of discrimination in Equality legislation. He has campaigned on this issue in Leinster House and at the United Nations. Andrew has helped to lead and develop ATD Ireland's 'poverty aware practice' with social work students and is a member of the

international 17th October Committee which organises the UN Day for the Eradication of Poverty. He has written for many publications including 'Creative Pathways to Participation', 'Lockdown Liberties' and 'If Only You Knew: Stories of Change'.



Rudolf Simonic

**Roma Employment and Education Worker,
Pavee Point Traveller and Roma Centre**

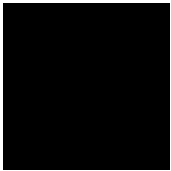
Rudolf Simonic has worked with different community organisations across Ireland to raise awareness of, and to tackle the issues facing Roma in Ireland. An important piece of work that Rudolf was involved in was the Roma Employment Research, conducted by Pavee Point Traveller & Roma Centre and Maynooth University. This looked into the barriers Roma face with employment, such as discrimination, exploitation and the lack of knowledge of Roma working rights. This research has since been launched and widely shared, being presented to different organisations such as the Irish Human Rights and Equality Commission. Rudolf has now completed his studies at Maynooth University and has achieved a Diploma in Youth Work.



Sadia Athar

Community Activist, Longford Women's Link

Sadia Athar is an artist, human rights activist and advocate for women's empowerment. She uses Art to express and highlight social issues. She strongly believes in justice, equality and diversity. Sadia volunteers with community organisations which support the issues that are close to her heart. Based in Co. Longford, she has collaborated on projects delivered by Longford Women's Link.



David Somers

Advocacy Project Officer, Irish Deaf Society

With a focus on promoting equality in employment, David Somers brings expertise as an advocate for inclusivity. In his role with the Irish Deaf Society, he has spearheaded initiatives including the Deaf Career Project, which is dedicated to the empowerment of Deaf people in their professional lives. He works to amplify the voices of the Deaf community, advocating for workplace diversity and accessibility. David is committed to fostering inclusive environments and advancing equal opportunities in the workplace.



Michelle McGoldrick

Student and Community Activist, One Family

Michelle McGoldrick is a lone parent to two boys. Her background is in childcare, management administration and community development. She has completed several further education courses through community education, ranging from non-accredited courses to Level 6. These include holistic and self-development courses, Childcare, Special Needs, Family Rights Advocacy, Employment Rights Advocacy and most recently New Futures with One Family. She is currently studying for an undergraduate degree in Social Science and Social Policy at Maynooth University. She is also a community activist and chairperson of Belmayne Community Group. She is a strong advocate for community and adult education. She believes everyone should be encouraged and supported to reach their full potential no matter what stage they are at, and we need to adapt our systems to enable this.



Professor Olivier De Schutter

United Nations Special Rapporteur on Extreme Poverty and Human Rights

Mr. Olivier De Schutter was appointed the UN Special Rapporteur on extreme poverty and human rights by the Human Rights Council at its 43rd session, in March 2020. A Professor of Law at UCLouvain and SciencesPo (Paris), Mr. De Schutter is also a member of the Global Law School Faculty at New York University.

In 2013, he was awarded the prestigious Francqui Prize for his contribution to international human rights law and to the theory of governance.

An expert on social and economic rights, economic globalisation and human rights, Mr. De Schutter served between 2004 and 2008 as a Secretary General of the International Federation for Human Rights (FIDH). He was then appointed the United Nations Special Rapporteur on the Right to Food, a mandate which he fulfilled between 2008 and 2014. He was elected a Member of the United Nations Committee on Economic, Social and Cultural Rights, which he joined in 2015 and to which he was re-elected in 2019. He resigned from that position in May 2020 to accept the mandate of Special Rapporteur on extreme poverty and human rights.

Mr. De Schutter has published widely on economic and social rights, and the relationship between human rights and development. He has also published extensively on transnational corporations and human rights. He is the founder and Editor-in-chief of the European Journal of Human Rights / Journal européen des droits de l'homme.



Senator Lynn Ruane

Seanad Éireann

Senator Lynn Ruane, a resident of Killinarden with her two daughters, has dedicated over 15 years to developing community drug services and initiatives in Tallaght and Dublin's Canal Communities. Despite leaving school early, her commitment to education

led her to graduate with honours in Political Science, Philosophy, Economics, and Sociology from Trinity College Dublin in 2016. Lynn, a product of the Trinity Access Programme, takes pride in her connection to TAP, which also facilitated her eldest daughter's entry into Trinity College. Currently pursuing a Master's in Creative Writing at Dublin City University, she aims to empower marginalised voices through storytelling. As an Independent Senator for Trinity College, Lynn extends her impact beyond legislative chambers. Leveraging Trinity College resources, she spearheaded initiatives like Project Sums, providing free mathematics grinds to disadvantaged students, and Philosophy in the Community, bringing philosophical discourse to residents and youth workers in Rialto.



Professor Kathleen Lynch

Commissioner, Irish Human Rights and Equality Commission

Kathleen Lynch is Professor of Equality Studies (Emerita) at University College Dublin (UCD) and a serving member of the Irish Human Rights and Equality Commission. She has worked over many years to promote equality and social justice through research, education and activism. A visiting scholar in many of the world's leading universities, she has authored several books and articles on all types of equality and social justice issues, especially on education, and, more recently, on care and social justice. Her most recent book, Care and

Capitalism: Why Affective Equality Matters for Social Justice, was published by Polity Press, Cambridge in 2022. Her forthcoming book, A Critique of Human Capital in Education will be published in 2025 by Routledge. She was awarded the UCD Medal for Pioneering Change, in 2018, and the Irish Research Council, President of Ireland Prize for her research promoting Equality and Social Justice, in 2019.



Dr Tom McDonnell

Co-director, Nevin Economic Research Institute

Tom McDonnell is co-director of the Nevin Economic Research Institute. His work focuses on the Irish economy including risks, trends, forecasts and policies around future development. He specialises in economic growth and innovation and fiscal policy. He previously worked as an economist at TASC and before that was a lecturer in economics at NUI Galway and at DCU. He has also taught at Maynooth University and was on the Irish government's 2022 Commission on Taxation and Welfare. Tom obtained his PhD in economics from NUI Galway.



Bernard Joyce

Director, Irish Traveller Movement

Bernard Joyce is an Irish Traveller with a strong Scottish Traveller Heritage. As Director of the Irish Traveller Movement from October 2015 to present, he has been a strong advocate for Traveller human rights in Ireland and has campaigned for changes in national policy and legislation, working across all governmental departments to improve the lives of Travellers.



Adam Harris

Chief Executive Officer, AsIAM

Adam Harris is the Founder and CEO of AsIAM, Ireland's National Autism Charity. Adam founded the organisation based on his own experiences growing up on the autism spectrum. Today, AsIAM provides support to autistic people and their families, advocates on behalf of the community and works to support public and private sector organisations and communities in becoming inclusive and accessible. A Social Entrepreneurs Ireland Awardee, Adam is a frequent contributor to media and conferences in Ireland and overseas. He has also sat and advised on many government consultative and policy committees on disability rights and inclusion. Adam was appointed to the Irish Human Rights and Equality Commission in July 2020.



Dr Ebum Joseph

Director, Institute of Antiracism and Black Studies

Dr Ebum Joseph is a Diversity and Race relations consultant, Director of the Institute of Antiracism and Black Studies, Module Coordinator and Lecturer of Black Studies at University College Dublin, and founder and Chairperson of the African Scholars Association Ireland (2018-2022). Dr Joseph held the position of Career Development Consultant at the Royal College of Surgeons in Ireland (2017-2021), and was a Teaching Fellow at Trinity College Dublin. Ebum is an author, TV panellist, columnist and equality activist. With a research focus on Labour markets and race relations, she has presented at several conferences, businesses and non-profits. Her authored books including 'Racial Stratification in Ireland: A Critical Race Theory of Labour Market Inequality' (2021); and 'Equity in the Workplace - Stories of Black Irish Women in Ireland' (2024).



Bríd O'Brien

Head of Policy and Media, Irish National Organisation of the Unemployed

Bríd O'Brien is the INOU's Head of Policy and Media, with responsibility for developing policy responses on unemployment, social protection and realising an inclusive and equitable labour market. She represents the organisation in a range of structures including the Labour Market Advisory

Council; National Apprenticeship Alliance Access and Inclusion Sub-committee; Advisory group on National Strategic Framework for Lifelong Guidance; Asylum, Migration and Integration Fund (AMIF) 2021-2027 Programme Monitoring Committee; and Employment, Inclusion, Skills and Training (EIST) 2021-2027 PMC. On behalf of the INOU, Bríd works with colleagues in the community and voluntary sector on issues of social and economic inclusion and justice, equality, and human rights. She is one of the Community and Voluntary Pillar (CVP) representatives on the National Economic and Social Council. Before working with the INOU, Bríd worked with Pavee Point Travellers Centre on policy, legislative and project development covering economic issues, equality, and social inclusion.

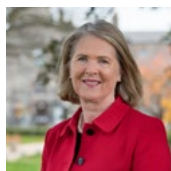


Jeanne McDonagh

Chief Executive Officer, Open Doors Initiative

As CEO of the Open Doors Initiative, Jeanne McDonagh works with a large number of companies and NGOs to help create pathways to education, employment and entrepreneurship for people who are marginalised or face barriers to these. Previous to this, she was Head of Society and Engagement in Diageo, worked in communications and strategy for Our Lady's Hospice, was campaign manager for Stephen Donnelly TD in the 2016 election, Communications Co-ordinator for the 'Yes Equality' campaign and Head of Communications for the Bar Council of Ireland. She also worked for two

years in the US Embassy as a Press Officer. She was previously a board member of HIV Ireland, Pride and the Community Law and Mediation Service. She is on the Advisory Panel for the HIV and AIDS Monument. She has Dysphoric Elation, a form of bipolar and uses this to inform her work through lived experience.



Professor Yvonne Galligan

Director of Equality, Diversity and Inclusion, Technological University Dublin

Yvonne Galligan is Director of Equality, Diversity and Inclusion and Professor of Comparative Politics at Technological University Dublin. She is also Chair of the Royal Irish Academy's Ethics, Politics, Law and Philosophical Studies Committee. Yvonne has published extensively on gender equality issues in public life. Her recent publications include 'Ireland: Understanding gender quotas as a stepping-stone to gender transformation and empowerment' (with Mary Brennan and Fiona Buckley) and 'Delivering gender justice in academia through gender equality plans? Normative and practical challenges' (with Sara Clavero). In 2014, she received an OBE for services to higher education in the UK. In 2024, she was awarded the Sir Isaiah Berlin Prize for professional contributions to political studies by the UK Political Studies Association.



Sinéad Kilkelly

Executive Director, People and Sustainability, ESB

Sinéad Kilkelly joined ESB in April 2022 as Executive Director, People and Sustainability. Prior to this, Sinéad was Chief People Officer with Bus Éireann, a position she held since 2018. Previously she held several senior leadership roles in Ireland and overseas including Vice President of People Services at Etihad Aviation Group in Abu Dhabi, where her responsibility included leading major organisational change programmes. She also held senior HR roles in Ulster Bank and Intel Ireland. Sinéad has a B.Sc. (Management) and an MBA from Trinity College Dublin (TCD), is a Chartered Fellow with CIPD and Board member of Self Help Africa.



Sinéad Smith

Head of Responsible Business, A&L Goodbody LLP

Sinéad Smith is Head of Responsible Business at A&L Goodbody, joining the firm in 2012. She has a wealth of experience in delivering corporate responsibility programmes effectively and is responsible for the management and implementation of A&L Goodbody's Responsible Business strategy. ALG is recognised as a leading business in the area of Corporate Responsibility and the first law firm to achieve the Business Working Mark accreditation three times (2016, 2019 and 2023). They have

also achieved many accolades for their responsible business practices, including the Chambers European Award for their pro bono practice and the Chambers Ireland Sustainable Business Impact Awards for their partnership with Social Entrepreneurs Ireland.



Mariaam Bhatti

Co-founder, The Great Care Co-op

Mariaam Bhatti is an experienced and accomplished rights advocate and campaigner who is skilled in policy analysis, research, public speaking and customer service. She has extensively engaged the United Nations through campaigns and as a Fellow; campaigned on migrant workers rights with the Migrant Rights Centre Ireland. She is a member of the Expert Group on Migration Asylum and Integration at the European Commission, policy advisor on the OSCE/ODIHR's anti exploitation/trafficking work, co-founder of The Great Care Co-op and Guest Lecturer at Technological University Dublin. Mariaam also participated in the Irish Human Rights and Equality Commission's #AllAgainstRacism campaign



Linda O'Sullivan

Head of Social Inclusion, Business in the Community

Linda O'Sullivan is Head of Social Inclusion at Business in the Community Ireland where she leads the agenda on Diversity, Equity and Inclusion working with major employers through Elevate: The Inclusive Workplace Pledge as well as delivering social impact through our portfolio of employment programmes supporting diverse jobseekers overcome barriers to employment.

Linda has a comprehensive background in sustainability and social impact having designed and delivered a range of strategic initiatives focused on responsible and sustainable business.



Fíona Ní Chinnéide

Director of Operations, Prisoners and Reintegration, Probation Service

Fíona Ní Chinnéide leads the Directorate of Operations (Prisons and Reintegration), which includes delivery of probation services in prison, community service, social inclusion, and the Restorative Justice and Victims Services Unit.

Fíona has extensive experience of the criminal justice policy in Ireland. She joined the Probation Service in February 2022, having previously worked for 13 years with the Irish Penal Reform Trust, including 3 years as Executive Director. Fíona has more than 25 years of experience working in the area of policy

and advocacy in Ireland and Europe, with particular focus on human rights and anti-discrimination.



Saoirse Brady

Executive Director, Irish Penal Reform Trust

Saoirse Brady is the Executive Director of the Irish Penal Reform Trust (IPRT), Ireland's leading non-governmental organisation, campaigning for rights in the penal system and the progressive reform of Irish penal policy. Prior to joining IPRT, Saoirse worked as Head of Legal, Policy and Public Affairs at the Children's Rights Alliance. She previously worked with the Alliance as Research and Projects Manager and with several leading rights organisations, including the Free Legal Advice Centres (FLAC), Front Line Defenders and the UN Office of the High Commissioner for Human Rights. She has also acted as an independent consultant for the Irish Human Rights and Equality Commission, the Scottish Human Rights Commission and CORU – the Health and Social Care Regulator.



Damien Quinn

Founder, Spéire Nua

Damien Quinn developed the Spéire Nua, (New Horizon) Project following his personal journey through the criminal justice system. Spéire Nua is concerned with developing a solution to the problems criminal conviction disclosures present for people trying to move on from being previously convicted. Spéire Nua has developed a new model for disclosure that validates people's commitment to change and attaches a value to people's determination to change and developed a 'safe pass' in the form of certificates of commitment to change for people with convictions.

Damien also works with Galway Rural Development on their Social Inclusion Community Activation Programme as their Community Education and Ability officer and Social Enterprise Regeneration Coordinator, developing micro-enterprise activities with disability day services. Damien is an Assistant Lecturer with Technological University of the Shannon (TUS) in Community Youth Work and Not for Profit Theory and Practice.



Claire Hayes

Head of Policy, Research and Government, Open Doors Initiative

Claire Hayes is committed to fostering equitable opportunities through the development of inclusive and impactful policies, shaped by both research and personal lived experiences. With a background spanning communications, political inclusion, and strategy, she brings a diverse skill set to her work. Driven by a passion for positive change, Claire endeavours to bridge the gap between theory and practice, bringing her academic insights into real-world impact at ODI.



Hattie Renshaw

Head of Talent, UK and Ireland, Sodexo

Hattie Renshaw is Head of Talent at Sodexo for the UK and Ireland, where people are at the core of the business. Sodexo delivers a variety of services to over 100 million customers every day. Hattie strongly believes that the talent agenda can make a significant impact on social value, and should support everyone to find meaningful employment while also nurturing those within the business to be the best they can be. Her passion for how the business can identify potential in internal and external talent - from all walks of life - continues to shape the workforce across Sodexo.



Ken Keating

Assistant Principal Officer, Penal Policy Team, Department of Justice

Working with the Department of Justice, Ken Keating is responsible for matters relating to penal reform, sentencing policy, modes of early release, prisons policy, community-based sanctions, restorative justice and provisions regarding rehabilitation and reintegration. Ken has also worked on the delivery of the Department's previous employment strategy for people with criminal convictions ('Working to Change'), and is currently working with key partners to develop the follow-on employment strategy. Prior to joining the Department of Justice in 2020, he held research and lecturing roles in UCC and UCD.

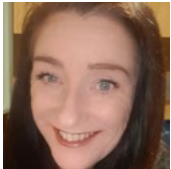


Eoin Ronayne

Commissioner, Irish Human Rights and Equality Commission

Appointed to the Irish Human Rights and Equality Commission in July 2023, Eoin has spent 30 years working as a trade union leader. He is a retired General Secretary of Organisation & Development with the largest public sector union, Fórsa, having previously led the CPSU and the NUJ. He also served for 16 years on the ICTU Executive Council. A broadcast journalist by profession he worked with RTE News and has recently set up a conciliation and communications consultancy. He is the current Chairperson of Waterford Area Partnership Co.

He sees joining the Irish Human Rights and Equality Commission as a logical progression in a working life committed to protecting and improving the social and economic conditions of citizens through promoting equality, inclusion and social justice. He holds a BBS and Diploma in Employment Law from UCD and Diplomas in Employment Law and Quasi-Judicial Decision Making from the King's Inns.

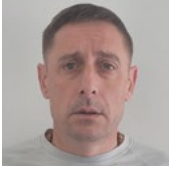


Aisling Byrne

Building Futures Programme, Irish National Organisation of the Unemployed

Aisling Byrne has been unemployed for the past 17 years. This is Aisling's second time returning to education. She initially began her educational journey in 2015, when she participated in the Trinity Access Programme. Aisling obtained a Bachelors Honours and an M.Phil Degree.

In 2023, Aisling decided to return to education again, to gain more experience in the sector she wanted to work in. Through the INOU Building Futures Course, Aisling has acquired numerous skills to assist in finding employment for and helping people who face adversity to succeed in their endeavour to improve their lives. This is something that Aisling is passionate about.



Finbarr Savage

Building Futures Programme, Irish National Organisation of the Unemployed

Finbarr Savage has been unemployed for the last 18 - 20 years due to socio-economic reasons. Finbarr left school aged 15 to join the workforce, which meant he left school without any formal qualifications. Finbarr returned to adult education in 2023, as he was passionate about gaining a career within the community and youth work sector. This is something that Finbarr is passionate about, together with working with marginalised and disadvantaged people. Finbarr is currently studying a QQI level 5 in Community Development, which is a course co-ordinated by the INOU. This course has been invaluable in teaching Finbarr the skills required for him to proceed in this sector. It has also given him the self-confidence to apply to Blanchardstown Technical University to continue his studies and gain a recognised Degree in Community and Youth Development.



Jim Hargis

Manager, Education and Training Hub, St Andrew's Resource Centre, Dublin

Jim Hargis is currently the Manager of the Education and Training Hub a Division of the St. Andrew's Resource Centre. He has been a full-time community worker in Dublin Inner City for over 30 years specialising in employment issues.

Previously, Jim was an electrical engineer. In recent years, Jim has been responsible for leading the team that established the Hubs Training Centre in Dublin Port, the Junction Hub in Pearse Street and the ICRG Hub in Amiens Street. Jim has been responsible for bringing together different state, private sector and community interests in a common goal to address the employment and skills deficit in the construction industry and elsewhere. The Dublin Construction Skills project has trained over 1,200 construction workers and now offers retrofitting and building maintenance courses.

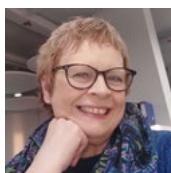


Pat Wallace

Social Inclusion Manager, Waterford Area Partnership

Pat Wallace, is an experienced Social Inclusion Manager at Waterford Area Partnership. With an impressive educational background including a Master's in Teaching and Learning in Higher and Further Education, a Bachelor's in Adult Education, a Bachelor's in Science with a focus on Quality Assurance, and a Professional Diploma in Industrial Engineering, Pat brings a diverse skill set to his role. Beyond his professional duties, Pat engages in leisure activities such as tennis, challenging treks (having once completed a 100km non-stop trek for charity), and wildlife photography. In his capacity as programme manager at Waterford Area Partnership, Pat leads the implementation of SICAP's Annual Plan, collaborates with stakeholders, manages logistics, and spearheads

initiatives to address social inclusion challenges. With a proactive approach, he formulates funding proposals aimed at uplifting County Waterford's most marginalised communities. Grounded in a commitment to education and community development, Pat champions inclusivity, striving to create environments where everyone can flourish.



Kathleen McCann

Community Engagement Manager, Grangegorman Development Agency

Since 2015, Kathleen McCann has been responsible for coordinating community benefit activities from the Grangegorman urban regeneration project in Dublin's North West inner city. Her activities include implementing and monitoring the innovative Grangegorman Employment Charter which requires contractors on the Grangegorman site to employ a percentage of local people. Kathleen has more than thirty years' experience of working with a wide variety of marginalised groups and individuals within trade unions, community and voluntary organisations, NGOs and public sector bodies in Ireland and the UK. She is particularly interested in social justice and inclusion issues, educational disadvantage, and barriers to labour market access, retention and progression.



Fiona McCormack

A/Senior Executive Officer, Regeneration Directorate, Limerick City and County Council

Fiona McCormack is responsible for the Economic pillar of the Limerick Regeneration Framework Implementation Plan. She leads the 'Outreach to Employment' Programme, a multi-agency project team, to address unemployment blackspots by meeting clients where they are at, and by providing tailored supports and pathways into employment. Fiona has worked in various Directorates across the local authority including Corporate Services & Governance, Housing, Water Services, Tourism, Culture & Arts.



Dr Emma McEvoy

Assistant Professor in Law, School of Law and Government, Dublin City University

Dr Emma McEvoy specialises in socio-economic law and, in particular, focuses on public procurement regulation. She is a recognised expert on public procurement law and socially responsible contracting practices. Her research has been published in reputed journals, which is well received and highly cited. Emma is engaged in policy-oriented and engaged partnership research with the aim of promoting the use of law to advance social change in Ireland. She sits on the Boards of Management for the Irish Social Enterprise Network and Development Perspectives.



Dr Kara McGann

Head of Skills and Social Policy, Ibec

Dr Kara McGann is Head of Skills & Social Policy at Ibec, Ireland's largest business representative body. She supports employers with strategic advice on labour market, talent, equality, diversity and inclusion (EDI) and well-being 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 immigration, and she represents business in various fora.

She is 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.



Tara Farrell

Chief Executive Officer, Longford Women's Link

Tara Farrell is the Chief Executive Officer of Longford Women's Link (LWL). A native of Roscommon, Tara has over 20 years' experience in the Community, Voluntary and Education sectors. Tara is the Chairperson of Irish Rural Link and former Chairperson of AONTAS, the National Adult Learning Organisation. She is a member of the Steering Group of The New Common Charter and part of the Ad-

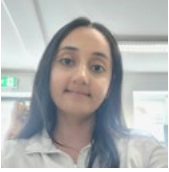
Hoc Group for North-South East-West Co-operation. Tara also lectures in Human Rights and Equality at ATU, Sligo. She holds an LLM in International Human Rights Law and has lectured in Political Science at the University of Limerick and Management Development at Dublin City University. She is currently enrolled in the University of Galway MBA Programme.



Sidra Anjum

Community Activist, Longford Women's Link

Sidra Anjum, an Inclusive Community Development Advocate and Researcher, brings a wealth of experience and a passion for fostering inclusive communities, particularly for multicultural women. Originally from Pakistan and now residing in Longford, Sidra's dedication extends beyond titles. She actively participates in community projects aimed at promoting inclusivity and advocates for the needs of multicultural women. Driven by a lifelong love of learning and a desire to make a positive impact, Sidra is constantly seeking personal development through her interests in marketing, HR, digital studies, and strategic planning. These diverse interests inform her approach to research and community engagement, allowing her to contribute effectively to various projects.



Shaakya Anand-Vembar

Research Officer, AkiDwA

Shaakya Anand-Vembar is a migrant, researcher, lecturer, and activist. She works as a research officer at AkiDwA, where she is conducting a project on the challenges migrant women face in the labour market, and the policy changes required to improve women's access to this market. She is also a PhD researcher in the Department of Psychiatry at Trinity College Dublin, where she investigates shame in survivors of childhood sexual abuse. In addition to her research roles, Shaakya also lectures on the B.A. in Psychology course at St. Nicholas Montessori College. She is passionate about increasing the representation of marginalised populations in research, and enabling migrant populations to thrive wherever they may find themselves.



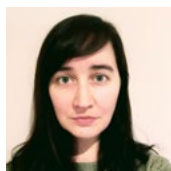
Mavis Ramazani

Employment Officer, Irish Refugee Council

Mavis Ramazani is an Employment Officer in the Irish Refugee Council and a multi-award winner in Community, Justice, Integration, Diversity Equity and Inclusion. Mavis was listed in 2023 by Diverse-
IN as 1 of 133 Women in Ireland Who Change the World, Bridge Builder, Connector, Human Rights Advocate for Inclusive Employment, End to Food Poverty, and Humane Reception Conditions for International Protection Applicants and Refugees. Mavis is a mentor, storyteller and proud single

mother. Founder of Cooking for Freedom, and an active member of the Movement of Asylum Seekers in Ireland, Board Director of the Places of Sanctuary in Ireland, lover of people and food, and social media content creator.

Mavis presented at the United Nations High-Level Political Forum in New York City for Ireland's 2023 Voluntary National Review on Sustainable Development Goals alongside the Minister For Environment, Climate and Communication Eamon Ryan.



Valerie Maher

Programmes and Information Manager, One Family

Valerie Maher currently holds the role of Programmes and Information Manager with One Family and has worked with them since 2013. One Family is Ireland's national organisation for people parenting alone, sharing parenting after separation or divorce, and those experiencing a crisis pregnancy. Valerie oversees the delivery of One Family's New Futures Employability Programme and also manages the national 'Askonefamily' Information and Support Helpline. Valerie obtained her BA (Hons) in Psychology from Maynooth University and also holds a Master's degree in Social Science, Human Rights and Social Policy; specialising in labour market activation policies and their impact on lone parents. She is a registered member of the Irish Teaching Council in the area of further education and holds a Level

6 Training qualification. Valerie is passionate about supporting and empowering people parenting alone to realise their full potential.



Gail Fitzgerald

Programme Manager, Women@Work Programme, Business in the Community Ireland

Gail Fitzgerald is the Programme Manager of the Women@Work programme in Business In The Community. Gail has a background in Education and Social Policy. She originally worked as a teacher in Tower Hamlets in London, with the Aboriginal community in Australia and with the Traveller community in Dublin DEIS schools. Her time in education in areas of economic deprivation gave her a lot of experience in connecting with business partners to create outreach programmes. She has a keen interest in breaking the cycle of poverty for families and returned to UCD to complete research in Social Policy to study the link between poverty and low literacy levels.

Gail then moved into the area of senior researcher in London, before moving into the area of Corporate Social Responsibility.



Gavin Hennessy

People Engagement Manager, AXA Ireland

Gavin Hennessy holds over a decade of experience in people engagement across Financial Services, Tech, and NGOs. Throughout his career, he has been at the forefront of pioneering programmes to remove barriers to employment for marginalised communities, establishing himself as a leading figure in the field of diversity, equity, and inclusion. Outside of his professional responsibilities, Gavin co-founded the Traveller Graduate Network and serves as a Board Director of the National LGBT Federation and Generation Ireland.



Bridget Kelly

Community Development Worker, National Traveller Women's Forum

Bridget Kelly is an independent Traveller peer researcher along with being a part time community development worker of the National Traveller Women's Forum. Bridget previously worked as the Deputy Co-ordinator of the Galway Traveller movement. She is a Traveller activist who has worked in the Traveller movement and Human Rights field for the past 10 or so years. She is a graduate of NUI Galway with a Bachelor of Arts Degree in Community Youth & Family studies. Bridget is committed to the achievement of full Equality for all, including Gender Equality for Traveller women. Bridget represents the NTWF in a number

of National Traveller policy committees within various government departments and has also represented the NTWF at National and European levels in the area of Equality and Human Rights.



Andrew Chapple

**National Traveller Policy Co-ordinator
for Enterprise and Employment,
Irish Traveller Movement**

Andrew Chapple's career spans front line to co-ordination to senior management roles, in community led initiatives, youth organisations and issue-specific services both nationally and internationally. He is guided by person-centred principles and community development models to respond to various societal challenges and advance inclusive practices that foster resilience and growth.

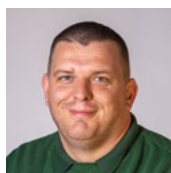


Rareş-Mihai Nicula

**Co-ordinator, Roma Employment and
Training Project, Dublin City
Community Cooperative**

Rareş -Mihai Nicula has been the Project Co-Ordinator for Roma Employment and Training Project, within Dublin City Community Cooperative, from April 2019. Previously, Rareş was the Integration Officer for New Communities Partnership and

together with his various volunteering experiences (Romanian Community of Ireland, Dublin City PPN, Fingal PPN, Romanian Diaspora Council), his community-building experience spans over 14 years. As such, Rareş has gained extensive experience dealing with issues affecting migrants, developing an interest in policy affecting new communities in Ireland. Originally from Romania, Rareş was awarded a PhD degree in Sociology in International Relations at the University of Trieste, Italy. Rareş immigrated to Ireland in 2007.



Martin Ward

Founder, Bounce Back Recycling

Martin Ward is the Joint Coordinator of the Galway Traveller Movement and the main driver of the GTM Social enterprises. Martin has successfully run his own family business for the last 20 years 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, Bounce Back Recycling and Upcycling. Martin is passionate about challenging racism and discrimination experienced by the Traveller community. He believes that the quality of life of his community will be improved by addressing inequality including income inequality.



Teresa Doolan

Assistant Principal Officer, Human Resources, Department of Justice

Teresa Doolan is a career civil servant working in Human Resources in the Department of Justice since September 2022. As head of the Programmes and Policy team, she supports the development and implementation of programmes that make a real difference in achieving equality, diversity and inclusion in the civil service. Working on programmes such as the Traveller and Roma Internship has provided real insights into the challenges facing marginalised groups. Teresa is passionate about advancing these programmes with her team with a primary objective of progressing towards a more diverse civil service representing the society it serves.



Adeola Adeyemi

Administrative Officer, Human Resources, Department of Justice

Adeola Adeyemi joined the Department of Justice in 2021 and is currently working on programmes such as the Civil Service Traveller and Roma Internship Programme, Willing and Able Mentoring Programme, DoJ TY Work Experience Programme and the DoJ Legal Internship Programme. These programmes have provided Adeola the opportunity to work with people from diverse backgrounds to reduce barriers to employment and promote

the Civil Service as an employer of choice. A migrant herself, Adeola's passion lies in ensuring diversity and inclusivity work both for the individual and the workplace through promoting stronger representation and inclusion policies/programmes.



Peter Byrne

Chief Executive Officer, South Dublin Chamber of Commerce

Peter Byrne works with many businesses from the biggest to the smallest in the country. The services the Chamber provides to its members are networking, supports and lobbying so he hears first-hand what is impacting businesses. Prior to working in the chamber Peter was the CEO of ECO UNESCO Clubs and then the Director of the National Youth Council of Ireland. In 2021 Peter was appointed by Government to be the employer's representative to the European Economic Social Committee. Through this committee Peter is a member of an overseeing body on the EU-UK Trade and Cooperation Agreement. Peter is an expert in organisational behaviour holding a master's degree in same and speaking on this subject at conferences throughout the world.



Mateja Jakšić

**Co-ordinator, Skills Summary Project,
National Youth Council Ireland**

Mateja Jakšić works with youth organisations to support young people, particularly vulnerable or disadvantaged young people or those most challenged by school, in recognising and articulating their transferable life skills gained through non-formal education such as youth work and volunteering. She also works with employers to raise awareness of the importance of acknowledging and valuing the full spectrum of skills acquired through various learning avenues, as well as highlighting the impact of youth work and volunteering on young people's skills development.



Moira Merrigan

**Manager, Youth Employment
Initiative, Youth Work Tipperary**

Moira Merrigan has worked with Youth Work Ireland Tipperary for over ten years. She has a background in Social Policy and is passionate about working with young people through a rights-based approach. Moira ran the Youth Employment Initiative in Tipperary Town from 2019 to 2023. The project supported young people aged 18 to 24 years who were not engaged in employment, training or education with a focus on those furthest from the labour market. The project was holistic and person-centred, providing support on a one-

to-one basis along with advocacy, information and opportunities for development and progression. She has previously presented at the ESRI CoWork4Youth event and at the Infonomics: Facts Matter International Youth Information conference.



Aimee Harding

**Youth Employment Worker and Co-ordinator,
Career LEAP, SWAN Youth Service, Dublin**

Aimee Harding has over 14 years of experience in the youth work sector. She works with young people who experience disadvantage coming from low social economic backgrounds, and who face considerable barriers to equal access to education and employment. Aimee works from a critical social education model of youth work, empowering young people to critically reflect on the society in which they live. Her non-judgemental approach supports young people in addressing marginalisation, inequalities and discrimination experienced in communities. Her goals are to create sustainable change within communities and accessibility to equal opportunities. She is the coordinator of the Career LEAP programme.



Yvonne Conaty

Manager, P-TECH Industry Programme, Business in the Community Ireland

Yvonne Conaty is an experienced educator with over 14 years of experience in the field. Based in Ireland, she brings a deep passion for education and learning to her work. With a diverse background spanning roles at prominent organizations, Yvonne's journey in education began at post-primary level in Ireland, where she served as a Teacher of Music, Computer Science, and Religion. Her career took an international turn when she joined IBM as a P-TECH Industry Programme Manager. In this role, Yvonne played a pivotal role in shaping the learning experiences for students enrolled in the innovative P-TECH programme. She collaborated with a diverse range of stakeholders to design and implement impactful learning initiatives that empowered students to thrive in the digital economy. Yvonne's dedication to education and innovation led her to continuing her role supporting P-TECH Industry Partners with Business in the Community Ireland.

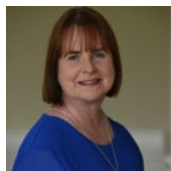


Siobhán Lawlor

Principal Officer, Head of Employee Relations, Intreo, Department of Social Protection

Siobhán Lawlor is head of Employer Relations Division in Intreo at the Department of Social Protection. Her remit includes leading a team to deliver recruitment support for employers, leading

on engagement with their representative groups and delivering Ireland's EURES social mobility programme. She is responsible for JobsIreland.ie, Intreo's free online recruitment and job-matching platform. She is also chair of the Cross Border Partnership Employment Services. In her role, she works closely with Solas, the ETBs, Skillnet Ireland and DFHERIS to build integrated offerings for jobseekers, returners, migrants and persons with disabilities among others. She has long been an advocate for human rights and equality, addressing unconscious bias and promoting social inclusion and diversity.



Deirdre O'Connor

Deputy General Secretary, Irish National Teacher's Organisation (INTO)

As Deputy General Secretary of INTO, Deirdre O'Connor is a primary school teacher and has worked as a trade union official for 20 years. She has extensive experience of negotiating on behalf of and representing union members in many forums. She was the INTO's Equality Officer from 2010 and 2014, and is a long serving member of the ICTU Disability Committee. Deirdre has been a member of the ICTU Executive Committee since 2017 and was a member of the National Disability Authority from 2014 to 2022. She represents ICTU on the Irish Human Rights and Equality Commission Worker Employer Advisory Committee. She holds an MSc in Education Management (UUJ, 2002) and a Diploma in Employment Law (Law Society, 2011).



Lydia Fisher

Advocate, Inclusion Ireland

Lydia Fisher is a self-advocate from Waterford who speaks up about the employment rights of people with intellectual disabilities. In 2023, Lydia was part of an Irish Human Rights and Equality Commission-funded Inclusion Ireland project in which five self-advocates from all over Ireland organised events and consultations with employers and people with intellectual disabilities. Building on these consultations, Lydia and her colleagues created the 'Make it Work' podcast and Code of Practice guide for employers and employees all about employment inclusion.



Fiachra O'Connor

Advocacy Project Worker, Inclusion Ireland

Fiachra O'Connor is an Advocacy Project Worker for Inclusion Ireland, the National Association for People with an Intellectual Disabilities. Fiachra works directly with self-advocates like Lydia to support them in speaking up for their rights and the rights of other people with intellectual disabilities. Inclusion Ireland is a civil society organisation working towards the full inclusion of people with intellectual disabilities by supporting people to have their voices heard and advocating for rights under the United Nations Convention on the Rights of People with Disabilities (UNCRPD).



Breda Burke

Principal Officer, Head of HR, Houses of the Oireachtas

Breda Burke is a Principal Officer and Head of HR Service in the Houses of the Oireachtas Service. Breda joined the civil service over 30 years ago, starting in the Department of Social Protection for five years before moving to the Houses of the Oireachtas Service. Breda has worked in corporate and procedural units, including as Private Secretary to the Ceann Comhairle, Training Officer, Secretary to the Houses of the Oireachtas Commission, Committee Clerk, Procurement Officer and Head of Legislative Services. Her experience in these roles has given her extensive leadership experience and strategic insight into developing the Service into an inclusive workplace and an employer of choice.



Kenny Delahunt

Clerical Officer, Public Appointments Service

Kenny Delahunt went to college in Maynooth, where he studied Human Geography and Music as part of its Inclusive Learning Initiative. From there, Kenny worked at KARE, a disability service provider, in Kildare doing clerical work for one year. In 2018, he applied to join the OWL (Oireachtas Work Learning) Training Programme. He graduated from the OWL training programme in 2019. Since then, he has been recruited by the Public Appointments Service (PAS) as a Clerical Officer in

its Equality, Diversity and Inclusion Department.



Nicola Byrne

Chief Executive Officer, Shine

Nicola Byrne is the CEO of Shine, a national organisation that provides information and support for people affected by mental health difficulties in Ireland. Nicola is a registered social worker with 30 years of experience in the mental health sector, working in various roles such as practice, policy, research, advocacy, change management and service delivery.

Nicola is passionate about promoting individual and family recovery, challenging stigma and discrimination, and influencing positive change in mental health policy and practice. Under her leadership, the charity Shine operates frontline services for people with lived experience and their supporters and delivers two important national programmes: See Change and Headline. See Change is Ireland's organisation dedicated to ending mental health stigma, and Headline is Ireland's national programme for responsible reporting and representation of mental health in the media.



Brodie Thompson

Ambassador, See Change

Brodie S. A. Thompson is a proud Kiwi from the South Island of New Zealand, born and bred on a sheep farm near Geraldine. Embracing the role of a Volunteer See Change Ambassador, Brodie is on a mission to dismantle the stigma surrounding mental health. Her personal journey with mental health difficulties enriches her advocacy work, providing a unique perspective based on lived experience. As a Senior Account Director at Davis Events Agency, she thrives on fostering meaningful connections with people. This passion extends beyond her professional life, into her love for charity shopping, where every find tells a story and every purchase supports a cause. While Brodie's Kiwi roots are never forgotten, it's Dublin that feels like home and where she makes a difference.



Niamh O'Connor

Associate Director, People Experience, Cpl

Niamh O'Connor is responsible for delivery of Cpl's DEI strategy. Niamh is CIPD member, member of the Ibec Diversity Forum, and a mentor with Innovate Communities on the INSPIRE mentoring programme & Open Doors. Niamh is particularly passionate about supporting people with disabilities in the workplace through their relationship with TCPID. Some of Niamh's proudest achievements was her involvement in leading Cpl to be placed 4th best place to work in Ireland and 24th in Europe and a best

place to work for women for 5 consecutive years. Niamh also led the DEI Committee to attain the Gold EDI mark & Company of the year at the NDI awards and Business & Finance in 2023 to mention just a few. Niamh has previously worked in Financial Services, Retail and Utilities Industries. Niamh is a graduate of University of Limerick, she has a BA in Business Studies, majoring in HR and also has an accreditation in Coaching and Mentoring.



Eimear Harty

HR Director, Bank of Ireland

Eimear Harty has worked in Human Resources for over 20 years in a variety of industries both in the UK and Ireland. She is currently HR Director at the Bank of Ireland. Eimear has a special interest in Employment Accessibility and had led the development of Bank of Ireland's Neuroinclusion Strategy.



Anna Boda

Programme Manager, Employers for Change, Open Doors Initiative

Anna Boda, is Programme Manager for Employers for Change, at the Open Doors Initiative, funded by the Department of Children, Equality, Disability, Integration and Youth. The service empowers employers with all the information and advice needed

to hire inclusively and to employ, manage and retain staff with disabilities. Employers for Change offers Disability Inclusion training to all employers in Ireland. Dedicated to fostering Diversity, Equity, Inclusion and Belonging (DEIB), Anna actively supports underrepresented communities in the workplace and beyond, with a special interest in Disabilities and Neurodiversity. She has a proven track record in implementing DEIB and team culture strategies across global teams, having worked as Operations and People Manager at Google for 13 years. Anna has served on the Disability ERG committee at Google for 5 years, contributing to raising awareness and promoting inclusive practices. A lifelong learner, Anna holds an MA in Linguistics and Education. Additionally, she has earned Postgraduate Certificates in Workplace Wellbeing from TCD and in Creativity, Innovation, and Entrepreneurship from UCD.



David Joyce

Equality and Social Policy Officer, ICTU

David Joyce works to promote equality within trade unions, in Irish workplaces, and at national policy level. He develops policy on equality-related issues, producing guidelines for trade unions on various equality issues, as well as representing Congress on external departmental and agency equality related committees.

He also participates in International trade union equality initiatives including the negotiating group on the development of a joint framework

of action for gender equality, and the revision of the Parental Leave Directive. David represents the ICTU at the ILO and was part of the Workers Group that negotiated ILO Convention 190 on violence and harassment in the world of work.



**16-22 Sráid na Faiche,
Baile Átha Cliath 7, D07 CR20**
16-22 Green Street,
Dublin 7, D07 CR20

Íosghlao/Lo-call 1890 245 245
Guthán/Phone + 353 (0) 1 858 3000
Ríomhphost/Email info@ihrec.ie
Idirlíon/Web www.ihrec.ie

X@_IHREC /irishhumanrightsequality