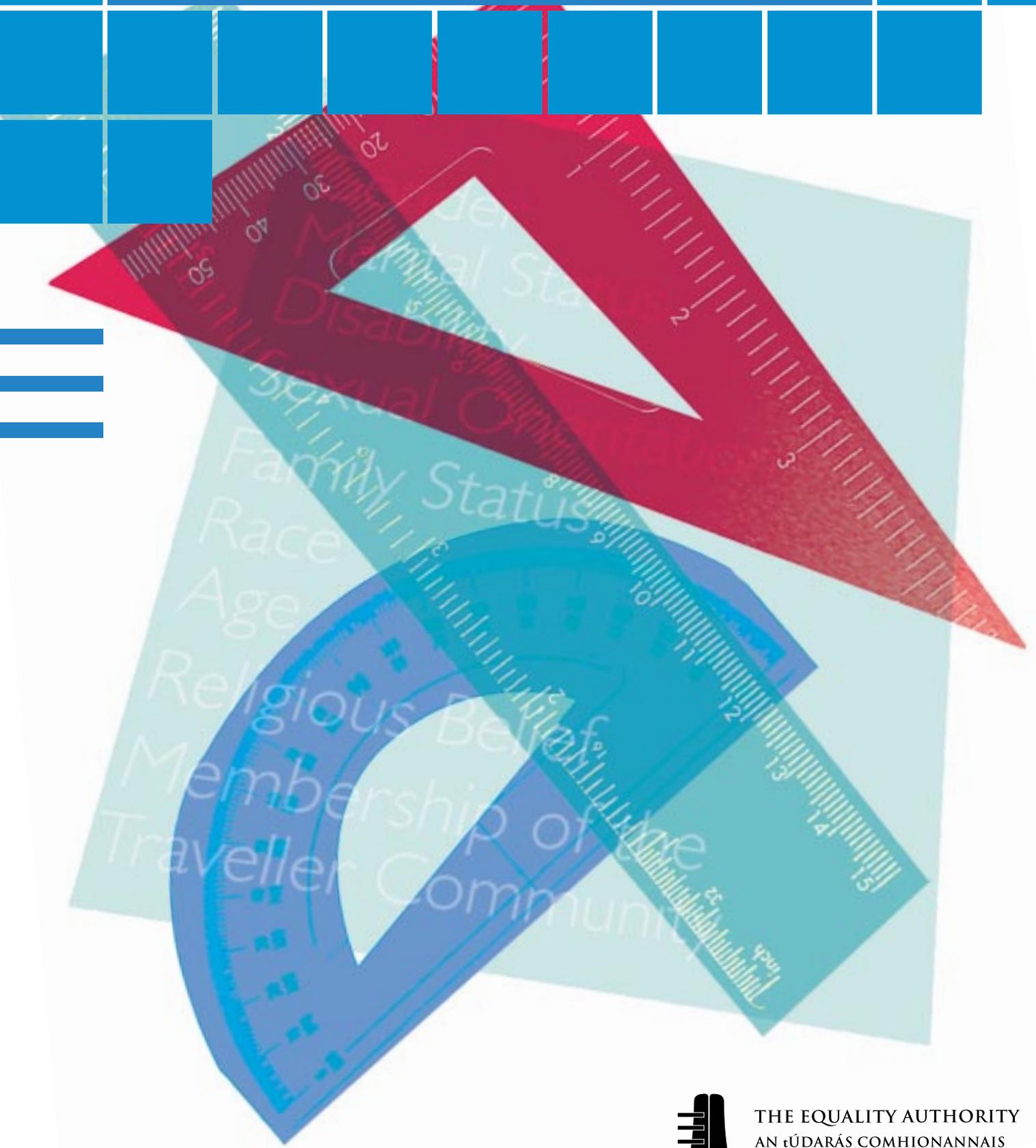


Equality Commitments in

City/County Development Board Strategy Plans



THE EQUALITY AUTHORITY
AN tÚDARÁS COMHIONANNAIS

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1. Preface

The Equality Authority has a mandate to combat discrimination and to promote equality of opportunity under the Employment Equality Act, 1998 and the Equal Status Act, 2000. Our role in promoting equality of opportunity under the Equal Status Act, 2000 is the basis for our work with the City/County Development Boards. The planning work of the City/County Development Boards establishes the key framework within which local service provision by the public sector will evolve. It is important that such service provision not only complies with the Equal Status Act, 2000 but reflects a proactive commitment to achieving equality outcomes. The strategy plans of the City/County Development Boards provide a key opportunity to develop further this proactive approach.

The Equality Authority has worked with the City/County Development Boards to support new approaches to incorporating a focus on equality in strategic planning. These approaches are based on the nine grounds covered by the equality legislation - gender, marital status, family status, age, disability, sexual orientation, race, religion and membership of the Traveller community. The starting point for these approaches is equality proofing.

Equality proofing is a part of the planning process where plans are assessed for their capacity to target needs specific to those groups experiencing inequality, to ensure mainstream initiatives have an ability to accommodate diversity and realise equality outcomes for all and to further develop an infrastructure to promote equality and combat discrimination at local level. This mapping of the strategy plans seeks to explore progress made on foot of equality proofing carried out by the City/County Development Boards.

This mapping exercise captures some of the core elements in the plans in terms of targeting, mainstreaming and building a local equality infrastructure. It is not an assessment or an evaluation of the plans nor does it necessarily do justice to the individual plans. However, it does provide a valuable compendium of ideas and initiatives that should be a useful resource to all City/County Development Boards. Equally it establishes the strength of the platform of initiatives for greater equality at local level that has been established during the planning process.

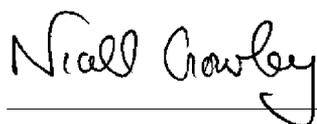
The core challenge lies now in the implementation of these platforms for greater equality. Meeting this challenge will test the capacity for:

- Securing the necessary commitment and resources to develop a local equality infrastructure alongside and within all the variety of organisations involved in local development. This is an equality infrastructure based on equality proofing, participation, equality data and indicators, equality training and equality policies and procedures.

- Securing the necessary resources for effective targeting that is comprehensive across the nine grounds. This targeting needs to address the specific needs of groups across the full spectrum of employment, training, education, health, accommodation, transport and cultural initiative. It should create strong links with mainstream provision.
- Developing the mechanisms within mainstream provision to accommodate diversity and difference across the nine ground equality agenda and to introduce the necessary adjustments to secure outcomes for all.

The Equality Authority hopes that the publication of this mapping exercise will assist in meeting these challenges. Given the central role accorded to the City/County Development Boards, the Equality Authority hopes to continue its partnership with these organisations in developing further support for their focus on equality. Work is currently underway developing guidelines for equality impact assessments for specific actions being implemented under the strategy plans. It is also hoped to develop a range of pilot initiatives to assist in implementing commitments to putting in place a local equality infrastructure.

The Equality Authority is grateful to Lisa Fingleton for her contribution in doing background research. We are also grateful to Carole Sullivan for guiding and developing the final publication.



Niall Crowley
Chief Executive Officer
The Equality Authority

2. Introduction

This mapping exercise examines the 34 County Development Board strategy plans in order to:

- Identify actions with a view to building a local equality infrastructure e.g. equality training, equality proofing, data collection etc.
- Identify equality commitments contained within each City/County Development Board strategy plan.
- Distinguish between commitments that are targeted initiatives and those that are focused on mainstream provision.

The purpose of this mapping exercise is to build on the work already carried out by City/County Development Boards in the area of equality proofing. It is intended that City/County Development Boards can use this document as a resource as they continue to further evolve equality proofing during the implementation phase of their strategy plans.

This mapping exercise does not analyse the plan in terms of compliance with the Equal Status Act, 2000. The plans are not examined in terms of the prohibitions on discrimination and on sexual harassment and harassment under the Equal Status Act, 2000, nor in terms of the requirements in the Equal Status Act, 2000 to reasonably accommodate people with disabilities. It is assumed that the plans are pitched at the level of a proactive pursuit of equality and it is this dimension that is mapped out in this publication.

Prior to the finalisation of many strategy plans, the Equality Authority, in partnership with the Directors of Community and Enterprise and PLANET, prepared an equality-proofing template for the City/County Development Boards. The purpose of the template was to provide City/County Development Boards with a practical tool to support them to equality proof their strategy plans. Many City/County Development Boards developed creative and practical initiatives to apply this tool in preparing their plans.

The objective of equality proofing is to enable the City/County Development Boards to:

- Ensure their work brings benefit to all sectors of the population.
- To be innovative in reaching out to, and improving the situation of, groups experiencing inequality.
- Reflect the ambitions and obligations of the Equal Status Act, 2000.

The equality proofing template did not seek to provide a definitive proofing template but instead to capture the specific planning process, pressures and time frame that the City/County Development Boards were working within. Therefore the initiative was seen as a first step and that further actions could be rolled out during the implementation of the plans.

The main focus of the template is on what is called “*The Proofing Moment*”. This is basically a simple exercise, which consists of a number of core questions that could be addressed at a meeting or planning event as draft strategy plans became available. The questions are broken into three areas:-

1. **Questions on Taking Account of Difference** are primarily concerned with identifying difference across the nine grounds and checking mainstream measures to ensure that difference has been accommodated and that the measures are accessible and relevant to all. The nine grounds are: age, disability, family status, gender, marital status, membership of the Traveller community, race, religion and sexual orientation.
2. **Questions on Targeting** focus on the fact that even if mainstream measures are designed and delivered in a manner which accommodates diversity, there may sometimes be a need for targeted initiatives focusing on any of the groups within the nine grounds. These would, for example, address the effects of a past history of exclusion or resource needs that are specific to a particular group.
3. **Questions on further developing the Equality Agenda** are about continuing to build the equality agenda during the implementation of the plan and are focused on evolving a capacity over the life of the plan to realise equality outcomes.

In order to collate and compare 34 different reports of varying size, structure and content it was decided to develop a common template for each City/County Development Boards, which would:

- Identify actions to build a local equality infrastructure e.g. equality training, equality proofing, data collection etc.
- Identify the targeted equality commitments under each of the nine grounds¹ where the ground was specifically named as a target group in the goal, objective or action. These commitments are listed under each ground in the order in which they appear in the strategy plan. It should be noted that some actions would benefit other groups, which may not have been explicitly named. For example cultural diversity programmes should benefit and include Travellers even though they might

not always have been named and the action is recorded here under Black and Minority Ethnic People. Similarly actions, which improve accessibility for people with disabilities, might also benefit older people and carers with young children.

- Identify mainstream commitments that include an equality dimension where it could be interpreted that the intention was to include in the measure or initiative some (or all) of the grounds under the equality legislation (e.g. by referring to the inclusion of 'marginalised groups', 'emerging groups' or 'target groups' where definitions included some (or all) of the nine grounds).

3. Summary of Findings

The mapping exercise attempts to identify and distinguish commitments in relation to:

- Actions to build a local equality infrastructure.
- Actions specifically targeting any of the nine grounds.
- Mainstream measures seeking to include any or all of the nine grounds.

ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

There is evidence of much activity planned to build local equality infrastructures. The level of this activity varies across the strategy plans. These range from commitments to develop awareness raising initiatives to setting up formal working groups or monitoring systems.

Some strategy plans propose new infrastructural developments outside of the City/County Development Boards such as encouraging agencies to appoint equality officers and establishing equality groups to support agencies to build their internal capacity to equality proof strategies and programmes.

Most of the City/County Development Boards commit to equality proofing their plans. Many have attempted to do so already and others commit to doing so during the implementation phase or at a future point in the lifetime of the plan. Of particular interest is the fact that some strategy plans go further and commit partner organisations to equality proof their own plans.

A limited number of City/County Development Boards commit to further training for themselves in the area of proofing and many have included actions around providing anti-discrimination/equality training for public sector staff.

Numerous City/County Development Boards identify issues regarding data collection and recognise this as an area for priority action. While only a few City/County Development Boards make specific reference to data collection across the grounds, general data collection references are noted to encourage the inclusion of specific equality data.

Consultation and participation are defined as key elements of the strategic planning process in most plans. Some City/County Development Boards acknowledge that certain groups were excluded from this process, as they don't have an organised voice at local level. There

is a commitment in some plans to build the capacity of those groups which are most marginalised in order to facilitate their participation in the process. It is also worth noting that most of City/County Development Boards with concrete commitments in terms of equality were those with working groups (or some participative mechanisms), which included representation across some, or all, of the nine grounds.

Many City/County Development Boards have working groups which include a focus on equality. Also, a number of the Social Inclusion Measures (SIM) Working Groups include an explicit focus on equality. In addition there are some commitments to setting up a countywide 'Equality Committee' and/or an 'Equality Charter'. There is a commitment in the midlands to develop a 'cross regional approach to equality' (with Longford, Westmeath, Offaly and Laois forming the Midlands region) in order to address the needs those experiencing discrimination across a number of the grounds as defined in the equality legislation.

Equality infrastructural actions identified by the City/County Development Boards will ensure future advances in the equality agenda at a local level. These actions include equality proofing, participative mechanisms, equality data and indicators, equality training and equality policies. The participation of groups experiencing inequality in both delivering and monitoring these actions will be essential to the effective implementation of these actions. While individual City/County Development Boards have prioritised specific actions it is clear that these fit within a wider and more coherent framework for a local equality infrastructure. This framework includes:

- Proofing decisions for their impact on groups experiencing inequality through equality proofing or equality impact assessments.
- Allocating responsibility for developing the equality agenda through equality officers, working groups or equality focused committees.
- Building a capacity to plan for and achieve equality outcomes through training on equality issues and developing equality focused data gathering.
- Engaging the participation of groups experiencing inequality through assisting organisational development and a capacity to participate within these groups.

These commitments and the emergence of such a framework within City/County Development Boards and within the organisations that make up these boards, will support the effective implementation of strategy plans with a capacity to achieve outcomes for all. In order to do this, it will be important that resources are provided, responsibility identified and that commitment is shared across all local agencies.

ACTIONS SPECIFICALLY TARGETING ANY OF THE NINE GROUNDS

The strategy plans contain many targeted commitments to equality. This is positive and provides a valuable foundation for greater equality at local level. In general, it can be difficult to distinguish between targeted commitments and mainstream commitments. Some of the actions detailed as targeted measures are in fact actions to ensure positive outcomes for some of the grounds from mainstream measures. So, although they are actions directed towards mainstream provision, they are classified as targeted actions for the purpose of this review.

Among the targeted actions there is also a visible difference across the grounds with some featuring more than others. There is a significant emphasis in most plans on the 'Disability' ground. There are targeted commitments to improve access to public services for people with disabilities. Access to health, education and transport services feature strongly. There are a number of specific actions targeted at employers to promote the availability of supports to employers when recruiting people with disabilities. A number of strategy plans commit to achieving the 3% employment target of people with disabilities within the public sector.

The disability commitments are dominated by physical and, to a lesser extent, intellectual disability with only a small number of strategy plans containing actions focused on mental illness. It is clear that the full spectrum of disability has not been reflected throughout the strategy plans.

There are also a significant number of actions on the 'Age' ground. The 'Age' ground is seen by many as quite significant given demographic changes, resulting in a higher proportion of young children and older people in our population. In terms of older people, there is an emphasis on providing targeted action to increase access to appropriate health, transport and accommodation supports.

The plans also include many actions relating to 'child friendly' strategies and the co-ordination and integration of youth work provision (though these are largely referred to, rather than detailed, in this review).

The 'Race' ground features in nearly all strategy plans. There are many commitments to acknowledge and celebrate cultural diversity including actions such as public awareness campaigns, needs assessment exercises and research into the needs of asylum seekers and refugees. One strategy plan commits to implementing at least one annual educational initiative with schools and communities involving non-nationals and programme immigrants

in order to create awareness and acceptance of other cultures. Access to culturally appropriate health services also appears frequently. Another plan commits to developing a local Equality and Anti-Racism Strategy.

There are also important commitments on the 'Traveller' ground. As with the 'Race' ground, many plans focus on the importance of recognising and celebrating the increasing cultural diversity of their counties and of challenging racism. The Traveller Accommodation Plan is identified as a priority for most counties. One strategy plan proposes to develop a measure to monitor the implementation of the Traveller Accommodation programme and continue to identify new needs in the county. However there are a small number of strategy plans that contain no targeted actions for Travellers at all.

While action on the 'Gender' ground does feature in most plans, actions tend to focus on employment and women in agriculture with occasional references to challenging structural gender inequality and the development of support for marginalised men. There are commitments focused on up-skilling and re-training of women in order to improve their labour market situation.

There are some actions identified to meet the needs of lone parents and carers who are included under the 'Family Status' ground. 'Marital status' is not included as a sub-heading in the review.

The lack of actions or indeed reference to 'Sexual Orientation' is a point of concern. Only one strategy plan identified a goal specifically targeting the lesbian, gay and bisexual community (although the LGB community is included in the list of target groups for a few other actions in other plans).

Similarly the 'Religion' ground receives very little attention in the plans but it is hoped that religious diversity would be included in actions to celebrate cultural diversity and combat discrimination against minority ethnic groups.

In conclusion, most of the strategy plans contain important targeted actions. While a number of these actions are intended to improve outcomes for some groups from mainstream provision, many intend to address the specific needs of particular groups and as such are stand alone actions.

Most of the grounds covered by the equality legislation are present. However, 'Sexual Orientation' and 'Religion' receive little attention. There is a limited breadth of activities targeted at women and very few targeted at men. The targeting of measures focuses primarily on health, education, transport, accommodation and employment. While this

framework might not apply to all of the grounds in all areas it is clear, when all the plans are read together, that in many instances individual grounds would benefit from a more comprehensive targeting across the full breadth of this framework.

Finally it is important to highlight the issues of multiple identities – situations where people belong to more than one ground. A small number of plans make reference to this situation in targeting particular groups of women. Targeted measures could usefully be assessed for their capacity to address all those covered by the ground being targeted.

MAINSTREAM COMMITMENTS

The strategy plans contain many mainstream commitments that include an equality dimension. These are not as numerous as the targeted commitments but are significant as they attempt to accommodate the needs of specific groups in the areas of health, education, accommodation and employment.

Access to labour market opportunities features within the mainstream actions. These actions focus on developing initiatives to encourage new business start-ups in marginalised groups and actions to support the guidance and placement of people in employment. The development of the social economy programme for some of the grounds also features.

Most strategy plans contain commitments about improving access to family-friendly work practices and quality childcare. Although the family friendly actions are numerous they are mostly confined to gender and not the broader work-life balance agenda, which accommodates a wider diversity within the workplace.

The commitments on accommodation are primarily focused on access issues with one strategy plan stating that the social housing lists should be reviewed.

There are a number of commitments on developing appropriate health services. There is also a commitment to improve the participation and access to cultural activities from people from marginalised backgrounds.

The Race, Disability, Age, Traveller and Gender grounds feature strongly within the mainstream commitments. As with the targeted commitments the 'Sexual Orientation' and 'Religion' grounds receive little attention.

While the extent of mainstream commitments is important, their implementation is largely

undefined. However there is an opportunity, whilst the implementation plans are being developed, to address the implementation of these commitments. The Equality Impact Assessment Guidelines² being developed by the Equality Authority should be of assistance in this regard.

CONCLUSION

In conclusion, this mapping exercise of equality commitments in the Strategy Plans of the City/County Development Boards assists the identification of key elements of good practice against which to assess their Strategy Plans. Three such elements are the inclusion of commitments to:

- Support the emergence of an equality infrastructure within partner organisations that includes:
 - equality proofing initiatives
 - capacity building work through equality training
 - according responsibility for developing and advocating for equality agendas
 - participation in decision making by the organisations of those who experience inequality.
- Implement targeted actions focusing on addressing the situation of all those groups covered by the gender, family status, age, disability, sexual orientation, race, religion and Traveller grounds. This targeting would cover, as appropriate, the fields of education, accommodation, health, transport and employment for each ground.
- Practical actions to ensure mainstream measures have a capacity to accommodate the diversity of people across the nine grounds and to achieve benefit for all.

The Equality Authority looks forward to continuing work with the Directors of Community and Enterprise to support the achievement of these good practice measures. Pilot initiatives will support the emergence of organisational equality infrastructures. The guidance on equality impact assessment will support practical actions to ensure mainstream measures accommodate diversity and benefit all.

4. Findings: Commitments to Equality and Actions With a View to Building a Local Equality Infrastructure for each City/County Development Board

4.1 CARLOW

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Create awareness and disseminate information across all sectors on gender equality” (p. 60).
- Monitor the implementation of the strategy across a number of themes including gender equality (p. 73).³
- Develop progress indicators on gender equality (p. 76).

B) TARGETED ACTIONS

DISABILITY

- “Enhance the health and well being of people with disabilities in County Carlow by ensuring that they have access to quality health services and the supports necessary for independent living” (p. 40).

OLDER PEOPLE

- “Enhance the health and well being of older people in County Carlow, by providing the supports necessary to live full and active lives” (p. 40).
- “Outreach education and training opportunities to older people thereby enhancing the quality of their lives” (p. 71).

YOUNG PEOPLE

- Provide quality youth services (specific objectives are listed) (p. 47).
- “Provide appropriate facilities and activities for [rural] young people in their own communities” (p. 57)

BLACK AND MINORITY ETHNIC PEOPLE

- “Acknowledge and celebrate the diverse and shared aspects of culture in County Carlow.” (p. 68).

TRAVELLERS

- “Ensure that the Travelling Community has access to a wide range of health and welfare services, designed and delivered to meet their needs” (p 40).
- Celebrate and conserve Carlow’s rich heritage and “prioritise cultural challenges facing the Travelling Community” (p. 68).
- “Co-ordinate and develop education and training programmes that will meet the needs and promote the inclusion of the Traveller Community” (p. 71).

GENDER

- “Ensure that women in County Carlow have access to high quality health and well being services, specific to their needs”(p. 40).
- “The strategy recognises that the CDB will have to engage in primary research on men’s needs in the County” (p. 59).

C) MAINSTREAM ACTIONS

- “Carlow CDB undertakes to ensure that individuals or groups in the County will not be discriminated against on the basis of gender, colour, ethnicity, culture, religion, disability, or social status in any aspect of the County Strategy” (p. 21).
- “Ensure that young people with disabilities in County Carlow have access to youth work activities in their own communities” (p. 47).
- Develop “an integrated approach to quality, child centred, accessible childcare for the overall benefit of children, parents and providers” (specific objectives are listed) (p. 51).
- “Promote family friendly employment practises” (p. 51).

- “Have gender equality in economic, social and cultural activities in County Carlow” (specific objectives are listed) (p. 60).
- “Overcome barriers to education and training and ... promote equality of access for all” (p. 71).
- “Improve the current [education and training] situation for people with disabilities by developing progression routes and improved access to mainstream education and training provision (p. 71).

4.2 CAVAN

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Determine the extent to which each objective/action has contributed to equality of opportunity” as part of the monitoring and evaluation process. A ‘proofing matrix’ has been developed and each objective was proofed against the ‘Equality of opportunity and social inclusion principle” (p. 4).
- “Establish a Consultative Forum to liaise with minority groups such as: ‘programme immigrants’, refugees etc to design and implement a strategy that will ensure their children receive an education equivalent to their needs” (p. 62).
- “Encourage members of the Community Forum to invite people from minority groups and those suffering social disadvantage to participate in their groups” (p. 76).
- “Establish a Cultural Diversity Forum” (p. 77).
- Continue to implement training programmes for public sector staff involved in local authority housing (p 61). This includes training on equality issues (p. 130).

B) TARGETED ACTIONS

DISABILITY

- “Continue to promote to employers the availability of support for the recruitment of people with disabilities” (ethnic minorities and women) (p. 28).
- “Conduct an audit to determine the level of support and resources required for those groups in both primary and secondary level education who are most at risk of educational disadvantage, including those children with disabilities” (p. 62).
- “Provide socially monitored alarms for all vulnerable groups” including people with disabilities (p. 67).
- “Lobby for the extension of free bus passes to all private transport vehicles including hackney vehicle” (p. 68).

- Develop appropriate health and care supports for people with disabilities such as “social day care provision, sheltered employment opportunities, training, residential and respite care” (p. 71).
- “Continue to develop high quality training for people with disabilities to assist them to lead a more independent lifestyle” (p. 71).
- “Develop a co-ordinated programme of events to mark the Special Olympics” (p. 106).
- Develop targeted arts education programmes for people with disabilities (p. 110).

OLDER PEOPLE

- Provide adequate recreational and community facilities that would be particularly suitable for senior citizens (p. 60).
- “Provide socially monitored alarms for all vulnerable groups” including older people (p. 67).
- “Lobby for the extension of free bus passes to all private transport vehicles including hackney vehicle” (p. 68).
- “Continue to support community groups in the provision of support services [to older people] including shopping, visiting and transport” (p. 72).

YOUNG PEOPLE

- “Ensure the integrated and cohesive provision of youth work services and programmes” by developing a three year gender proofed Youth Work Development Plan, establishing a Youth Work Committee and a local Voluntary Youth Council and by conducting a survey to identify the needs of youth in the county. (p. 66).
- “Develop and implement a strategy to attract young people into farming” (p. 87).
- “Create an awareness of, and stimulate an interest in, the Arts by young people” (p. 102).

BLACK AND MINORITY ETHNIC PEOPLE

- “Continue to implement the TEFL programme in relation to the increase of foreign nationals in the county” (p. 64).
- Develop a health programme to address the needs of asylum seekers and refugees (p. 72).
- “Encourage cultural integration and celebrate the rich cultural life of the county” (p. 102). Implement at least one annual education initiative with schools and communities involving non-national and ‘programme immigrants’ in order to create awareness and acceptance of other cultures (p. 106).
- Increase usage by non-nationals of the County’s library service by developing and expanding the service (p. 106).

GENDER

- Provide up-skilling and retraining of women through specialist adult education programmes (p. 64).
- Maximise support for the guidance and placement of people in employment, placing particular emphasis on marginalised groups including women returning to work (p. 73).
- Build on initiatives to identify and resolve the issue of ‘hidden employment’, which particularly concerns women (p. 74).
- “Continue to develop and implement innovative [employment] projects for disadvantaged women and women over 50 years old” (p. 74).
- Increase the provision of support services for sufferers of domestic violence (p. 70).

FAMILY STATUS

- “Lobby for the abolition of the means test for carers” (p. 70).
- “Sustain and develop appropriate supports for carers” (p. 70).

C) MAINSTREAM ACTIONS

- “Develop initiatives to encourage new business start-ups in marginalised groups such as people with disabilities” (p. 28).
- “Encourage companies to adopt a policy of lifelong learning among employees” (p. 35).
- “Ensure equality of opportunity for all to access employment, such as those with disabilities” (p. 58).
- “Establish a Consultative Forum to liaise with minority groups such Travellers ... to design and implement a strategy that will ensure their children receive an education equivalent to their needs” (p. 62).
- “Ensure that all public and private transport has appropriate disabled access” (p. 68).
- “Maximise support for the guidance and placement of people in employment, placing particular emphasis on marginalised groups such as ... people with disabilities” (p. 73).
- Establish a Cultural Diversity forum to include representation from refugees, immigrants and Travellers ... and other culturally diverse groups and carry out a survey that identifies the barriers to access for these groups to participating fully in society (p. 77).
- “Ensure equality of opportunity for all to quality housing and leisure facilities throughout the county” (p. 58).
- “Maximise support for the guidance and placement of people in employment, placing particular emphasis on marginalised groups such as early school leavers and ethnic minorities” (p. 73).

4.3 CLARE

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE⁴

- Monitor the impact of the strategy from a social ‘inclusion’ perspective (‘inclusion’ is defined by providing specific reference to some of the grounds under the equality legislation (p. 19)).
- Develop a 5-year social inclusion plan by 2003, which will include locally adjusted equality proofing guidelines for all public policies (p. 58).
- “Establish a fully representative Social Inclusion Forum” (p. 59).
- Develop (and make available by the end of 2003), a training programme for all staff involved in delivering public services in Clare “based on anti-discrimination and obligations in law under the equality legislation” (p. 60).
- Monitor implementation of legislative requirements under the Equality legislation to “ensure equality of access for all to public services”. Have a monitoring system in place by the 2003 (p. 60).

B) TARGETED ACTIONS

DISABILITY

- Identify requirements of persons with disabilities to ensure equal access to public services (p. 60).
- Monitor compliance in new buildings to disabled access (p. 60).
- Develop an integrated Community Care (Health) Plan, which will include a focus on the needs of persons with learning disabilities, physical disabilities and mental illnesses (p. 73).

- “Ensure that all users of mental health services have access to the necessary supports that enable them to participate fully in their communities and develop community health services”. Actions include implementing a comprehensive mental health strategy and public awareness campaign (p. 74).
- Develop an integrated plan to ensure that persons with physical, sensory and intellectual disabilities are guaranteed access to the best quality health care (p. 76).
- Provide a comprehensive recruitment and advice service and training opportunities for people with disabilities (p. 76).
- Ensure that transport meets the needs of people with disabilities. Provide grants to support the provision of transport in areas where there is a lack of services (p. 89).
- Implement disability guidelines to facilitate access to national monument sites (p. 109).

OLDER PEOPLE

- Ensure that all older people have access to a range of services that meet their social and health needs. This includes: Increased provision of services as part of the Community Care Plan, provision of supports for carers, development of an accessible transport programme, development of residential care options, development of networks and promotion of mutual understanding between older people and young people through joint activities and examples of good practise (p. 75).
- Ensure that transport meets the needs of older people. Provide grants to support the provision in areas where there is a lack of services (p. 89).

YOUNG PEOPLE

- Provide training for young people residing in rural areas for whom employment in agriculture is no longer an option (p. 27).
- Improve the range of services for children and young people at risk (p. 77).
- Implement education initiatives in schools to generate awareness and stimulate interest in the Arts and culture (p. 106).

BLACK AND MINORITY ETHNIC PEOPLE

- Promote acceptance and respect for cultural diversity throughout the county by implementing a public awareness campaign and incorporating a cultural diversity module in school curricula (p. 62).
- Provide “culturally appropriate housing and accommodation for all groups accessing social housing” including refugees and asylum seekers (p. 63).
- Develop an integrated Community Care (Health) Plan, which will include a focus on the needs of ethnic minorities and in particular will aim to increase supports and accommodation for immigrants under the age of 18 (p. 73).

TRAVELLERS

- “Provide supports for Travellers to re-enter education and the labour market” (p. 61).
- “Promote acceptance and respect for cultural diversity throughout the county ... Use existing fora such as the Local Traveller Accommodation Consultative Group to promote tolerance and mutual respect of the Traveller Community” (p. 62).
- “Provide culturally appropriate housing and accommodation for all groups accessing social housing including Travellers ... Implement and review the Traveller Accommodation Programme on a regular basis with the relevant target group” (p. 63).
- “Improve health for Travellers with specific emphasis on child health” (p. 73).

GENDER

- “Conduct an audit to identify the training requirements of farmers and their spouses” and “develop responsive, flexible and accessible training programmes” to meet their needs (p. 30).
- “Provide increased support for services dealing with victims of domestic violence” (p. 64).

FAMILY STATUS

- Provide supports for lone parents to re enter education and the labour market including a review of existing supports and an investigation into how childcare and transport facilities can be developed (p. 62).
- “Develop a network for carers and organisations which support carers” (p. 79).

C) MAINSTREAM ACTIONS

- Ensure that “by 2012, Clare is a county where discrimination, because of ethnic origin, disability, gender, sexual orientation ... and age, is absent ... ” (p. 19).
- “Develop and implement an inclusive Life Long Learning Strategy in the county” (p. 19).
- “Set standards for the delivery of public services in a way that respects the diverse cultures and identities of County Clare”. Develop an “integrated Service Users Charter for excluded groups and individuals”. (p. 58).
- Develop an integrated Community Care (Health) Plan, which will include a focus on the needs of older people (p. 73).
- Ensure access to affordable childcare for all parents (p. 77).

4.4 CORK CITY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “All public agencies will proof their operational plans against the Board’s Integrated Strategy on an ongoing basis” (p. 52).
- “Equality awareness training will be included as part of the induction process for new public sector employees” (p. 74).
- “Employer and business organisations will promote the economic benefits of adopting equality friendly policies in the workplace to their members” (p. 74).
- “A public service users charter will be developed in consultation with the public service users forum” [to ensure equality of opportunity in relation to all public services and facilities] (p. 75).
- “All public agencies will nominate a senior officer locally with responsibility for equality issues” (p. 75).
- “There will be equality of opportunity in relation to all public services and facilities. A citizen’s charter will set this out” (specific actions are identified) (p. 75).
- “The Board’s own strategy will be equality-proofed and all public agencies will have their operational strategies similarly addressed” (p. 77). The strategy has already been “equality proofed in accordance with the template developed by the Equality Authority” (p. 97).
- “An equality group, with cross-sectoral representation will be established which will support agencies to build their internal capacity to equality proof strategies and programmes” (p. 77).
- Undertake a “needs analysis of minority communities ... based on international best practise” (specific actions are listed) (p. 78).
- An ‘Equality Within The Community’ working group has already been established (as this is one of the seven themes around which the strategy has been developed). In addition “it is intended to establish implementation working groups to progress the realisation of actions” (p. 97)

B) TARGETED ACTIONS

DISABILITY

- Make “public conveniences ... available on a 24 hour basis at key locations throughout the city, suitable for use by ... people with disabilities ... ” (p. 43).
- “Agree standards for information on public services will be developed and will address issues such as format (e.g. Braille, audio) legibility, accessibility and responses by public service providers” (p. 52).
- Introduce and assisted-living service’ “which will provide personal assistants to persons with a physical or sensory disability” (p. 62).
- Implement “the statutory approved 3% employment quota of persons with disabilities in all public agencies” (p. 74).
- Lobby “to have the 3% employment quota of persons with a disability extended to private organisations” (p. 74).
- Conduct “an access audit on all existing state owned buildings as well as community and voluntary facilities, which receive funding from state agencies” (p. 75).
- Ensure that “all social, cultural and leisure/recreational outlets supported by public money will be fully accessible to people with disabilities” (p. 75).
- Lobby for “a greater number of television programmes to be made available to people with disabilities through subtitling and voiceovers” (p. 75).
- “Strive to make all public buildings with a civic or public function accessible to all persons with a disability (p. 79) (specific objectives and actions are listed pp. 79-81).
- Ensure that “all modes of transport will be accessible to persons with a disability” (p. 80).
- Meet the “full range of needs of people with mental illnesses” (p. 87) (specific actions are listed pp. 87-88).

OLDER PEOPLE

- Make “public conveniences ... available on a 24-hour basis at key locations throughout the city, suitable for use by ... older people ... ” (p. 43).
- “Cork will be a city in which the full range of older people’s needs including their social, psychological and developmental needs will be met” (p. 84) (specific objectives and actions are listed pp. 84-86).

YOUNG PEOPLE

- Ensure that “Cork will be a city where young people are listened to and the full range of needs of children, both physical and emotional, are provided for” (p. 69) (specific objectives and actions are listed pp. 69-71).

BLACK AND MINORITY ETHNIC PEOPLE

- Lobby the government “to have the current system which sees work visas for economic migrants assigned to the employer rather than the employee, reversed” (p. 74).
- Lobby the government “to change policy in order to give refugees and asylum seekers the entitlement to work while they are awaiting decisions on asylum applications” (p. 74).

TRAVELLERS

- Develop a physical education programme to meet the needs of the male Traveller community (p. 63).
- Identify and support employers “to improve Travellers access to apprenticeship programmes” (p. 74).
- “The accommodation choice of the city’s Traveller community will be addressed with the full participation of the community and in a manner that will avoid geographic concentration” (specific actions are listed) (p. 77).
- “The needs of the Traveller community will be addressed with the full participation of the community (specific actions are listed) (p. 78).

GENDER

- “Gender equality will be pursued by all public agencies and commitments fulfilled under existing and future policy plans ... The National Plan for Women will be supported and implemented by the public agencies when it is finalised” (p. 81).

FAMILY STATUS

- Acknowledge and support the role of carers (specific actions are listed) (p. 64).

RELIGION

- Ensure that “Cork will be a comfortable environment for all people irrespective ... religion ... ” (specific actions are listed) (p. 47).

GAY, LESBIAN AND BISEXUAL PEOPLE

- Enable the “the gay, lesbian and bisexual communities ... to fully participate in the social, cultural and economic life of Cork City. A working group will be established to identify barriers to participation” (p. 79).

C) MAINSTREAM ACTIONS

- Ensure that “Cork will be a comfortable environment for all people irrespective of race, religion or culture” (specific actions are listed) (p. 47).
- “Apply equal rights of opportunity across all communities” (p. 73).
- “Embed the ethos of equality into all our communities” (p. 73).
- “There will be no barriers to any member of the community in terms of job opportunities” (specific objectives and actions are listed) (p. 74).
- Encourage employers to “adopt flexible work practises such as tele-working, part-time work etc., to facilitate access to the workplace” (p. 74).
- “Public agencies will be unbiased in their dealings with all inhabitants in the City” (p.75).
- “All families will have equal access to high quality, affordable childcare” (Specific actions are listed) (p. 87)

4.5 CORK COUNTY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Improve availability of relevant data for assessment of future needs and strategy preparation”. Revise data collection methods (p. 91)⁵.
- “Enable the youth of the county to be actively involved in the development of strategies to cater for their needs” “Establish a County Youth Forum” (p. 104).
- Provide training programmes on [equality] legislation, disability awareness and equality proofing in order to “improve awareness and improves equality of access for all citizens” (p. 107).
- “Establish a [social inclusion] network that is fully representative of the Travelling Community residing in County Cork” (p. 107).
- Provide disability awareness training for all citizens (p. 107).
- “Encourage each agency to appoint an Equality Officer and prepare an “Equality Strategy where possible” (p. 108).
- “Evaluate current policies and delivery of services to improve equality of access and consultation methods” (p. 108).
- Train “one member of staff from the Community and Enterprise Section of Cork County Council (CDB Project Team Member) ... in all areas of proofing. This staff person will establish appropriate board structures and local proofing mechanisms to ensure that actions can be proofed over the lifetime of the strategy” (p. 143).
- “Ensure that the goals, objectives and actions in the strategy will contribute to the promotion of equality ... The Board will also disability proof particular actions e.g. new transport developments, tourism/recreational facilities” (p. 143).

B) TARGETED ACTIONS

DISABILITY

- Address the needs of persons with disabilities in terms of public and private transport (p. 70).
- Pilot new transport initiatives with regard to the specific needs of the disabled (p. 71).
- Improve access to, and information on, services “having specific regard to the needs of persons with disabilities” (p. 107).
- “Implement National Strategies for persons with disabilities at local level” including the “development of accessibility to buildings and facilities” and the “integration of young people with disabilities”. Provide information on accessible accommodation and tourist facilities. Carry out an audit of public buildings and facilities. (p. 107).

OLDER PEOPLE

- Pilot new transport initiatives with regard to the specific needs of the elderly and youth (p. 71).

YOUNG PEOPLE

- “Create job opportunities for local young people” in the telecommunications sector (p. 74).
- “Develop a holistic approach to addressing the needs of young people” (p. 103).
- “Increase the role of youth in their community” (p. 104).
- Increase the active participation of young people in sports and leisure (p. 104).
- Improve access to youth activities by establishing web sites and a Directory for Youth (p. 105).
- Address specific youth issues including the development of pilot actions to address the levels of suicide (p. 105).

- Enhance and establish more playgrounds and children’s safe spaces (p. 120).
- “Prevent Early School Leaving and assist Early School Leavers returning to education” (p. 132).
- “Develop creative art activities with young people” (p. 134).

BLACK AND MINORITY ETHNIC PEOPLE

- “Integrate ethnic minorities, asylum seekers and refugees into local communities” by researching their needs and identifying specific projects (p. 108).
- “Target minority cultures to encourage participation in all local activities” in order to “promote inclusiveness and integration of persons from different cultures” (p. 115).

GENDER

- “Address current gender participation imbalance in education in rural areas” by providing “equal opportunities for males and females” (p. 135).

FAMILY STATUS

- Ensure “equal access [to services] through provision of childcare/eldercare for marginalised groups/volunteers” (p. 107).

C) MAINSTREAM ACTIONS

- “Support the development of housing for people with special housing needs” including people with disabilities, Travellers, refugees, asylum seekers and older people. (p. 99).
- Develop a programme for the “adaptation of houses” to enable the elderly to remain in their own local communities (p. 111).
- “Increase the provision of affordable quality childcare and introduce a co-ordinated approach to the delivery of childcare services” (p. 102).
- “Promote equity and inclusion in childcare” (p. 103).
- “Provide equal opportunities” through the Local Development Social Inclusion Programme (p. 106).
- “Raise awareness and improve equality of access for all citizens” by ensuring the “implementation of the equality legislation” (p. 107).
- “Establish a structure to foster multi-culturalism” (p. 115).
- “Provide for education needs of various ethnic groups by adjusting the curricula to cater for special needs and adjusting teacher training practise to “educate teachers on attitudes towards ethnic groups” (p. 126).
- “Create awareness of the importance of equal access to lifelong learning at third level” (p.130).
- Provide more “affordable, accessible transport in rural areas” in order to enable people to attend training and education (p. 131).

4.6 DONEGAL

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE⁶

- Ensure that the preparation and implementation of plans under the CDB process are equality (all nine grounds) proofed (p. 61).
- Identify issues and strategies, which address inequality through the Donegal County Community Forum (p. 77).
- “Identify/allocate resources required for gender and equality mainstreaming including monitoring and target setting” (p. 105).
- Appoint a Gender Policy Officer for County Donegal and implement an associated work plan (p. 124).

B) TARGETED ACTIONS

DISABILITY

- “Work towards the full accessibility of all [housing] buildings to people with physical disabilities” (p. 101).
- Ensure that grant aid is available and promoted in relation to housing for target groups including people with disabilities (p. 105).
- Support and develop shared housing or accommodation in response to the needs of particular groups to enable people such as people with disabilities to live independently but with necessary support (p. 105).

OLDER PEOPLE

- Ensure that grant aid is available and promoted in relation to housing for target groups, including the elderly (p. 105).

- Support and develop shared housing or accommodation in response to the needs of particular groups to enable people such as the elderly to live independently but with necessary support (p. 105).
- Broaden non-competitive participation in sport by increasing the range of sport and leisure activity available to target groups including the elderly (p. 92).

YOUNG PEOPLE

- Plan, co-ordinate and resource child and youth friendly services including encouraging the involvement of parents, supporting and promoting volunteerism and assessing facilities and infrastructure (p. 83).
- Encourage young people to reach their full potential as individuals and as members of the community (p. 84).
- “Foster creative expression in children and young people within and outside schools” (p. 68).
- Support the development of services for young people in relation to health and well being (p. 101).

BLACK AND MINORITY ETHNIC PEOPLE

- To support and resource the development of groups and organisations working with women who experience discrimination including women from ethnic minorities (p. 87).
- Promote cultural diversity in the county by developing an understanding of ethnicity, identifying different ethnic groups in the county, identifying ways of promoting cultural diversity at cultural events/festivals in the county and promoting the involvement of ethnic groups in the arts (p. 69).
- “Work towards the elimination of racism and discrimination and its effect on health” (p. 100).

TRAVELLERS

- Ensure that grant aid is available and promoted in relation to housing for target groups including Travellers (p. 105).
- Work towards the implementation of the Traveller Accommodation Programme (p. 105).
- Support and develop shared housing/accommodation (p. 105).
- Support and resource the development of groups and organisations working with women who experience discrimination including Traveller women (p. 87).
- “Recognise Irish Travellers as a distinct ethnic group in Donegal with their own culture and language ‘Cant’ (p. 67).
- “Recognise and refer to Cant as the language of Travellers in all plans relating to cultural diversity” (p. 69).

GENDER

- Promote the implementation of family friendly and flexible work practises (p. 34).
- “Improve participation in training among farmwomen” (p. 43).
- “Work towards addressing the social, cultural, economic and political disadvantage experienced by women in Donegal” through supporting women’s groups who work with women experiencing disadvantage, resourcing women centred services, promoting representation of women in emerging structures, promoting family friendly policies, encouraging research on issues affecting women, encouraging policies which challenge the inequalities of the live register and maintaining support for the CDB Gender Focus Group (p. 87).
- “Facilitate the participation of women in their local communities and support their inclusion in all sectors of society”. “Identify/allocate resources required for gender and equality mainstreaming including monitoring and target setting” (p. 88).
- Ensure access to mainstream and targeted training and education for target groups including men and women’s groups (p. 102).

- “Promote the development and consolidation of the women’s sector” (p. 105).

FAMILY STATUS

- Ensure access to mainstream and targeted training and education for target groups including lone parents (p. 102).

GAY, LESBIAN AND BISEXUAL PEOPLE

- Support and resource the development of groups and organisations working with women who experience discrimination, including on the grounds of sexual orientation (p. 87).

C) MAINSTREAM ACTIONS

- Promote lifelong learning. Provide appropriate learning opportunities and remove barriers to such opportunities (p. 64).
- Provide relevant [lifelong] learning opportunities in a manner which suits the learner and which is conducive to continued participation, specifically addressing a number of issues such as racism (p. 65).
- Broaden non-competitive participation in sport by increasing the range of sport and leisure activity available to target groups including Travellers (p. 92).
- Support the development of quality, accessible, affordable childcare provision (p. 101).
- Ensure access to mainstream and targeted training and education for target groups including early school leavers, Travellers and people with disabilities (p. 102).
- Promote and develop the concept of adaptable housing to meet all needs including those of people with physical disabilities (p. 105).
- Promote and develop the concept of adaptable housing to meet all needs, including those of older people (p. 105).
- Promote and develop the concept of adaptable housing to meet all needs including those of ethnic minorities (p. 105).

4.7 DUBLIN CITY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Set up disability awareness training [in neighbourhoods]” (p. 30).
- “The strategy will actively support and encourage statutory agencies, community organisations, individuals and businesses in Dublin to respect, and be pro-active on, the equality legislation (following the recommendations from the Equality Authority). It will promote initiatives celebrating diversity and tackling discrimination (awareness campaigns etc) and put forward measures to ensure equal social, human and civil rights” (p. 34).
- “Establish a city-wide Diverse and Inclusive Commission ... which would be built around the existing membership and function of the SIM group” (p. 36).
- “Develop training courses to be piloted by statutory agencies which educate and inform staff on treating clients and staff in an inclusive manner whatever their differences (disability, language etc) (p. 36).
- “Develop innovative methods of consultation and participation that ensure the inclusion of all groups in decision making processes” (p. 59).
- “Include professionals working in the environmental sector e.g. planners and engineers in disability awareness training” (p. 72).
- “Promote disability proofing of transport plans and strategies” (p. 78)
- “Commission a City-Wide Access Audit and Action Plan: The Access Audit will identify all the barriers (disability, languages, income etc) to participation and social inclusion for different target groups and will propose measures to overcome those barriers” (p. 36). (More details on page 78).
- “Produce a Charter of Good Practise and incentive programmes for businesses/organisations that advocates the benefits of conducting business in a socially inclusive manner (e.g. translations, physical access, childcare facilities, elimination of all discriminations towards groups highlighted by the Equal[ity] Authority etc” (p. 36).

- Ensure that “all services and information are ... equally accessible to all by developing new routes of information dissemination ... Develop a web of strategies for specific target groups etc.” (p. 36).
- “Endorse and support the Equality Authority in Dublin. All agencies and businesses to endorse and actively support the Equality Authority and the Equality legislation (e.g. nomination of officials to the Equality Authority, gay and lesbians advisory committee, appointment of Equality Officers etc)” (p. 36).
- “Develop a Consultation Resource Pack to advise service providers, businesses, community organisations, agencies and individuals on consultation and channels of participation”. The pack will include “listings of groups and sectors who are at risk of being excluded” and a “directory of accessible venues” as well as other resources (p. 60).
- “Provide “disability awareness training for educators” (p. 116).
- Disability proof “learning locations and support systems” (p. 116).
- “Ensure that neighbourhood centres and all community facilities are accessible to people with disabilities - not just buildings but approaches to buildings” (p. 30 and p. 130).
- “Ensure all staff members involved in communities, paid and voluntary, are trained in disability awareness” (p. 130).
- “ ... Explore and support community development capacity building and self help initiatives especially for people with disabilities” (p. 130).

B) TARGETED COMMITMENTS

DISABILITY

- “Increase the number of National Disability Authority “positive to disability” awarded accessibility symbols in the City” (p. 36).
- “Develop and mainstream transport services for people with disabilities that are integrated with all other accessible transport modes to facilitate a seamless journey for people with special needs” (p. 78).

- “Provide clear and simple journey planning and way-finding information about city transport and travel that is accessible and in formats that address special needs” (p. 78).
- “Ensure that public play equipment and spaces must be accessible and usable by children with disabilities” (p. 86).
- “Provide transport, access facilities and necessary specialised coaching to enable all people with disabilities to have an equal degree of participation in sport with the non-disabled population” (p. 92).
- “Develop targeted and community based initiatives for ... people with disabilities so that they can choose to live in their own homes with appropriate personal care and other supports” (p. 92).
- “Provide more mental health ... facilities” (p. 92).
- “Ensure the provision of accessible homes for people with disabilities ...” (p. 108).
- Increase early [educational] interventions for special needs students” (p. 116).
- “ ... Support the development of Dublin City as an accessible [tourist] destination for people with disabilities” (p. 124).

OLDER PEOPLE

- “Deliver community based skill interventions for key groups such as older people ...” (p. 44).
- “Address independent living for the older community through the implementation of the National Health Strategy and by facilitating co-operation between statutory agencies and community organisations” (p. 86).
- “Develop “guidelines for policy makers and planners to encourage a focus on [the participation of] citizens over 65.” (p. 86).
- “Develop targeted and community based initiatives for older people ... so that they can choose to live in their own homes with appropriate personal care and other supports” (p. 92).

- “Ensure the provision of accessible homes for people ... older people” (p. 108).

YOUNG PEOPLE

- “Develop and expand the Comhairle na nOg ensuring the participation of all age groups especially young adults” (p. 60).
- “Promote and encourage participation of ... young people in sports and recreation activities” (p. 92).

BLACK AND MINORITY ETHNIC PEOPLE

- “Ensure that such aspects of life as language, style of dress, religious observance, dietary needs, culture and tradition are respected” (p. 35).
- “Facilitate debates in the city on how best to integrate new communities and facilitate their participation” (p. 36).
- “Deliver community based skill interventions for key groups such as ... ethnic minorities” (p. 44).
- “Encourage statutory, non statutory agencies, business, community and voluntary groups and citizens to purchase fairly traded products” (p. 124).

GENDER

- “Promote and encourage participation of women ... in sports and recreation activities. Provide necessary support structures e.g. childcare and flexible working hours etc” (p. 92).

FAMILY STATUS

- “Explore and debate the changing form of family and the equal right of kinship recognition and inheritance rights for those with alternative family structures such as ... single parents etc” (p. 86).
- “Support carers in the community” (p. 92).

RELIGION

- “Ensure that such aspects of life as ... religious observance ... are respected” (p. 35).

GAY, LESBIAN AND BISEXUAL PEOPLE

- “Explore and debate the changing form of family and the equal right of kinship recognition and inheritance rights for those with alternative family structures such as same sex partners ... ” (p. 86).
- Nominate “officials to the Equality Authority, gay and lesbians advisory committee” (p. 36).

C) MAINSTREAM COMMITMENTS⁸

- Create “an inclusive city which values everyone and ensures not just equality of opportunity, but equality of outcome” (p. 4).
- “Ensure all Neighbourhood Civic Fora involve and welcome everyone, particularly groups and communities of interests that need to be reached out to e.g. older people, ethnic minorities, children, people with disabilities etc” (p. 30).
- “This Strategy will give the same chances and opportunities to all groups and individuals” (p. 33).
- “Empower and build capacity of groups to participate on an equal footing” (p. 35).
- “Ensure everyone has equal access to public and private services (i.e. physical premises, information and communication, transport, awareness etc) (p. 35).
- “Ensure that all citizens of the City get the same rights and respect whatever their differences are” (p. 35).
- “Develop comprehensive outreach, mentoring and support programmes for specific target groups (e.g. people with disabilities)” (p. 36 and p. 130).

- “Modify education service delivery and develop new learning opportunities to meet the learning needs of target groups” (p. 36).
- “Work towards and promote Dublin City as accessible to all” (p. 36).
- “Agencies to develop material and provide information in appropriate formats and in languages other than Irish and English” (p. 36).
- “Enhance the public profile of all organisations and agencies in the city to make them more friendly/welcoming to all communities (e.g. people with disabilities, gay community, ethnic minorities etc) (p. 36).
- “Provide accessible, affordable transport services including ‘demand responsive’ door to door services for people who cannot or have difficulty using mainstream public transport” (p. 36).
- “Celebrate diversity in the city through initiatives such as festivals” (p. 36).
- “Co-ordinate campaigns and projects in schools/businesses/ public sector that tackle discrimination and racism, celebrate diversity, multiculturalism and increase understanding of the need[s] of people with disabilities” (p. 36)
- “Work with media on promoting diversity” (p. 36).
- “Promote and support initiatives that favour social mix and combat isolation” (p. 36).
- “Support initiatives which aim at tackling fear and negative feelings that may be inspired by difference” (p. 36).
- “Support the provision of childcare, respite care etc ... that assist in removing barriers to participating fully in society” (p. 36).
- “Support for all to have an equal right to health and access to health services through developing participatory services” (p. 36).
- “Ensure everyone has access to environmental services” ... “Improve access to environmental information by using different media” (p. 71).
- “Address the needs of individuals and groups that experience difficulties accessing and using transport ... e.g. people with disabilities, elderly, children etc” (p. 77).

- “Encourage the widespread use of family friendly work practises” (p. 85) (specific actions are listed p. 86). “Strive for Work-Life Balance for all” (p. 123).
- “Increase the range of, access to and viability of, services and support for parents, young people, children, older adults, carers and dependants” (p. 85).
- “Provide new and alternative care services to replace the decrease in care traditionally provided by family members” (p. 86”).
- “Ensure that everyone has access to health, sports and recreational services” (p. 91).
- “Work in partnership to achieve the national strategies and health targets for the reduction of health inequalities at city level” (p. 92).
- “Explore and implement models of good practise on how to make health, recreation and sports services more accessible” (p. 92).
- “Increase participation in activities that celebrate, promote and develop understanding and appreciation for the city’s strong cultural heritage and emerging cultural diversity” (p. 99) (specific actions are listed p. 100).
- “Build on existing strategies to ensure that the accommodation needs of all are met ... Respond to the growing need for homes for people with special needs as a consequence of physical, social or economic circumstances (e.g. Travellers, asylum seekers ... older people, people with disabilities etc.) (p. 107).
- “Establish a Housing Task Force to promote innovative ways to increase the provision of housing for target groups e.g. ... immigrants, asylum seekers etc” (p. 108).
- “Maximise participation of citizens in lifelong learning” (p. 115) (specific actions are listed p. 115 and p. 124).
- “Modify service delivery [of educational services] to meet the learning needs of target groups (language, different learning intelligences, family responsibilities ... etc) at a place and time that suits the user” (p. 116).
- “Develop a comprehensive range of community facilities that accurately match the needs of the community they serve and are accessible to all (e.g. people with disabilities) (p. 130).

- “Support community and voluntary organisations in providing core services (eldercare, childcare etc.) ... (p. 130).
- “Support new community development initiatives that involve new participants (especially people who did not get the opportunity to participate in any of the current initiatives because of their social, physical or economic circumstances). (p. 130)

4.8 DUN LAOGHAIRE-RATHDOWN

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Equality proof the strategy as one of the five principal proofing criteria (p. 52).
- Carry out a “further more detailed proofing exercise will require ... throughout both the implementation of the strategy’s Action Plans and the wider implementation phase” (p. 53).
- “Create inter-agency processes which ... facilitate capacity building and equality of access and opportunity for all community and voluntary groups ... ” (p. 16).
- “Commission the generation of an accurate database from which to maintain dynamic information and knowledge resource specific to the county and in the first instance for use by the Board to support and inform the implementation, monitoring and review process” (p. 56)⁹.

B) TARGETED ACTIONS

DISABILITY

- “Provide a county wide transportation system ... that is disability and mobility friendly” (p. 47).

OLDER PEOPLE

- “Enhance the longevity, quality of life and care provision for the older citizen and ..recognise the contribution of older citizens in communities and the society of Dun Laoghaire-Rathdown (p. 41).

YOUNG PEOPLE

- “Increase the active involvement of the young people of the County in community activities” (p. 40).

BLACK AND MINORITY ETHNIC PEOPLE

- “Promote effective and accurate communications of the existence and contribution of the respective cultures within the County and ... establish a genuine spirit of equality, anti-discrimination, anti-racism and social inclusion within the County” (p. 42)
- “Create a better understanding of the diversity of cultures across the County” (specific objectives are listed) (p. 51).

GENDER

- “Recognise the particular contribution in that [entrepreneurial] culture of women entrepreneurs” (p. 46).

C) MAINSTREAM ACTIONS

- “Reflect on the needs of the child and the requirements to achieve gender balance and other equality issues, including combating racism” (p. 10).
- “Combat discrimination on the grounds of gender, marital status, family status, sexual orientation, religious belief, age, disability, race and membership of the Traveller Community” (p 15).
- “Promote the principles and practise of lifelong learning for all who wish to participate in educational activity” (p. 40) (specific objectives are listed pp. 40-41).
- “Work with all providers and stakeholders in the county’s education system to ensure that anyone disadvantaged by ... disability has access to education” (p. 41).
- “Support the development and maintenance of family friendly policies by all organisations and agencies” (p. 41).
- Establish “accessible and high quality childcare” (p. 41).
- Raise awareness of, and attempt to remove physical barriers “to enable the full inclusion [into society] for those impacted by any form of disability” (p. 42).

- “ ... Ensure that access to health care is not impeded by any individual’s physical or intellectual disability or by any organisational, structural or attitudinal barriers” (p. 41).
- “Identify and increase the awareness of the levels of structural inequalities across the County and to remove over time such structural inequalities at the community and individual level” (p. 42).
- “Positively challenge discrimination wherever it arises and promote greater awareness of equal status for all citizens, acknowledging that discrimination affecting different cultures exists at present” (p. 42).
- “Develop an identity of, and for, the county that reflects and encourages diversity of contribution to the social, cultural and economic development” (p. 50).

4.9 FINGAL

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE¹⁰

- Circulate by 2003 “data concerning communities known to suffer inequalities, with a view to the routine monitoring, recording and reporting on breaches of the 1998 Employment Equality Act, for the purpose of setting targets”(p.43).
- Provide training for all front-line Health Board staff to “enable them to deal with clients of varying cultural, ethnic and educational diversity” (p. 61).
- Ensure that “all board documents for wider readership will be produced in a user friendly style” (p. 82).
- Set up a ‘social inclusion/equality monitoring committee’ (p. 81).
- The principles of social inclusion are set out in the plan which include commitments to advancing the equality agenda and “placing equality considerations at the centre of decision making in policy design, planning, implementation, review, outputs and impact indicators across all aspects of the Development Board’s plan” (p. 87).

B) TARGETED ACTIONS

DISABILITY

- Ensure “that public transport in Fingal is 100% accessible to people with disabilities” (p. 36) by undertaking specific actions in terms of rail (ramps, lifts, toilets), buses and taxis.
- Carry out an independent review of rail stations by 2003, which will include disability access in its remit (p. 41).
- Ensure “that all [health] services for people with disabilities in Fingal will be integrated and co-ordinated”. Provide disability awareness training for Health Board employees and community and voluntary groups (other actions are listed) (p. 63).

OLDER PEOPLE

- Ensure “that primary health services and community supports for older people are strengthened”. Actions include conducting a study of service provision for older people, creating strategic alliances to ensure cohesion of service delivery, providing information on a range of issues for carers and researching the level of relief services required in Fingal (p. 62).

YOUNG PEOPLE

- Formulate an Awareness programme “to highlight the problems associated with excessive working hours for young people of school-going age” (p. 44).

TRAVELLER

- Employ Traveller Community Health Workers, recruited from within the Traveller community (p. 66).
- Continue the implementation of the Traveller Accommodation Programme within the designated timescale (p. 57).

C) MAINSTREAM ACTIONS

- Develop a county identity stressing that a “clear sense of identity is important for any county” (p.17)¹¹.
- “Set as a priority the creation of full-time childcare places with Training and Higher education providers and employers being encouraged to support the costs of childcare for trainees” (p43).
- Establish housing mechanisms and related policies and programmes that prevent the occurrence of discrimination against vulnerable groups such as people with disabilities and older people and that “prevent the occurrence of racism and discrimination against ethnic minorities” (p. 56).
- Develop lifelong learning opportunities. Involve “marginalised people in determining lifelong learning policies” (p. 69).
- “Actively plan and nurture a diverse social mix in housing, from 2002, thereby avoiding ghettoisation or stereotyping of marginalised groups” (p. 56).

4.10 GALWAY CITY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Encourage employers to engage in ‘equality auditing’ of recruitment practises” (p. 34).
- “Reach an employment level among marginalised groups that is commensurate with that in the general population” Gather “baseline information on employment levels amongst marginalised groups” (p. 34).
- “Develop [a] local Equality and Anti Racism Strategy” [for the city] (p. 51).
- Prepare an annual action plan of the CDB which “will identify issues which need to be addressed in relation to equality issues (p. 68).
- Further train members of the CDB and “continue to develop awareness in relation to ... equality issues” (p. 69).
- Ensure that “each of the new co-ordinating mechanisms [of the CDB] would undertake equality training and an equality impact assessment of policy implications and outcomes” (p. 69).
- Maintain the CDB Sub-Structure established to drive the equality agenda (p.69)¹².
- “Maintain existing and initiate the collection and development of new data sets” (p.69).
- “Adjust the strategy documents [of the CDB] in light of new policy developments [in the area of equality]” (p. 69).
- “Continue to consult with issue-based stakeholders” (p. 69).

B) TARGETED ACTIONS

DISABILITY

- Achieve the 3% employment target of people with disabilities within the public sector (p. 34).
- “Oversee the implementation of a sustainable integrated transport strategy for the City” targeting particular issues including the needs of people with disabilities (p. 44).
- “Promote and encourage improved access to buildings for all, including people with disabilities. Carry out an access audit and developing strategies targeted at improving access to new and existing buildings and public areas. Establish an interagency group to oversee the implementation of the principles underpinning the Barcelona Declaration. Appoint an officer with responsibility for the enforcement of the Building Regulations including accessibility” (p. 44).

YOUNG PEOPLE

- Provide skills development, training and mentoring for young people (p. 33)
- “Develop and implement strategies to tackle early school leaving” (p. 41).
- “Oversee the implementation of a sustainable integrated transport strategy for the City” targeting particular issues including the needs of children (p. 44).

BLACK AND MINORITY ETHNIC PEOPLE

- “Put in place a comprehensive health service which is accessible to all and is culturally sensitive” (p. 48).
- “Increase the understanding and acceptance of different ethnic groups in the city” (p. 51). Develop a local Equality and Anti Racism Strategy [for the city]. Make language training, familiarisation and orientation programmes on cultural and social issues available to new residents from abroad and provide education on new cultures coming into the city” (p. 51).
- “Celebrate diversity in the city and encourage the sharing of cultural experiences through festivals of multi-culturalism and the incorporation of multi-cultural events into existing festivals and arts events” (p. 51).

TRAVELLERS

- “Implement and review the Traveller Accommodation Plan” (p. 49).

C) MAINSTREAM ACTIONS¹³

- “Increase opportunities for lifelong learning in the city” (specific actions are listed) (p. 40).
- “Increase participation in, and access to, cultural activities, including people from marginalised socio-economic and minority cultural groups” (p61).
- “Increase participation of marginalised groups in third level and further education and training” (p. 41).

4.11 GALWAY COUNTY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Monitor and improve the gender balance of those taking up specific learning opportunities” (p. 83).
- “Provide disability training to employers and co-workers to promote the employment of people with disabilities” (p. 87).
- “Develop a County Youth Forum” (p. 99).
- “Deliver awareness training for housing providers on “lifetime adaptable” accommodation to cater for people with disabilities” (p. 103).
- “Deliver awareness training for housing providers on “lifetime adaptable” accommodation to cater for ... older persons” (p. 103).
- “Establish a forum to identify the [childcare] needs of children with disabilities and their families and develop appropriate supports” (p. 109).
- “Develop systems, supports and actions to enable all citizens and communities to have access to the key services they require ... Apply equality policies within member organisations of the County Development Board” (p. 135).
- “Promote cultural diversity and tolerance of cultural difference with the county”. Establish a cultural forum, identify new cultural groupings and document their needs and encourage intercultural working across different cultural traditions (p. 199).
- “Develop mechanisms to ensure that statutory agencies and service deliverers recognise the rights of different cultural groups within their promotional material, and in the ways in which services are delivered” (p. 199).
- “Create a shared data base recording participation in learning opportunities throughout the county highlighting participation levels by members of identified target groups” (p. 83).
- “Construct an overall equality proofing process [for the CDB] which will assess the impact of the objectives and actions, which it intends to oversee over the next

ten years, with respect to a wider range of equality objectives” (p. 213).

- [The CDB will] make every effort to provide information “in formats suitable for people with disability and other marginalised groups” (p. 213).

B) TARGETED ACTIONS

DISABILITY

- “Carry out a disability audit of education and training facilities to ensure greater access to education and training facilities” (p. 85).
- “Expand [health] services at home and in the community which cater for the needs of ... people with disabilities”. Increase day care, residential and respite services throughout the county, for people with physical, sensory and learning disabilities, autism and other conduct disorders ... Expand community and residential support for those with mental illness”. (p. 119).
- “Support full access to services in the County for all citizens, in particular for individuals with disabilities”. Carry out an audit of existing and planned public buildings controlled by CDB agencies and recruit an Access officer for the county (p. 135).

OLDER PEOPLE

- “Develop a co-ordinated strategy in the county to increase security in rural areas in particular for older persons living alone”. Actions include improving security in the home and promoting the expansion of the ‘home visiting schemes’ in remote geographical communities” (p. 115).
- “Expand [health] services at home and in the community which cater for the needs of the older person ... Ensure that older people remain in their home for as long as possible” (p. 119).

YOUNG PEOPLE

- “Reduce the level of early school leaving in the county” (p. 83).
- “Create accessible physical, environmental and social spaces for play, sport and

cultural development of children and young people” (p. 107).

- “Work in partnership to provide children and young people and their families ... with the highest quality of care and services targeted to meet their needs” (p. 109).
- “Improve co-ordination of services for young people in the Gaeltacht” (p. 163).
- “Increase training and education choices for young people in the Gaeltacht” (p. 163).

BLACK AND MINORITY ETHNIC PEOPLE

- “Research the specific needs of refugees, asylum seekers and minority ethnic groups with a view to providing appropriate [childcare] services for children and their parents” (p. 109).
- “Establish targets and provide culturally appropriate [health] supports at a local level to increase the uptake of immunisation and screening for key target groups including ... asylum seekers” (p. 119).
- “Set up dedicated specialised teams to work on healthcare and social needs of key target groups e.g. asylum seekers, refugees” (p. 119).
- “Develop mechanisms to ensure that statutory agencies and service deliverers recognise the rights of different cultural groups within their promotional material, and in the ways in which services are delivered” (p. 199).

TRAVELLERS

- “Identify a suitable pilot project for Traveller enterprise development” (p. 45).
- “Develop a formal progression path for Travellers and other marginalised groups to move from mainstream educational provision to alternative forms of provision” (p. 85).
- “Work in partnership with Travellers to expand housing provision to meet identified needs. Establish appropriate accommodation to reduce the number of roadside families living in County Galway. Work with the Inter Agency Traveller Forum to develop accommodation and other social and economic initiatives focusing on Traveller needs” (p. 105).

- “Provide [childcare] services to meet the identified needs of Traveller children and support the implementation of related recommendations of the WHB Travellers Health Strategy” (p. 109).
- “Increase levels of health and well-being supports for Travellers”(p. 119).
- Develop specific targeted [cultural] programmes for recognition and support of Traveller culture and ethnicity, particularly targeting those communities with intercultural difficulties” (p. 199).

GENDER

- “Continue to develop a programme of supports for women in enterprise” (p. 45).
- “Develop awareness and support programmes at local community level in relation to violence against women and men” (p. 115).

FAMILY STATUS

- “Expand supports and services for carers in the home” (p. 119).

C) MAINSTREAM ACTIONS¹⁴

- “Create meaningful opportunities for work and lifelong learning enabling all citizens to access work, training and continuing education, leading to an improved quality of life” (p. 81).
- “Assess existing family-friendly work practises with major employers” (p. 87).
- “Support people seeking employment through pre-employment programmes, employment support and progression routes for specific target groups” (p. 87).
- “Improve access to a range of high quality integrated and affordable childcare services” (specific actions are listed) (p. 109).
- “Establish targets and provide culturally appropriate [health] supports at a local level to increase the uptake of immunisation and screening for key target groups including Travellers” (p. 119).

4.12 KERRY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE¹⁵

- Identify barriers to participation and create “a fair and inclusive society by securing participation and realising outcomes (through the establishment of a County Equality Committee)”. (p. 32).
- “Identify and recognise what the barriers to participation actually are and create awareness at all levels of society and the workplace to eliminate discrimination and promote equality for all persons” (p. 32).
- “Influence government and National Policy through various lobbying measures and develop arrangements for mainstreaming equality issues” (p. 32).
- One of the indicators used to measure the ‘Equality and Social Inclusion’ measure will be the “number of public sector and other agencies /organisations etc in the county which equality proof their strategies and programmes” (p. 32).

B) TARGETED ACTIONS

DISABILITY¹⁶

- Develop a rural transport service, which meets the needs of people who are ill or people who have disabilities (p. 42).

OLDER PEOPLE

- “The board endorses the recommendations in the ‘Ageing with Confidence strategy (October 1999) prepared by the Southern Health Board ... ” (p. 34).
- Develop a rural transport service, which meets the needs of older and young people (p. 42).

YOUNG PEOPLE

- “Encourage youth to consider self-employment as a realistic option through the development of an innovative enterprise culture” (p. 31).

GENDER

- Support the “development of family friendly policies by all organisations and agencies within the county” (p. 35).

C) MAINSTREAM ACTIONS¹⁷

- Review the social housing lists annually “to determine the housing needs of people with special needs including people with disabilities, older people, refugees and asylum seekers, Travellers and single parent families ... ” (p. 33).

4.13 KILDARE

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Review “the goals and objectives of the strategy in terms of how they contribute to promoting equality” (p. 61)¹⁸.
- “Monitor the impact of actions on social inclusion” in order to ensure that issues such as equality “remain to the fore in County Kildare” (p. 61).

B) TARGETED ACTIONS

DISABILITY

- “Guide transport provision to meet the needs of people with reduced mobility” (p. 24).
- “Provide education and training services that adequately cater for those with special needs” (specific actions are listed) (p. 50).

OLDER PEOPLE

- “Address the issues facing older people in rural areas” (p. 40).

YOUNG PEOPLE

- “Encourage the development of a young farming population” (p. 39).

BLACK AND MINORITY ETHNIC PEOPLE

- “Create awareness of, and accept, new cultures in the county” (p. 31).
- “Celebrate all traditions in the county...Recognise and spread awareness of the heritage and emerging cultures within the county” (p. 54).
- “Enable all residents, regardless of ...ethnic background...to have equality of access to quality services” (p. 32).

GENDER

- “Maintain full employment by encouraging “more women ... into employment, specifically in areas where they are under-represented” (p. 35).
- “Develop vibrant, inclusive rural communities” by recognising and highlighting the work of rural women and encouraging social integration, particularly for women (p. 40).

C) MAINSTREAM ACTIONS

- “Enable vulnerable groups to access suitable housing” (p. 28).
- “Enable all residents, regardless of ... age ... to have equality of access to quality services” (p. 32).
- “Increase the amount of childcare services and facilities in rural areas” (p. 41).
- “Develop education, training and capacity building as a lifelong entitlement” (p. 48)
- “Achieve equal access to, and participation in, education and training...Overcome social economic and cultural barriers to access ”. (p. 48).
- “Facilitate people with disabilities to participate fully in education and training” by supporting the participation of the learner and their parents, or guardians where appropriate” (p. 49).
- “Increase social and childcare facilities” to “enable students and their families participate in education and training” (p. 49).
- “Facilitate the participation of people from excluded and disadvantaged groups in education” (p. 49).
- Work with other CDBs within the Greater Dublin Area to “investigate the feasibility of enhancing the provision of lifelong learning opportunities at strategic locations throughout the region” (p. 57).

4.14 KILKENNY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE¹⁹

- Equality proof²⁰ all plans in order to “promote the development of a more equal society by assisting the Kilkenny CDB and its partners to thread the equality agenda through the entire County Development Strategy and planning process”. This plan has already been equality proofed and an equality framework has been developed (p. 43).
- Incorporate the “gathering of data on specific groups of people” as part of the information strategy (p. 44).
- “Facilitate the development of models of good practise in the area of equality proofing policy and practise for organisations responsible for the delivery of public and community services” (p. 47).
- Kilkenny County Council and other statutory and community organisations will develop ‘equality plans’ which will identify clear targets and timescales (p. 47).
- “Improve access to key public services by marginalised groups [including refugees] in order to promote equality of access within these community units (p. 53).
- Establish a inter-agency ‘Older People’s Advisory Committee’ to address supports for older people living alone, enhance day care provision and a co-ordinate an information strategy on supports for older people and their carers (p. 95).
- “Facilitate women to develop a collective voice to tackle issues that affect them” (specific actions are listed) (p. 97).
- The CDB and all other boards/groups/committees represented on the CDB will set themselves “the target of reaching the 40% quota of woman participating at board level by the year 2005”. Strategies will be developed to reach these targets. The CDB will “facilitate a sharing of these strategies to identify models of good practise in achieving a gender balance in decision making structures” (p. 98).

B) TARGETED ACTIONS

DISABILITY

- “Aim towards achieving equality of outcome for all people with disabilities living in County Kilkenny” (p. 101) by building the capacity of the disability sector to develop a strong and coherent voice, developing better co-ordination of services, ensuring access to quality information services, developing an advocacy service to encourage self sufficiency and self determination of people with disabilities and investigating the possibility of locating the ‘Centre of Excellence in Universal Design’ in Kilkenny (Specific actions are listed pp. 101/102/103)

OLDER PEOPLE

- “Enhance the health and well being of older people so that they can live full and independent lives in their own communities” (p. 95).
- “Develop models of good practise for the design and delivery of independent living units for older people”. Deliver these units and ancillary supports within an agreed time frame. (p. 96).

YOUNG PEOPLE

- “Establish a safe and nurturing [educational] environment for children and young people” (p. 84).
- “Develop a partnership approach to youth development in Kilkenny City ensuring better co-ordination of services (specific actions are listed) (p. 99).

BLACK AND MINORITY ETHNIC PEOPLE

- “Promote a multi-cultural society where difference is acknowledged, accepted and respected, and the diverse cultures present in Kilkenny are embraced and accommodated by all” (p. 107).
- “Explore the possibility of developing an ‘information pack’ to be made available to all ethnic groups/individuals on entering the city” (p. 107).
- “Encourage the inclusion and integration of ethnic groups in organised networking activities with members of the wider population” (p. 108).

- “Address issues facing ethnic groups in a co-ordinated way and forge links between the ethnic groups and locals” (p. 108).

TRAVELLERS

- “Develop an understanding of Traveller culture and through an integrated and co-ordinated approach, address issues of accommodation, health, education, employment and discrimination/prejudice” (p. 92). Actions include implementing the Traveller Task Force, supporting the Kilkenny Travellers Project to tackle local discrimination, promoting the diversity of Traveller culture through arts/culture initiatives and supporting the active participation of Travellers in the society and community of Kilkenny through networks, consultation meetings and participative representation (p. 93).
- Investigate the possibilities of Travellers working in a number of identified areas and “encourage the training and recruitment of Travellers to work in these areas through the establishment of training programmes specifically targeted at the needs of the Traveller community” (p. 94).

GENDER

- “Address the current gender imbalance in decision making structures in County Kilkenny” (p. 98) (see ‘Actions to enhance the development of an equality infrastructure’ for more detail).

C) MAINSTREAM ACTIONS²²

- “All members of the community should have equality of opportunity in relation to access, participation and the resulting benefit from services. A key priority will be to target those most at risk of exclusion” (p. 35).
- “Improve access to key public services by marginalised groups [including older people] in order to promote equality of access within these community units (p. 53).
- “Improve access to key public services by marginalised groups [including Travellers] in order to promote equality of access within these community units (p. 53).

- “Develop community support structures and other self help mechanisms to address the issues that cause marginalisation and co-ordinate local services for those with multiple disadvantages” (p. 54).
- “Improve transport services within rural and urban communities to improve general access to services (p. 56).
- “Encourage greater participation from groups not currently involved in the [Community and Voluntary] forum” (p. 61).
- Deliver appropriate information awareness initiatives, which will break down the barriers that cause discrimination (p. 107).

4.15 LAOIS

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE²²

- “Identify target groups whose interests are insufficiently represented at community level and support the development of new groups” (p. 70).
- Develop a “cross regional approach to equality” (with Longford, Westmeath, Offaly and Laois forming the Midlands region) in order to address the needs of “women, people with disabilities, members of the Traveller community, gay and lesbian residents, refugees and other living as minorities in the region. The Boards are all committed to creating a culture of acceptance of diversity regardless of religion, race, culture or sexual preference” (p. 98).
- “Fully co-operate with the National Equality Authority with the implementation of national policies” (p. 103).
- There is a commitment to ongoing consultation and participation of interested groups and agencies (p. 104).

B) TARGETED ACTIONS

DISABILITY

- “Ensure that people with disabilities will achieve their full potential”. Introduce new initiatives to improve quality of life for people with disabilities and their carers. Provide training, introduce employment supports and develop supports for independent living (p. 70).
- “Ensure the production, design and dissemination of [health] information and develop initiatives to dispel any stereotyping of people by reason of ... disability” (p. 50).
- Provide convenient off street parking which will adequately cater for the needs of people with disabilities” (p. 61).

OLDER PEOPLE

- Develop a “special strategy to provide appropriate accommodation for elderly people living in isolated areas” (p. 64).

YOUNG PEOPLE

- Ensure that Laois will be a child friendly county and that the development needs of young people will be met” (p. 73).

BLACK AND MINORITY ETHNIC PEOPLE

- “Ensure that Laois will be a county free of racism, intolerance and inequality” (specific actions are listed) (p. 70).
- “Ensure the production, design and dissemination of [health] information and develop initiatives to dispel any stereotyping of people by reason of ... ethnic background” (p. 50).
- Embrace “our growing cultural diversity” (p. 89).
- Involve “immigrants and their culture in arts events” and organising a “multi cultural event per annum” (p. 93).

TRAVELLERS

- “Preserve the traditional Traveller culture” (p. 93).

FAMILY STATUS

- “Identify and meet the needs of people parenting alone” (p. 73).

C) MAINSTREAM ACTIONS

- Develop a Social Economy Programme to support groups, which have difficulty in accessing employment including “young people generally” and young Travellers and” women who have low rates of participation” particularly (p. 34).
- The board recognises the importance of the development of a rural transport system to meet the needs of older people, people with disabilities and young people in particular. (p. 59). However there are no specific actions named to pursue this.
- Create a ‘culture of life long learning’ and involve senior citizens as mentors in the development of education/training programmes. Provide distance learning programmes and Adult Outreach centres (p. 82).
- Encourage “marginalised individuals and communities to develop self expression through the arts” (p. 93).
- The board states its commitment to addressing equality across the nine grounds. However it acknowledges, “some groups did not have the same opportunity to participate [in the consultation process], due to the lack of an organised voice in the county”. It goes on to state it’s commitment to “addressing this gap and if necessary amendments will be made to the operational strategy” (p. 103).

4.16 LEITRIM²³

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE²⁴

- The strategy is proofed from a gender equality perspective (p. 9).
- “Provide ongoing training for people in business in order to improve the viability of local businesses” (to include training on new legislation²⁵) (p. 37).
- Establish a “monitoring committee to co-ordinate youth services in the county and to operationalise a pilot youth programme” (specific actions are listed) (p. 48).
- “Produce a Social Inclusion²⁶ Measures Manual for County Leitrim which identifies gaps, overlaps and best practise models” (p. 47).
- “Develop data/intelligence systems that facilitate the measuring and monitoring of health inequalities, and performance indicators for social inclusion in lines with National Anti-Poverty targets” (p. 60).
- “Support and resource gender balance on the CDB and its member agencies” (Specific actions are listed which include an equality audit from a gender focus, training on gender mainstreaming, gender impact assessments and gender proofing) (p. 69).

B) TARGETED ACTIONS

DISABILITY

- Ensure that Carrick on Shannon and Dromod railway stations meet universal design concepts (p. 27).
- “Develop specific classes [in schools] for children identified as having special needs” (p. 34).
- “Actively promote the concept of shared independent living²⁷ and healthy sustainable mixed communities” (specific actions are listed) (p. 56).

- “Promote healthy physical and social development of all children and adults including those with mental illness” (specific actions are listed) (p. 58).
- “Address future needs of people with learning disabilities in Leitrim” (p. 60).
- “Ensure that there is increased co-ordination in delivery of services to people with disabilities in County Leitrim” (specific objectives and actions are listed) (p. 74).
- “Increase the opportunities for income generation for those people who are under/unemployed targeting in particular people with disabilities ... ” (Specific objectives and actions are listed) (p. 78).

OLDER PEOPLE

- “Provide training to encourage less advantaged groups to work in the tourism industry e.g. ... people over 55 years of age” (p. 46).
- “Actively promote the concept of shared independent living²⁸ and healthy sustainable mixed communities” (p. 56).
- “Ensure there is increased co-ordination in delivery of service to older people in County Leitrim (specific objectives and actions are listed) (p. 71).
- “Promote the development of rurally based services to meet the needs of older people in the county” (specific objectives and actions are listed) (p. 72).

YOUNG PEOPLE

- “Develop a youth leadership course to encourage youth leaders in communities” (p. 36).
- “Promote health gain through breaking the silence around hidden/sensitive social issues²⁹ that impact negatively on health in its broadest sense” (p. 62).
- “Value young people and the role they have to play in society” (Specific objectives and actions are listed p. 79-82).

- “Increase opportunities for children and young people to engage with the arts” (p. 83).
- “Provide leadership training for volunteers in the area of sports and youth” (p. 88).

BLACK AND MINORITY ETHNIC PEOPLE

- “Develop an holistic approach to the health and well-being of asylum seekers in Leitrim (specific actions are listed) (p. 62).
- “Recognise and accept cultural diversity in County Leitrim” (Specific objectives and actions are listed) (p. 86).

TRAVELLERS

- “Provide additional educational services to the Traveller population in Leitrim” (p. 35).
- “Strengthen health care services and health promotion services for early school leaver groups (e.g. young Traveller women)” (p. 60).
- Ensure “that Traveller life and culture will be recognised and respected as an integral part of life in Leitrim” (p. 73) (specific aims objectives and actions are listed p. 75-77).
- “Ensure Traveller culture is considered when statutory bodies are developing policies” (p. 86).
- “Increase the opportunities for income generation for those people who are under/unemployed targeting in particular ... Travellers ... ” (Specific objectives and actions are listed) (p. 78).

GENDER³⁰

- “Recognise the role of women in agriculture and ... ensure the same access to services, training and job opportunities for women in rural areas (specific objectives and actions are listed) (p. 25).
- “Broaden eligibility criteria for participation in training schemes e.g. ... women in the home” (p. 36).

- “Provide a Women in Business Programme in order to encourage greater numbers of women to consider establishing enterprises” (p. 37).
- “Provide training to encourage less advantaged groups to work in the tourism industry e.g. ... women working in the home” (p. 46).
- “Support employers to create and sustain healthy family friendly workplaces for their employees and themselves Develop and implement family friendly best practise guidelines for all employers in Leitrim” (p. 59).
- “Work in partnership with North Leitrim Men’s Group to implement recommendations focusing on causes of suicide” (p. 60).
- “Reduce domestic violence ... ” (Specific objectives and actions are listed) (p. 61).
- “Raise public awareness of issues facing marginalised men and ... influence policy and practise at both local and national level” (p. 65) (Specific objectives and actions are listed pp. 65-67).
- “Reduce the economic disadvantage experienced by women, promote recognition of women and women’s groups and address the political disadvantage experienced by women” (p. 68) (Specific objectives and actions are listed p. 68-70).
- “Increase the opportunities for income generation for those people who are under/unemployed targeting in particular ... disadvantaged women ... and isolated rural men” (specific objectives and actions are listed) (p. 78).

FAMILY STATUS

- “Broaden eligibility criteria for participation in training schemes e.g. carers ... ” (p. 36).
- “Support the needs of carers in County Leitrim” (p. 60).
- “Ensure that there is increased co-ordination in delivery of services to people parenting alone in County Leitrim” (specific objectives and actions are listed) (p. 73).

GAY, LESBIAN AND BISEXUAL PEOPLE

- “Promote health gain through breaking the silence around hidden/sensitive social issues³¹ that impact negatively on health in its broadest sense” (specific actions are listed) (p. 62).

C) MAINSTREAM ACTIONS

- “Co-ordinate a strategy to promote and develop universal quality childcare that is affordable and accessible to all in the county” (specific objectives and actions are listed) (p. 33).
- “Make community based training and lifelong learning more available to everyone” (specific objectives and actions are listed) (p. 36).
- “Develop and implement activities that promote access underpinned by Universal Design³²” (specific actions are listed) (p. 57).
- “Assist statutory bodies to identify and implement (within their own organisations), family friendly work practises in accordance with the recommendations of the Equality Authority” (p. 68).
- Make arts facilities (p. 83) and sports facilities (p. 90) accessible to people with disabilities.
- “Ensure that all community premises are accessible” to people with disabilities (p. 87).

4.17 LIMERICK CITY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Conduct an accessibility audit of all public buildings in the City” (p. 32).
- Equality proof the strategy (in line with the template published by the Equality Authority) (p.p. 49-51).
- “The board has sought to involve as many of the known groups representing the sections of our community as identified in the equality legislation. The board recognises that it needs to progress this further and will do so in the implementation phase of the strategy” (p. 50).
- “The board recognises the resource needs of particular groups needs further consideration and will address these in the roll out of the strategy up to 2003” (p. 50).
- “All members of the board are expressly committed to developing an equality policy in their respective organisations and to establishing the resources to enable a full understanding of equality among staff. The board is similarly committed to spreading understanding of equality issues among the general population” (p. 50).
- “The board is committed to applying on going monitoring and evaluation to it’s Equality Agenda over the life span of the strategy” (p. 51).

B) TARGETED COMMITMENTS

DISABILITY

- “Implement the Barcelona Convention” (p. 33).
- “Promote equal opportunities for persons with disabilities to participate in all aspects of city life” (p. 39).
- “Support all efforts in Limerick City being a host town for the Special Olympics” (p. 42).

- “Provide a comprehensive recruitment and advice service and training opportunities for people with disabilities” (p. 47)

OLDER PEOPLE

- Co-ordinate “suitable and targeted resources and services to enhance the well being of older people in the city” (p. 39).

YOUNG PEOPLE

- “Develop vibrant public spaces in the city to facilitate ... recreation spaces for young people” (p. 35).
- “Provide a co-ordinated approach to the provision of youth services in the city” (p. 39).

BLACK AND MINORITY ETHNIC PEOPLE

- “Improve the health of ... asylum seekers” (p. 33).
- “Ensure refugees, asylum seekers and ethnic minorities are welcomed, supported and valued in the community” (p. 39).

TRAVELLERS

- “Improve the health of the Travelling Community ... ” (p. 33).
- “Ensure that Traveller Communities in the city will be supported and respected for their unique culture and heritage” (p. 39).

C) MAINSTREAM COMMITMENTS^{32 33}

- “Work towards the creation of equality of opportunity in the city” (p. 7).
- “Ensure all roads and footpaths, services and utilities are planned, designed and maintained to ensure safety, accessibility and efficiency for all” (p. 26).
- “Ensure all new developments contribute to accessible services and facilities” (p. 32).

- “Ensure all public services in the city are accessible ... ” (p. 33).
- “Facilitate the development of strategies and structures which will promote the participation of marginalised groups in the economic, social and cultural life of the city” (p. 38).
- “Promote equality of access participation benefit and outcome from education at all levels for learners across the social spectrum” (p. 38).
- “Develop and co-ordinate an integrated adult learning strategy” (p. 38).
- “Ensure that all people in Limerick have access to high quality childcare services” (p. 39).

4.18 LIMERICK COUNTY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Equality proofing will be included as part of the monitoring process (p. 79).

B) TARGETED ACTIONS

DISABILITY

- Examine the needs of people with disabilities with “particular reference to access, education and training, employment and accommodation including respite care” (p. 67).

YOUNG PEOPLE

- Provide “a safe environment for young people to grow and develop” (specific actions are listed) (p. 71).
- “Provide youth support services in Patrickswell and Castleconnell” (p. 36).
- “Target the elimination of early school leaving” (p. 55).

BLACK AND MINORITY ETHNIC PEOPLE

- “Examine the needs of ethnic minorities” especially with a view to “encouraging understanding of cultural differences” (p. 67).

TRAVELLERS

- Examine the needs of the Traveller Community with particular reference to “accommodation, health, education and training” (p. 67).
- “Develop a new senior Traveller education and training resource centre” in Rathkeale (p. 30).
- “Further develop Traveller education services” in Abbeyfeale (p. 31).

GENDER

- Examine the needs of women and issues such as “education and training, career development, family friendly policies and gender balance” (p. 67).

FAMILY STATUS

- “Examine the needs of parents in relation to supports for families and those in crisis or at risk” (p. 71).

C) MAINSTREAM ACTIONS

- “Develop an educational system that afford every individual access to a high quality integrated service of lifelong learning” (p. 25).
- “Create a more equitable society by promoting the right to equal opportunities and an understanding of minorities” (p. 25).
- Provide funding/support for the “development of high quality childcare facilities” in the four large towns of the county (pp. 30/31/32).

4.19 LONGFORD

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- All policies incorporate equality proofing (p. 7).
- “Establish a Proofing Working Group which will proof the delivery of the identified actions” (p. 57).
- “Build the capacity of the Individual Social Excluded Groups” (p. 57).
- “Develop high quality equal opportunities policies that will inform the work of the CDB” (p. 57).
- Monitor the ‘Promoting Equality’ Section of the plan by using the indicators which have been developed (p. 73).

B) TARGETED ACTIONS³⁴

DISABILITY

- “Provide the necessary supports to enable people with intellectual, physical, sensory and mental health disabilities to participate fully in the workforce” (p. 37).
- Ensure that “quality health services and facilities are accessible irrespective of ... disability” (p. 48).
- “Develop a comprehensive plan and an innovative communications strategy to address health information needs while also taking into account people with literacy and sensory difficulties” (p. 50).
- “Develop [health] initiatives to proactively reduce the stigma associated with mental illness ... and people with disabilities” (p. 50).

- Ensure that “people with physical, sensory, mental and intellectual disabilities will enjoy equal opportunities to participate in social, personal, educational and employment opportunities in County Longford” (p. 66) (specific objectives and actions are listed pp. 66-67).

OLDER PEOPLE

- “Promote models of best practise in relation to the security issues experienced by rural dwellers, particularly the elderly” (p. 40).
- “Develop and implement initiatives to minimise Early School Leaving” (p. 47).
- “Ensure the provision of a variety of high quality community care services based on the needs of individuals, thereby enabling them to continue to live in their communities” (p. 29).
- “Develop affordable respite and residential care options” (p. 50).
- Ensure that “County Longford is a place which promotes the independence, participation, care, self-fulfilment and dignity for all older people” (p. 64) (specific objectives and actions are listed pp. 64-65).

YOUNG PEOPLE

- Provide young people with “the opportunity to actively participate in their own development and in the development of County Longford” (specific objectives and actions are listed) (p. 59).

BLACK AND MINORITY ETHNIC PEOPLE

- Ensure that “quality health services and facilities are accessible irrespective of ... ethnic group” (p. 48).
- “Develop [health] initiatives to proactively reduce the stigma associated with ethnic minorities” (p. 50).
- “Implement a public awareness campaign to increase awareness of cultural diversity in terms of non- nationals based on promoting tolerance and mutual respect” (p. 57).

- Ensure that “ethnic minorities will have equal opportunities to actively participate in the economic, social and cultural aspects on life in County Longford” (specific objectives and actions are listed) (p. 63).

TRAVELLERS

- Ensure that Travellers “will enjoy the freedom to choose their culture and enjoy a quality of life where their culture will be respected and their rights will be protected” (p. 60) (specific objectives and actions are listed pp. 60-61).

GENDER

- “Increase the number of women in enterprise” (p. 36).
- Ensure that “quality health services and facilities are accessible irrespective of ... gender” (p. 48).
- Ensure that “women in County Longford will enjoy equality of access and opportunity in their social, personal, educational development and employment” (specific objectives and actions are listed) (p. 62).

FAMILY STATUS

- “Provide a range of supports for carers” (p. 50).

C) MAINSTREAM ACTIONS³⁵

- “Foster an ethos of family friendly work practises in industry and have available flexible affordable childcare facilities for working parents” (p. 37).
- “Address public information needs with specific reference to the needs of the different population groups” (p. 49).
- “Establish accessible affordable childcare facilities that support working parents, especially those on low incomes” (p. 55) (specific childcare objectives are listed p. 58).

- “Acknowledge and celebrate diversity ... recognise and appreciate diversity while also acknowledging our interdependence” (p. 57).
- “Ensure that as far as practicable, all arts and cultural activity will be carried on in venues that are accessible to people with disabilities” (p. 68).

4.20 LOUTH

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Involve target groups in setting new proposals for Social Inclusion Measure (SIM) delivery” (p. 52).
- “Establish a forum to liaise with minority groups to design and implement a strategy that will ensure their children receive an education appropriate to their needs” (p. 56).
- “Ensure equal access to services including training and skills development Promote equal opportunity legislation through literature development and training in communities ... Encourage all public agencies to engage staff in diversity training” (p. 59).
- Each Implementation Group meeting will address the issue of “proofing against national policies/guidelines” (p. 170). A proofing matrix has been developed which includes proofing from an ‘Equality of Opportunity and Social Inclusion’ perspective (p. 158-167).

B) TARGETED ACTIONS

DISABILITY

- “Facilitate access and equal opportunity to all art forms and cultural activities: Undertake a disability audit of all cultural venues; ensure that [cultural] venues are accessible to disabled audiences and performers; promote the installation of induction loop systems in all auditoria in receipt of public funding aid; and encourage the development of cultural and disability projects” (p. 40).
- “Afford opportunities to everyone irrespective of ability ... to participate in sport or recreation/leisure activities of their choice” (p. 42).
- “Develop and promote targeted training and educational opportunities for ... people with disabilities [with a view to reducing unemployment levels]” (p. 55).

- “Review all public services so as to ensure accessibility to people with disabilities” (p. 59).
- “Develop programmes to promote positive attitudes to mental health” (p. 67).
- “Promote creative ways of teaching people with disabilities” (p. 94).
- “Ensure the maximum number of Public Service Vehicle (PSV) licenses are accessible by people with disabilities” (p. 154).
- “Investigate the feasibility of a taxi card system for people with disabilities” (p. 154).

OLDER PEOPLE

- “Afford opportunities to everyone irrespective of age ... to participate in sport or recreation/leisure activities of their choice” (p. 42).
- “Strengthen linkages and information exchange between statutory agencies and voluntary organisations involved in the provision of accommodation, health, education, access and services to older people” (p. 52).
- “Develop targeted training programmes to allow older people to continue to enjoy a fulfilling life” (p. 53).
- “Provide support for an ‘Active Retirement Programme’”(p. 67).
- “Develop initiatives to increase the security of vulnerable groups such as older people ... ” (p. 69).

YOUNG PEOPLE

- “Promote and support the development of children’s play facilities (indoor and outdoor)” (p. 41).
- “Promote and support the participation of youth in sport and recreation activities” (p. 42).
- “Enhance the quality of life for young people in Louth” (specific actions are listed) (p. 70).

- “Provide young people with the educational ability to contribute to and take full advantage of the economy of the county” (p. 119).

BLACK AND MINORITY ETHNIC PEOPLE

- “Organise events of different cultures to promote greater cultural awareness and understanding ... promote opportunities for expressing cultural diversity and identity” (p. 41).
- “Strengthen linkages and information exchange between statutory agencies and voluntary organisations involved in the provision of accommodation, health, education, access and services to ethnic minorities” (p. 52).
- “Undertake a mapping exercise and analysis to highlight the location and needs of refugees and asylum seekers” (p. 53).
- “Implement an awareness campaign to increase awareness of cultural diversity in terms of displaced people in Louth based on tolerance and mutual respect” (p. 55).
- “Develop and promote targeted training and educational opportunities for ... displaced people [with a view to reducing unemployment levels]” (p. 55).
- “Provide affordable, accessible and culturally appropriate social housing accommodation for all citizens in particular ... refugees” (p. 57).
- “Encourage [lifelong learning] provision for the diverse needs of different groups including ethnic groups” (p. 94).

TRAVELLERS

- “Strengthen linkages and information exchange between statutory agencies and voluntary organisations involved in the provision of accommodation, health, education, access and services to... Travellers” (p. 52).
- “Facilitate and strengthen the development of structures within the Travelling Community” (p. 54).
- “Establish programmes to assist and encourage Traveller children to stay in school” (p. 54).

- “Provide affordable, accessible and culturally appropriate social housing accommodation for all citizens in particular ... Travellers” (p. 57).
- “Develop measure to monitor the implementation of the Traveller Accommodation programme and continue to identify new needs in the county” (p. 58).

GENDER

- “Afford opportunities to everyone irrespective of gender ... to participate in sport or recreation/leisure activities of their choice” (p. 42).
- “Provide supports for victims of domestic violence such as residential accommodation and counselling service” (p. 69).
- “Promote a gender balance among childcare providers and staffing within the childcare sector” (p. 80).
- “Engage local employers to develop and implement ‘family friendly’ work policies” (p. 81).
- “Develop responsive, flexible, accessible and appropriate training programmes for farmers and their spouses” (p. 143).

FAMILY STATUS

- “Develop and promote policies of equality and inclusiveness within the childcare sector” (p. 84).
- “Support existing childcare provision and encourage the creation of new childcare places across a range of sectors” (p. 81).
- “Support and develop the childminding sector in the county” (p. 82).

C) MAINSTREAM ACTIONS³⁶

- “Create a community in Louth which respects and promotes equality of opportunity, access and participation and includes all” (p. 51).
- “Investigate how childcare and transport can be developed to maximise access to education and training initiatives” (p. 55).
- “Support and promote a diverse quality childcare sector that meets the needs of parents and children in the county Ensure equal opportunity and equality of access to all seeking childcare services” (p. 80).
- “Encourage collaboration across organisational boundaries to build a learning region and create a culture of life long learning”. Develop a Lifelong Learning Strategy and establish a County Education and Training Board. (p. 93).
- “Identify and overcome barriers to participation in lifelong learning” (p. 94).
- “Encourage companies to adopt a policy of lifelong learning among employees” (p. 114).
- “Provide specialised training courses for marginalised groups and work with companies to implement support systems for same” (p. 114).
- “Develop a rural transport strategy” in order to ensure that “each individual in Louth has an equal opportunity to access public transport services to meet their individual needs” (p. 154).

4.21 MAYO

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Equality proof the strategy (p.p. 26-27). The board is “particularly concerned that nobody is discriminated against and enshrines the principle of respect for diversity. Particular emphasis will be given to the Equal Status Act 2000 ... ” (p. 27).

B) TARGETED COMMITMENTS

DISABILITY

- “Ensure that people in Mayo are able to lead full lives regardless of any disabilities they may have” (p. 38).

OLDER PEOPLE

- “Ensure a high quality of life for older people” (p. 38).

YOUNGER PEOPLE

- “Support families, carers and other professionals in providing children and young people with facilities and appropriate frameworks within which they can develop in a holistic manner, for the benefit of themselves and society as a whole” (specific actions are listed p. 39).

BLACK AND MINORITY ETHNIC PEOPLE

- Ensure “that the cultures of all the people of Mayo will be recognised, valued and supported to enhance the local high quality of life ... Promote interculturalism” (p. 40).

C) MAINSTREAM COMMITMENTS

- “Support the development of family-friendly, flexible, modern and innovative, models of employment and business” (p. 37).
- “Ensure that all people living in Mayo feel valued, are respected as individuals, and feel part of an inclusive community and county” (p. 38).
- “Ensure that everybody has access to a co-ordinated, comprehensive and accurate range of information relevant to ‘life’ issues (p. 38).
- “Provide people with locally accessible services and ... remove the barriers that prevent people accessing the services they require” (p. 38).
- “Provide resources for and increase access to lifelong learning ... ” (p. 40).

4.22 MEATH

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Establish a working group to strengthen the linkages and information exchange between statutory agencies and voluntary organisations involved in the provision of accommodation, health, access to employment and childcare for Travellers (p. 63).
- Establish a multi-agency co-ordinating group to work with SIM group on disability issues (p. 66).
- Establish a multi-agency co-ordinating group to prepare and implement an integrated plan for Travellers and other ethnic groups (p. 66).
- “Co-ordinate collection of data to ensure effective monitoring and evaluation of the strategy ... Overcome gaps in data by commissioning a biannual sample census of households” (p. 71).³⁷

B) TARGETED ACTIONS

DISABILITY

- “Encourage cross-sectoral training and retraining initiatives aimed at ... people with disabilities” with a view to sustaining and increasing their employment in the productive sector (p. 55).
- “Prepare and implement an integrated plan for special needs education” (p. 60).
- Coordinate “services to ensure delivery of enhanced services” to people with disabilities with regard to access (buildings, public and private transport, services, jobs) and provision of appropriate accommodation. Actions include monitoring building regulations, promoting the development of disability equality group activity and promoting a strategy to enhance accessible rural public transport (p. 63).
- “Develop [a] range of services for disabled people to ensure access to appropriate care in the most appropriate setting” (p. 88).

OLDER PEOPLE

- “Develop a range of actions to reduce home and fire accidents (e.g. installation of smoke alarms, safety equipment) for ... older people ... ” (p. 62).
- Prepare a strategy to enhance accessible [rural] public transport for older people (p. 63).
- Integrate “older people in the community through integration of delivery of social services” (p. 63).
- Improve “access to public and commercial services (including safety and security) in rural and urban areas” (p. 63).
- Ensure “security for older people” (p. 66).
- Support “networking of active retired groups” (p. 66).
- “Develop range of services for older people to ensure access to appropriate care in the most appropriate setting” (p. 88).

YOUNG PEOPLE

- “Upgrade community facilities and amenities especially for youth” (p. 52).
- Co-ordinate “youth services and provide facilities and amenities throughout the county”. Actions included (p. 64).

BLACK AND MINORITY ETHNIC PEOPLE

- “Promote understanding and awareness of culture diversity through community arts and education programmes” (p. 63).
- Provide accommodation for refugees and asylum seekers (p. 66).

TRAVELLERS

- “Encourage cross-sectoral training and retraining initiatives aimed at ... Travellers” with a view to sustaining and increasing their employment in the productive sector (p. 55).

GENDER

- “Encourage cross-sectoral training and retraining initiatives aimed at ... women” with a view to sustaining and increasing their employment in the productive sector (p. 55).
- “Promote the role of women in agriculture” (p. 89).

FAMILY STATUS

- Provide “affordable and accessible housing accommodation for all citizens including ... lone parents” (p. 61).
- “Strengthen family support services, targeting vulnerable families through the provision of locally based resource centres and community projects” (p. 88).

C) MAINSTREAM ACTIONS

- “Encourage provision of lifelong learning for diverse needs including those of ethnic groups” (p. 60).
- Provide “affordable and accessible housing accommodation for all citizens including ... those with a disability, older people requiring sheltered accommodation [and] Travellers ” (p. 61). Implement the Traveller Accommodation Programme (p. 66).
- “Use Public Private Partnerships (PPPs) to optimise the provision of community facilities (including childcare)” (p. 52). Provide “improved childcare facilities in particular to facilitate women in employment and [women] wishing to avail of second chance education; facilitate childcare provision in rural areas” (p. 63). Implement childcare strategy (p. 66).
- Facilitate the development of a system of lifelong learning including provision for flexible routes of progression through the education system in order to respond to individual needs” (p. 60).
- “Facilitate the integration of children with special needs within mainstream education and training where appropriate”(p. 94).

4.23 MONAGHAN

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Commit to equality proofing the strategy and acknowledge the nine groups protected under the equality legislation (p. 12).
- “Ensure that all organisations plans are examined to make certain that they are contributing to equality ... Increase the number of organisations implementing equal opportunities programmes” (p. 40).
- “Raise awareness among employers and workers of the Employment Equality Act” (p. 40).
- “Appoint a women’s development officer”³⁸ (p. 42).
- “Provide anti-racism training in the workplace [for] statutory agencies” (p. 42).

B) TARGETED ACTIONS

DISABILITY

- “Ensure building design and planning takes into account the needs of all people” including people with disabilities (p. 33).
- “Support the implementation of the Disability Act” (p. 40).
- “Develop outreach [community-based health services] for ... people with disabilities” (p. 44).
- Develop “an integrated plan to support good mental health in the community” (p. 44).
- “Challenge and enable schools to meet the needs of all their students (specific actions are listed regarding students with special needs) (p. 60).

- “Ensure that the physical access to [educational] buildings is suitable for all students and tutors” (p. 61).
- “Support positive measure to facilitate employment for people with disabilities” (p. 79).
- “Target “non-traditional” sports groups [including people with disabilities] ... and encourage usage especially of swimming and leisure facilities” (p. 92).
- “Target business start-up activities at specific groups such as ... people with disabilities” (p. 98).

OLDER PEOPLE

- “Ensure building design and planning takes into account the needs of all people” including older people (p. 33).
- “Set up more educational, recreational and personal development initiatives for ... older people” (p. 39).
- Implement NEHB regional strategy for older people (p. 44).
- “Develop outreach [community-based health services] for the elderly ... ” (p. 44).
- Provide “security systems for the elderly” and “a scheme of community support for older people” (p. 47).
- “Target “non-traditional” sports groups [including older people] ... and encourage usage especially of swimming and leisure facilities” (p. 92).

YOUNG PEOPLE

- “Draft and implement a ‘Youth Development Plan’ for the county” (p. 40).
- Develop and “integrated Youth Arts Strategy” (p. 67).
- “Provide programmes to encourage greater involvement of young people in farming” (p. 86).

- “Promote sport for youth as a recreational and healthy past-time” (specific actions are listed) (p. 92).
- “Ensure that young people are given the opportunity to develop their capabilities as private entrepreneurs” (p. 98).

BLACK AND MINORITY ETHNIC PEOPLE

- “Develop and implement appropriate training and employment responses to assist unemployed people to access training and employment of their choice with a particular emphasis on marginalised groups” including ethnic minorities (p. 39).
- “Set up participatory structures to facilitate access to childcare for children from minority groups” (p. 41).
- “Ensure participation and equality for members of minority groups and the recognition of diverse cultures (specific actions are listed) (p. 42).
- “Expand and improve health services targeted at specific groups [including refugees and asylum seekers] and ensure equality of access” (p. 44).
- “Ensure that the county’s diversity of cultures are afforded the opportunity to live and grow ... Organise cultural events which enable people to understand the opportunities and benefits of a multicultural society” (p.66).
- “Encourage non-nationals into the county in line with labour market requirements” (p. 79).

TRAVELLERS

- “Support the development of an independent Traveller Organisation in the county” (p. 42).
- “Implement the Travellers Accommodation Plan for the County” (p. 53).

GENDER

- “Research and monitor the extent, causes and effects of hidden poverty (including analysis of impact of ... gender specific poverty)” (p. 38) and “improve and review initiatives” to address gender specific poverty (p. 39).

- “Provide support for specific target groups including ... victims of domestic abuse” (p. 39). “Provide accommodation suitable for ... victims of domestic violence” (p. 53).
- “Develop and implement appropriate training and employment responses to assist unemployed people to access training and employment of their choice with a particular emphasis on marginalised groups” including women returners (p. 39).
- “Develop a county strategy to cater for the needs of ... victims of domestic violence” (p. 40).
- “Support women returning to the workplace” (p. 67).

FAMILY STATUS

- “Provide support [to address intergenerational and hidden poverty] for specific target groups including lone parents” (p. 39).
- “Target “non-traditional” sports groups [including women] ... and encourage usage especially of swimming and leisure facilities” (p. 92).
- “Target business start-up activities at specific groups such as women ... ” (p. 98).

C) MAINSTREAM ACTIONS

- “Develop and implement appropriate training and employment responses to assist unemployed people to access training and employment of their choice with a particular emphasis on marginalised groups” including people with disabilities (p. 39).
- “Work to remove stigmatisation and discrimination in the labour market” (p. 39).
- “Provide equality of opportunity for all within the county” (p. 40) (specific objectives and actions are listed pp. 40-42).
- “Lobby for the continued development and enhancement of family friendly working policies” (p.41).

- “Ensure the development of, and access to, a diverse range of quality affordable childcare services and facilities” (specific actions are listed) (p. 41).
- “Expand and improve health services targeted at specific groups [including Travellers] and ensure equality of access” (p. 44).
- “Expand and improve health services targeted at specific groups [including men and women] and ensure equality of access” (p. 44).
- “Provide accommodation suitable for ...various ethnic groups” (p. 53).
- “Ensure that the needs of minority groups are included in mainstream and community education initiatives” (p. 61).
- “Ensure equality of access to lifelong learning for all sectors of the community” (specific objectives and actions are listed) (p. 61).
- “Identify and respond to the particular problems experienced by women in agriculture” (p. 86).

4.24 NORTH TIPPERARY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Promote disability awareness training [in education] through the establishment of a managed programme of provision involving third level institutions, second level schools and voluntary organisations” (p. 50).
- “Provide appropriate in-service training for teachers on ‘ethnicity and multi-culturalism” (p. 55).
- “Ensure that all members of the community are aware of their legal rights and of their responsibilities towards other people ... Develop information booklet for statutory and voluntary sector [particular action under ‘Ethnic Groups’]” (p.55).
- “Establish a [health awareness] programme to promote disability awareness [and] equality awareness in schools, with employers, public officials etc” (p. 60)
- “Develop the provision of anti-racism and anti-discrimination training and awareness for public officials, voluntary bodies and the public” (p. 61).
- “Establish appropriate mechanisms to ensure that the selection of [community] representatives facilitates wide representation” (specific actions are listed) (p. 72).
- “Develop the capacity of people from different backgrounds to work together” (specific actions are listed) (p. 72).
- There is a commitment to Equality Proofing but an acknowledgement that only “an informal proofing process has taken place during the preparation of the strategy” The Board will “develop mechanisms by which [proofing can take place during the implementation process] and will ensure that the implementation and task groups use these mechanisms to assess the effects of any action prior to and during their implementation. In the event of any action failing the proofing test it will be the remit of the Board to re-consider the action and amend or abandon where appropriate” (p. 135).

B) TARGETED ACTIONS

DISABILITY

- “Ensure that adequate school buildings with appropriate access are provided to meet both pupils and teachers needs” (specific actions are listed) (p. 50).
- “Ensure that adequate mechanisms are available to facilitate the return to education by those who have had their education interrupted. ... Develop specific inter-agency programmes for ... people with disabilities” (p. 51).
- Make sure that “appropriate [health] services and facilities will be available, irrespective of ... disability..” (specific actions are listed) (p. 61).
- “Ensure that physical access barriers to buildings and other places do not exist in respect of those with sensory disabilities and limited mobility” (specific actions are listed) (p. 68).
- “Develop a resource base and good quality information regarding ... mental health” (p. 73).
- “Ensure that all [cultural] facilities are physically accessible to all and that such accessibility is incorporated into the planning and design of new refurbished facilities” (specific actions are listed) (p. 85).

OLDER PEOPLE

- “Develop [health awareness] programmes to highlight and make people aware of the signs and symptoms of abuse amongst the elderly ... ” (p. 60).
- “Ensure that appropriate elderly-care services are available in North Tipperary” (Specific actions are listed) (p. 62).
- “Use modern technologies to provide security systems for the most vulnerable members of the community [including older people]” (specific actions are listed) (p. 69).
- “Ensure that everybody in Tipperary irrespective of ... age ... is aware of the benefits of ICT” (p. 91).

YOUNG PEOPLE³⁹

- “Assess training requirements for young farmers who require off-farm training” (p. 35).
- “Ensure that young people will have the capacity to recognise and consider the value of working in, and developing, private enterprise” (specific actions are listed) (p. 44).
- “ ... Youth ... proof plans for the development of the Arts, culture and heritage” (p. 87).

BLACK AND MINORITY ETHNIC PEOPLE⁴⁰

- Ensure “that no member of the community of North Tipperary will experience negative discrimination as a result of their ethnic background or origins” (specific objectives and actions are listed) (p. 55).
- Ensure “that each member of the community of North Tipperary will feel equally valued and cherished irrespective of their ethnic background” (p. 56) (specific objectives and actions are listed pp. 56-57).
- Ensure “that members of different ethnic groups within North Tipperary will have tolerance and respect for the way of life of other ethnic groups” (specific objectives and actions are listed) (p. 57).
- Ensure “that the community of North Tipperary will welcome the development of multi-culturalism within the county” (specific objectives and actions are listed) (p. 57).
- Ensure that “those ethnic groups that have been subject to discrimination will be treated in a way that would redress the results of such discrimination” (specific objectives and actions are listed) (p. 58).
- Ensure that “all ethnic groups will have available to them the social and economic means to partake fully in the wider society” (specific objectives and actions are listed) (p. 59).
- “Ensure that social and cultural facilities are provided in a manner that reflects the needs of different social and ethnic groupings” (p. 68).

- Ensure “that diversity and multi-culturalism will be valued and promoted throughout North Tipperary” (specific actions are listed) (p. 88).

TRAVELLERS⁴¹

- “Review the County Council Traveller Accommodation Plan regarding the accommodation needs of Travellers” (p. 56).

GENDER

- “Ensure that women in agriculture have equal access to education and training opportunities as their male counterparts” (specific objectives and actions are listed) (p. 36).
- “Review and develop Women in Enterprise Networks in North Tipperary” (p. 44).
- “Organise dedicated [entrepreneurial] training programmes aimed at women” (p. 44).
- Ensure that “appropriate [health] services and facilities will be available, irrespective of ... gender.” (specific actions are identified) (p. 61).
- “identify the extent of child and gender-specific poverty within the county” (p. 77).

C) MAINSTREAM ACTIONS⁴²

- “Prepare a plan for the integrated provision of adult education, lifelong learning and training” (p. 50).
- “Ensure that education is provided in a manner that reflects the needs of different social and ethnic groupings” (specific actions are listed) (p. 52).
- Ensure that “appropriate [health] services and facilities will be available, irrespective of ... ethnic group..” (specific actions are identified) (p. 61).
- “Promote flexible working arrangements amongst the business community to assist people returning to work” (p. 77).
- “ ... Disability ... proof plans for the development of the Arts, culture and heritage” (p. 87).

4.25 OFFALY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE⁴³

- “Promote equality as a core value in county Offaly. Develop an equality policy which will inform the work of the CDB and that of its constituent bodies” (p. 83).
- Work on a regional level with surrounding counties to create “a culture of acceptance of diversity regardless of religion, race, culture or sexual preference” and “ensure that the midlands will be a region of equality and diversity” (p. 125).
- Equality proof the strategic process to “eliminate direct and indirect discrimination victimisation” across the nine grounds (p. 128).
- Identify where capacity building needs exist and address those needs on an ongoing basis to address the fact that some groups working on particular issues were not involved in the process as they “are not organised locally and individuals experiencing inequality have no means of networking” (p. 129).

B) TARGETED ACTIONS

DISABILITY

- Ensure that “services, opportunities, recreational activities and real choices will be available to people with disabilities” (p. 83).
- “Develop [health] initiatives to proactively reduce the stigma attached to mental illness and disability” (p. 64).
- Ensure that childcare provision meets the needs of children with disabilities. Source and offer training modules on working with children with special needs [for childcare workers] (p. 92).

OLDER PEOPLE

- Support older people to undertake “lifelong learning activities, particularly in relation to the use of technology and in acquiring new skills to enhance their lives”

by providing information on training opportunities, developing targeted technology initiatives and ensuring that websites are accessible (p. 85).

- “Facilitate the contribution of older adults to the community and voluntary sector” by establishing a volunteer resource centre in the county (p. 85).
- “Promote awareness of ageism in the workplace” (p. 85).

YOUNG PEOPLE

- “Target early intervention initiatives at young people identified as being at risk of becoming involved in crime” (p. 36).
- “Raise awareness among young people on the misuse of alcohol and drugs” (p. 36).
- “Design and disseminate information to address the [health] needs of young people” (p. 64).
- Put mechanisms in place in the public sector, which achieves participation by children in matters, which affect them. (specific actions are listed) (p. 88).
- “Provide quality supports and services for children to promote all aspects of their development”. (specific actions are listed) (p. 91).

BLACK AND MINORITY ETHNIC PEOPLE

- Ensure that “new and different cultures [can] be expressed openly within the county and appreciated by all cultures”. All partners should adopt an “intercultural approach” (p. 56).
- “Hold an intercultural awareness seminar and celebration of diversity in 2003” (p. 56).
- Develop [health] initiatives to proactively address racism (p. 64).
- Ensure that childcare provision meets the needs of children from ethnic minorities. (p. 92).
- Draw up a strategy for the accommodation needs of minority groups such as asylum seekers and non-nationals (p. 121).

TRAVELLERS

- Provide intercultural training for children so that “all children, including Traveller children and other marginalised groups achieve their full potential” (p. 91).
- Ensure that childcare provision meets the needs of Traveller children. (p. 92).
- Ensure support for Traveller Accommodation Forum from all partners (p. 121)

GENDER

- “Develop a preventative approach to violence against women addressing educational awareness, resourcing and interagency support” (p. 83).

FAMILY STATUS

- “Develop family support services with specific emphasis on disadvantaged households” (p. 66).

C) MAINSTREAM ACTIONS⁴⁴

- “Promote equal opportunities and healthy communities using ICT (Information and Communications Technology]” (p. 23).
- “Develop a comprehensive, co-ordinated rural transport system” (p. 33).
- “Develop an implementation path for the health inequalities strand of the National Health Strategy” (p. 81).
- Ensure that the needs of “minority communities will be understood and addressed” by evaluating existing services to “ensure that they are being designed in an accessible and culturally appropriate manner” (p. 83).
- Ensure that websites will be accessible to people with disabilities (p. 85).
- “Establish lifelong learning as a core value, actively promoted among employers within the county” (p. 45). Establish an Interagency Co-ordinating Committee on Lifelong Learning (p. 103).

4.26 ROSCOMMON

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Ensure an “inclusive and participative process in developing and implementing the strategy” (p. 11).⁴⁵
- Equality proof the CDB strategy (p. 12).
- “Develop a framework of service delivery to ensure adequate responses to individuals and key target groups that ensures equality, community democracy, active citizenship and social inclusion” (p. 48).
- “Ensure equality of access, participation and outcome for all ... Encourage all organisations to develop equality policies and use equality ... proofing mechanisms” (p. 56).
- “Encourage and ensure the inclusiveness of disadvantaged groups in the Community Forum and support the development of new groups” (p54).

B) TARGETED ACTIONS

DISABILITY

- “Seek to ensure disabled access to all buildings where practicable” (p. 46).
- “Increase sheltered and supported housing for ... people with disabilities” (p. 48).
- “Reduce the stigma of mental illness and improve mental health” (p. 50).
- “Adopt proactively a civil and human rights based perspective in the development of policy and practise for people with disabilities” (p. 56).

OLDER PEOPLE

- “Increase sheltered and supported housing for ... older people” (p. 48).

- “Maximise opportunities for older people to live in dignity and independence at home in accordance with their wishes” (p. 49).
- “Improve the quality, and increase the availability of hospital, day hospital and residential care for older people and provide it as near as possible to their homes or communities” (p. 49).

YOUNG PEOPLE

- “Address the problem of early school leavers and disaffected students” (p. 50).
- “Enable young people to participate actively in their own development ... ” (Specific actions listed) (p. 54).

BLACK AND MINORITY ETHNIC PEOPLE

- “Respond to the accommodation needs of ... refugees and asylum seekers” (p. 48).
- “Create awareness in the education system of the need of children of migrant workers, refugees and asylum seekers” (p. 50).
- “Encourage community organisations to develop a cultural dimension and to have an inclusive respect for the other cultures within the community” (p. 58).
- “Build on the potential of the library service for cultural development and the participation of marginalised socio economic and minority cultural groups” (p. 58).
- “Promote multi-culturalism through programmes, festivals and arts events involving people from various backgrounds and cultures” (p. 58).
- “Develop education programmes/projects in schools, involving people from various backgrounds and cultures” (p. 58).

TRAVELLERS

- “Respond to the accommodation needs of Travellers” (p. 48).
- “Ensure that Travellers and other ethnic groups are supported and respected for their unique culture and heritage” (p. 55).

FAMILY STATUS

- “Encourage and support the care of dependent people in their own community by family, neighbours and others” (p. 48).

GENDER

- “Promote the involvement of women in entrepreneurial activity” (p. 42).
- “Develop supports and training to maximise employment opportunities for women” (p. 52).
- “Maximise the safety of adults and children where there is an issue of domestic violence” (p. 50).

C) MAINSTREAM ACTIONS

- “Implement the recommendations of the rural transport audit with particular regard to women” (Regional Action) (p. 40).
- “Implement the recommendations of the rural transport audit with particular regard to ... older people.” (Regional Action) (p. 40).
- “Implement the recommendations of the rural transport audit with particular regard to people with disabilities.” (Regional Action) (p. 40).
- “Ensure that quality life-long learning opportunities are available to all” (specific actions included) (p. 51).
- “Ensure that children and their families have access to good quality affordable childcare services and that family friendly policies and practices will be developed and implemented in the workplace” (p. 53).
- “Seek to ensure that those at risk of exclusion e.g. women. People with disabilities, older people ... men and ethnic minorities are not left out when planning initiatives, including in the ICT sector” (p. 55).

4.27 SLIGO

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Increase awareness and appreciation of diversity amongst all staff in education and training, and their pupils, thereby ensuring the integration of all school going children” (p. 30).
- “Promote equality of access to, and participation in, economic, social and cultural development and acknowledge diversity (specific objectives are listed-see actions below) (p. 33).
- “Develop, adopt and implement as appropriate an Equality Charter for CDB Constituent Members” (p. 33).
- Increase “promotion of equality issues ... Increase awareness of the need for a society in Sligo where everyone is considered equal and where barriers for full participation are removed” (p. 33).
- “Promote and cultivate a culture in work environments throughout the county that endorses and implements equality policies and practises” (p. 33).
- Develop a Proofing Sub Committee “to consider the ongoing proofing of the strategyOne of the first functions of this sub-committee will be to establish a set of indicators and tools to facilitate the ongoing proofing of the strategy in terms of the six core values identified ... including ... equality and gender” (p. 39).

B) TARGETED ACTIONS

DISABILITY

- “Provide appropriate accommodation for people with disabilities in County Sligo” (p. 32).
- “Raise awareness of the contribution of accessible transport systems for health promotion” (p.34).

- “Ensure the availability of accessible and affordable [sporting and recreational] facilities in county Sligo irrespective of ... disability” (p. 37).

YOUNG PEOPLE

- “Reduce the number of young people who are most at risk of becoming Long Term Unemployed through the establishment of a Sligo Business and Education Partnership (p. 31).
- “Consider the issues affecting youth services and childcare in county Sligo and co-ordinate, support and develop appropriate responses to these” (specific objectives are listed) (p. 33).

OLDER PEOPLE

- “Ensure access to active and enjoyable recreational activities for the older adult, thereby providing physical exercise, mental stimulation and social participation” (p. 37).

BLACK AND MINORITY ETHNIC PEOPLE

- “Ensure the availability of accessible and affordable [sporting and recreational] facilities in County Sligo irrespective of ... ethnic group” (p. 37).

TRAVELLERS

- “Ensure the implementation of the Traveller Accommodation Programme” (p. 32).

GENDER

- “Value the position and contribution of rural women and facilitate their education, training and progression to accessible employment within a support infrastructure” (p. 26).
- “Ensure the availability of accessible and affordable [sporting and recreational] facilities in county Sligo irrespective of ... gender” (p. 37).

C) MAINSTREAM ACTIONS⁴⁶

- “The strategy aims to ensure that, by 2012, everyone in the county will have the right to equality of access, to equality of participation, to equality of outcome and to equality of condition, regardless of their gender, marital status, family status, sexual orientation, religious belief, age, disability, race and membership of the Traveller community” (p. 7).
- “The overall concept of equality ... must be accepted and included in the work of the board” (p. 6).
- “Encourage increasing numbers of adults to participate in Lifelong Learning opportunities throughout their lives” (p. 30).
- “Ensure that all people in Sligo can attain their full potential for health (physical, mental and social well-being) regardless of age, gender, disability, race, religion, marital status, family status, sexual orientation, membership of the Traveller community and socio-economic status” (specific objectives are listed) (p. 34).
- “Develop recreation and sporting activities that encourage those people who are marginalised or disadvantaged to play a more active role in society” (p. 37).

4.28 SOUTH DUBLIN

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Promote the development of support systems and structures to assist marginalised groups and individuals play and active role in society” (p. 25).
- Continue “the process of equality proofing actions ... throughout the implementation of the strategy” (p. 27).
- “Develop a countywide rights based approach to promoting equality” ... “Promote equality of opportunity and equality of outcome for all people of the county with particular reference to the grounds outlined in the Equal Status Act 2000 and future equality or rights based legislation” (p. 27).
- “Promote the participation of groups experiencing inequality in the planning, implementation and evaluation actions, in particular with respect to monitoring and review of equality impacts and outcomes” (p. 27)
- “Develop innovative and effective actions to remove barriers to participation and to address mobility and accessibility requirements across the nine grounds outlined in the Equal Status Act 2000” (p. 27).
- “The County Statistic Office to identify and collect data/statistics specific to the different grounds and to explore strategies ... to address data deficits” (p. 27).
- “Ensure that information and communications around the strategy are accessible to groups across all the grounds” (p. 27).
- “Enhance the capacity of all sectors to realise equality outcomes” ... “SDC Development Board partners to model effective means of promoting equality throughout their services and programmes and develop capacity to implement equality objectives, equality proof actions and identify models of good practise” (p. 27).
- “Develop the capacity of implementing organisations to realise equality outcomes, including developing equal status policy” (p. 27).
- “All SDC Development Board partners to develop Equality Implementation

Scheme within the period of the first Implementation Plan (specific details are outlined) (p. 27).

- “Support issue-based work through the arts, for example, literacy, sexuality, domestic violence” (p. 32).
- “Promote the development of supports for employers so that they can adequately provide opportunities for employees, particularly in the context of the ... Equality Legislation” (p. 37).

B) TARGETED COMMITMENTS

DISABILITY

- “Address issues of physical accessibility in all venues” (p. 25).
- “Advocate that disability issues should not be a barrier to participation in education” (p. 41).
- “Promote the engagement of all relevant agencies in targeting and reducing stigma and discrimination experienced by mental health users ... ” (p. 48).
- “Improve the living environment for people with specific needs (specific actions are listed p. 52).
- “Promote equality of access to public transport for disabled people” (p. 56).

OLDER PEOPLE

- “Create programmes for older people to address educational needs including Information and Communications Technology” (p. 41).
- “Examine the age profile of the area to enable the long term planning for the future health needs of the population of South Dublin” (p. 49).
- “Improve the living environment for people with specific needs (specific actions are listed p. 52)

YOUNG PEOPLE

- “Develop an interagency approach to respond to issues for young homeless people” (p. 61).

BLACK AND MINORITY ETHNIC PEOPLE

- “Widen understanding of growing cultural diversity and support expression of cultural diversity” ... “Develop new ways of learning about and appreciating the cultural diversity of the people of the county by bringing together all relevant players” ... “Support the development, management and promotion of festivals within the county which build upon the many cultural activities already taking place” (p. 33).
- “Develop a full range of supports for economic participation for refugees and asylum seekers who have the right to work” (p. 37).
- “Identify and implement appropriate support programmes to overcome language barriers for non-nationals in pursuing education” (p. 39).
- “Support the introduction of a range of anti-racism initiatives and supports to reduce crime against minorities” (p. 59)

TRAVELLERS

- “Encourage research on Traveller Economy as a basis for new and culturally appropriate forms of support” (p. 36).
- “Support a good standard of accommodation for Travellers suitable to their needs (specific actions are listed p. 52).
- “Support the provision of a range of environmental services to halting sites and support that this is upheld in the Traveller Accommodation Programme” (p. 53).
- “Provide effective and appropriate support for the implementation of ... The Traveller Accommodation Programme 2001” (p. 53).
- “Encourage Local Authorities in the Greater Dublin area to work together in a comprehensive way to provide transient accommodation sites for Travellers” (p. 55)

GENDER

- “Support affordable, family-friendly programmes and initiatives which will enable women to move from working in the home to paid employment” (p. 37).
- “Support the promotion of women’s health through the development of education and awareness initiatives” (p. 47).
- “Develop partnerships between relevant state sector providers and communities to adopt consistent and effective approaches to dealing with domestic violence issues” (p. 61).

C) MAINSTREAM COMMITMENTS

- “Ensure cultural initiatives in the community that create contact between differing social groups” (p. 32).
- “Support the development of lifelong learning which can take account of particular needs of prior learning” (p. 39).
- “Support specific health promotion initiatives targeted at vulnerable groups” (p. 47).
- “Advocate that all [health] services are delivered in an ethos of equitable access ...” (p. 48).
- “Target preventative [health] services to meet the needs of specific groups and develop consultation mechanisms to facilitate increased participation and access to services by target groups” (p. 48).
- “Develop the necessary resources and supports in order that the health needs of minority groups are addressed” (p. 49).
- “Adopt a multi-agency approach to the care of specific groups, for example, appropriate accommodation for older people and disabled people who require care in their home and for Travellers” (p. 50).

- “Produce a comprehensive Community Infrastructure Needs Assessment on a ten year cyclical basis catering for adequate provision and management of youth, community, cultural and sporting facilities which are fully accessible and meet identified needs” (p. 55).

4.29 SOUTH TIPPERARY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Include information on the participation of the nine target groups [under the legislation] and equality outcomes being achieved in progress reports of the board (p. 21).
- Establish Programme Management Groups to manage and monitor the implementation of each programme (p. 18). They will meet bi-annually and one meeting will include the “inspection of each new action to ensure that it meets the guidelines on equality (including gender)” with a view to producing a proofing report (p. 18).
- Carry out “annual reviews of the effectiveness of the Social Programme and correct impediments to the participation of socially excluded individuals or groups” (p. 9).
- Discuss issues arising from equality (including gender) at the February meeting of the board each year (p. 19).

B) TARGETED ACTIONS

DISABILITY

- Prepare and implement a strategic plan to meet the need of people with physical disability in the Cashel catchment area. (p. 9).

OLDER PEOPLE

- “Set up a strategic plan to meet the needs of elderly people in the Tipperary town catchment area” (p. 9).

YOUNG PEOPLE

- “Help provide equal opportunities and more initiatives for young people in Clonmel through support of the inter agency plan” (p. 9).

BLACK AND MINORITY ETHNIC PEOPLE

- Promote “the growth of a tolerant society that accepts cultural and ethnic diversity” (p. 1).
- Consult with minority ethnic groups “to design and deliver a plan to promote inclusion of their cultures in the county” (p. 12)

TRAVELLERS

- Support pilot Traveller Community actions and the ongoing community development work with Travellers (p. 9).
- Consult with Travellers to design and deliver a plan to promote inclusion of their culture in the county (p. 12).

GENDER

- “Support the Local Action Network on Violence against Women to implement their recommendations” (p. 9).

C) MAINSTREAM ACTIONS⁴⁷

- Encourage “lifelong learning in the county” (p. 1).
- “Encourage an improvement in the work environment to support a better family lifestyle” (p. 7).
- “Implement the County Childcare Strategy” (p. 9).

4.30 WATERFORD CITY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE⁴⁸

- “Promote the equality agenda ... Support communities covered under equality legislation to access their rights” (p. 28).
- Develop “an agreed protocol for consulting on plans and programmes” (p. 51).⁴⁹
- “Have all agencies gather data and statistics at city level” (p. 51).⁵⁰
- Proof implementation of the strategy from an equality perspective (p. 59).
- “Endeavour, through training, to develop in-house expertise (staff and board members) in proofing mechanisms and best practise” (p. 59).

B) TARGETED ACTIONS

DISABILITY

- “Develop Waterford as a city where disabled people can fulfil independent lives” (p. 28).
- “Assess how best to meet the [educational] requirements of people with special educational needs including ... [the] disabled ... and people with learning difficulties” (p. 35).

YOUNG PEOPLE

- “Develop a strategy to meet the needs of youth” (actions are listed) (p. 28).

BLACK AND MINORITY ETHNIC PEOPLE

- “Support the integration of refugees /asylum seekers into society” (p. 28).
- “Assess how best to meet the [educational] requirements of people with special educational needs including ... refugees ... ” (p. 35).

TRAVELLERS

- “Develop an integrated and co-ordinated approach to address the needs of Travellers in a holistic manner” (p. 28).
- Implement the Traveller Accommodation Plan (p. 28).
- “Assess how best to meet the [educational] requirements of people with special educational needs including Travellers ... ” (p. 35).
- “Develop pilot [People Focused Service Delivery] initiatives to deliver integrated services to agreed target groups i.e. Travellers” (p. 51).

C) MAINSTREAM ACTIONS⁵¹

- “Support the development and establishment of fora for target groups, building on existing where appropriate” (p. 28).
- “Promote the integration of target groups into society and the workplace” (p. 28).
- “Have equal access to all levels of education and lifelong learning” (specific objectives are listed) (p. 35).

4.31 WATERFORD COUNTY

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “Ensure that local public policies, plans and practise are ‘proofed’ against ... equality” (p. 30).
- “Develop models for assessing and evaluating the impact of local policies and practise on communities in the county” (p. 30).
- “Develop programmes which counter discriminatory attitudes and practises” (p. 31).
- “Develop and implement a code of practise for all public service providers” (p. 31).
- There is a commitment to ensuring that the strategy “respects the marginalised and disadvantaged, ensures sustainability and equality and has regard for gender issues”. “A proofing template and protocol have been developed by the board and will be used by the implementation groups in order to ensure that a cohesive and consistent approach to the proofing process is adopted” (p. 68).

B) TARGETED COMMITMENTS

OLDER PEOPLE

- “Pilot a community based ICT project for older people” (p. 33).
- Ensure that “older people feel safe and secure in their homes/place of residence ... develop and implement a programme to increase the number and effectiveness of community alert schemes” (p. 51).

GENDER

- “Establish a project which develops the full potential of ICT for all rural women” (p. 33).
- “Increase the number of women entrepreneurs in the county ... develop a start up programme for women” (p. 36).

- “Identify and eliminate barriers to equal access to health services” (p. 51).
- “Identify and eliminate the barriers to the participation of women in gaining access to all levels of training and employment opportunities”(specific actions are listed p. 56)

C) MAINSTREAM COMMITMENTS

- “Develop a local Charter of Citizens Rights which all agencies and organisations implement. Research and identify obstacles to participation and develop a programme for their elimination” (p. 29).
- “Develop a programme for training and resourcing targeted groups and communities within the county” in order to “build the capacity of disadvantaged groups to actively engage in the development of their communities” (p. 30).
- “Develop an integrated and accessible transport service to, and within, the county” (p. 41).
- Ensure “that all people in County Waterford will participate in high quality facilities and opportunities for life long learning” (p. 47) (specific actions are listed p.p. 47- 49).
- “Develop an integrated register of ... incidents of domestic violence in the county” (p. 51)
- “Develop an action plan for the full implementation of the child care strategy” (p. 52).
- “Increase the participation of marginalised groups in the labour force ... develop one rural and one urban pilot project per year targeted at identified groups” (p. 56).
- “Make the heritage of County Waterford more accessible ... develop an access plan for heritage sites in the county” (p. 60).
- “Identify and eliminate barriers to participation in sport for all people” (p. 61)

4.32 WESTMEATH

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Commit to ongoing proofing of its implementation including proofing from an equality perspective (p. 29).
- “Work with the Equality Authority to further address equality issues over the lifetime of the Strategy” (p. 50).
- Develop “a community of participation and belonging where all sections of the population have a part to play in its developmentThe Board recognises the importance of consultation with the groups concerned with the equality agenda. In that regard, the Board will request the Community and Voluntary Forum to identify and include those groups not involved in the Strategy process to date” (p. 50).
- Work on a regional level to promote equality (p. 47).Address equality for “women, people with disabilities, members of the Traveller community, gay and lesbian residents, refugees and other living as minorities in the region.The Boards are all committed to creating a culture of acceptance of diversity regardless of religion, race, culture or sexual preference.A cross-regional approach to equality will be undertaken”. (p. 58).

B) TARGETED ACTIONS

DISABILITY

- Ensure that people with a disability “will have equal opportunity to participate in social, cultural and economic activity in the county” (specific objectives are listed) (p. 27).
- “Provide security for people with special needs” (p. 39).
- Ensure that people with an intellectual/physical/sensory disability “will receive a quality service, delivered locally and responsive to their individual needs” (p. 39).

- Ensure that people with disabilities have access to suitable transport especially in rural areas (p. 45).

OLDER PEOPLE

- “Provide suitable and targeted resources, supports and services to enhance the well being of older people in the county” (specific objectives are listed) (p. 26)
- Ensure that ... older people have access to suitable transport especially in rural areas (p. 45).

YOUNG PEOPLE

- “Value and develop children and youth in the county” (specific objectives are listed) (p. 36).

BLACK AND MINORITY ETHNIC PEOPLE

- Ensure that “people of diverse cultures and ethnic groups will be welcomed, supported and valued in the community”. Develop “an agreed approach to addressing the various needs of refugees, asylum seekers, non-national workers and others” (p. 27).
- “Promote and celebrate the multi-ethnic ... heritage of Westmeath” (p. 43).

TRAVELLERS

- Ensure that the Traveller community “will have access to high quality services and infrastructure and be respected for their unique heritage and culture” (specific objectives are listed) (p. 27).

FAMILY STATUS

- “Provide support and services to assist people parenting alone in the county” (specific objectives are listed) (p. 27).

RELIGION

- “Promote and celebrate the multi-ethnic and diverse religious heritage of Westmeath” (p. 43).

C) MAINSTREAM ACTIONS

- Ensure social inclusion which incorporates the “need to ensure that minority groups, people of different nationalities, ethnic and cultural backgrounds, people with disabilities, the elderly, children and young people are recognised as valuable members of the community, are provided with equal opportunities to participate in the life of the county and do not suffer from discrimination” (p. 25).
- Ensure that “all people in Westmeath with have access to high quality childcare” (specific objectives are listed) (p. 28).
- “Develop and implement suitable [employment] access, induction and training opportunities for target participants and communities” (p. 32).
- “All people in Westmeath will have the opportunity to participate in ‘life-long learning’ (specific objectives are listed) (p. 38).

4.33 WEXFORD

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- “A significant issue which arose for the CDB during its analysis was access to good data at county and sub-county level on social exclusion related issues. Although significant progress was made, there are substantial grounds for improvement and a key focus of the CDBs work on an ongoing basis will be to collate and publish such data” (p. 25).
- “Monitor minimum wages, particularly to vulnerable groups, including young people [and] non-nationals” (p. 46).
- “Proof public sector and local development agency plans for their impact on poverty, gender, equality and social exclusion in the County” (p. 56).
- “Ensure appropriate consultation with target groupings⁵² in relation to service delivery” (p. 56).
- “Develop and appropriate information programme on all available public services and payments” (p. 56).
- “Overcome the causes of social exclusion through capacity building” (p. 57).

B) TARGETED ACTIONS

DISABILITY

- “Improve access [to appropriate public transport] for people with disabilities” (p. 45).

BLACK AND MINORITY ETHNIC PEOPLE

- “Assess the housing need of asylum seekers and refugees” (p. 49).
- Be a vibrant welcoming county, valuing a multicultural society” (p. 62) (specific goals and objectives are listed pp. 62-64).

- “Foster the development of community spirit and respect for the diversity of cultures that enriches the county” (specific objectives are listed) (p. 63).
- “Promote a multi-cultural society throughout the county [through arts and culture]” (p. 65).
- “Increase participation [in sports and leisure activities] across the ... cultural ... divides ... ” (p. 66).

TRAVELLERS

- “Address the accommodation needs of Traveller households through access to affordable, good quality, culturally appropriate accommodation (specific actions are listed) (p. 50).

GENDER

- “Develop a specific re-skilling training programme for rural women” (p. 36).

FAMILY STATUS

- “Improve access to “mainstream health and social care facilities” for lone parents (p. 47).

C) MAINSTREAM ACTIONS⁵³

- Improve access to “mainstream health and social care facilities” for people with disabilities (p. 47).
- Improve access to “mainstream health and social care facilities” for Travellers (p. 47).
- Improve access to “mainstream health and social care facilities” for older people ... (p. 47).
- Improve access to “mainstream health and social care facilities” for older people, children and young people (p. 47).

- Improve access to “mainstream health and social care facilities” for asylum seekers (p. 47).
- Develop “ a systematic approach that will provide lifelong learning opportunities for all residents of county Wexford” (p. 52) (specific goals and objectives are listed pp. 52-56).
- “Improve access of key target groups...to mainstream public and state services and facilities ... ” (p. 56).
- “Increase participation [in sports and leisure activities] across the ages ... ” (p. 66).
- “Increase participation [in sports and leisure activities] across the ... sexes ... ” (p. 66).
- “Develop employment conditions to facilitate home working” (p. 69).

4.34 WICKLOW

A) ACTIONS WITH A VIEW TO BUILDING A LOCAL EQUALITY INFRASTRUCTURE

- Devise a Citizen's Charter to ensure best practise in information dissemination models and establish a countywide information providers network. (p. 53).
- "All CDB partners to develop an Equality Implementation Scheme for their respective organisations within 6 months. This scheme is to be developed where appropriate, in consultation with the Equality Authority and in accordance with their guidelines" (p. 54).
- "Consider incorporating the Equality Authority's equality proofing guidelines alongside its [CDBs] existing proofing guideline in future reviews of the strategy" (p. 54).

B) TARGETED ACTIONS

DISABILITY

- Enable people with disabilities to participate equally in social, community and economic life" (p. 52). Carry out a statistical analysis on the range and extent of disability in the county, develop an independent advocacy project, support the process of disability proofing social and public policy, develop a comprehensive and accessible information service on rights/entitlements/broader issues and create employment opportunities. (p. 53).
- "Provide quality and safe public transport systems ... including the needs of people with disabilities and those who are mobility impaired" (p. 37).
- Identify specific health needs in the areas of disability and mental illness in consultation with those directly affected. Develop appropriate action plans. (p. 55).

OLDER PEOPLE

- Identify specific health needs of older people in consultation with them. Develop appropriate action plans. (p. 55).

- Implement and monitor the effectiveness of housing schemes for older people (p. 56).

YOUNG PEOPLE

- Provide a dedicated space for Youth Arts (p. 48).
- Provide facilities to meet the needs of young people (in consultation with them) and ensure greater co-ordination of services. Provide professional youth development facilitators, develop a policy on the provision of play areas and produce an audit of youth services (p. 49).
- Make Wicklow a child friendly county. Support the work of the Local Childcare Committee (p. 49).

BLACK AND MINORITY ETHNIC PEOPLE

- Identify specific health needs of asylum seekers and refugees in consultation with them. Develop appropriate action plans. (p. 55).
- “Recognise and appreciate cultural differences in our community while specifically targeting support to ensure full participation by all in arts/cultural activities” (p. 52).

TRAVELLERS

- Support initiatives to deal with the very basic elements, which may prevent children from achieving in school including children from the Traveller community (p. 55).
- Identify specific health needs of Travellers in consultation with them. Develop appropriate action plans. (p. 55).
- Implement and monitor the effectiveness of the Traveller Accommodation Programme (p. 56).

GENDER

- “Compile a comprehensive statistical evaluation into the role and position of women on Wicklow Farms”. “Support the implementation of the recommendations from the report of the Advisory Committee on the Role of Women in Agriculture” (p. 45).

- Identify specific health needs in the area of domestic violence in consultation with those directly affected. Develop appropriate action plans. (p. 55).
- “Identify relevant agencies/schemes to facilitate eldercare/home helps in rural areas both as care providers and a source of local employment [for women in agriculture]” (p. 45).

C) MAINSTREAM ACTIONS⁵⁴

- “Eliminate access barriers for all, through good layout and design practises for roads, footpaths etc ... especially for the disabled [and] the elderly ... In the long term to create accessible environments in all developments including access to amenities, businesses and shops, restaurants and provision of accessible public toilets” (p. 37).
- “Promote the creation of a 1% capital grant building scheme to refurbish public and private developments to improve accessibility for people with disabilities” (p. 37).
- Promote Life Long Learning. “Ensure local access to learning programmes which would include crèche, transport or IT support” (p. 46).
- Provide training/awareness raising sessions for employers, which would include the promotion of childcare facilities (p. 47).
- Promote “equality of opportunity and outcome on the nine grounds in the Equal Status Act, 2000” (p. 52).
- Support initiatives to deal with the very basic elements, which may prevent children from achieving in school including children and young people with disabilities [and] children from ethnic communities (p. 55).
- Ensure that in terms of service delivery, specific emphasis is placed on the needs of particular groups including staff and clients with childcare needs, staff and clients with disabilities, Traveller clients and staff, “non-statistical” women, marginalised men. Service delivery should also address the low number of women achieving management positions and the needs of “other emerging groups” (p. 54).

- Identify specific health needs in the area of 'emerging groups' in consultation with those directly affected. Develop appropriate action plans. (p. 55).
- Ensure that the views of people with disabilities are represented on the new County Literacy Network Group (p. 56).

Footnotes

- 1 As defined under the equality legislation.
- 2 Equality Impact Assessment Guidelines, Forthcoming from the Equality Authority.
- 3 There is a gender equality working-group reporting to the Board (p. 81).
- 4 There is an 'Equality, Poverty Reduction and Community Development' working group which reports to the Board.
- 5 No specific reference to equality.
- 6 There are 4 focus groups informing the work of the board: Travellers, Gender, Proofing and Youth.
- 7 Refers to 'people with ethnicity' in the plan.
- 8 One of the 4 key themes of the strategy is A Diverse and Inclusive City. This is defined as a city which "recognises and celebrates diversity and difference within the city and its neighbourhoods, while ensuring that everyone (regardless of circumstance, belief, ethnic origin, or economic status) is supported in society" (p. 7). 'Equality' is one of the strategic objectives under this theme (p. 35).
- 9 No specific reference to equality data.
- 10 The working groups include individuals representing the Age, Traveller, Disability and Race grounds (p. 84/85).
- 11 While not explicit, it is hoped that this process would incorporate the challenge of "promoting the cultural richness, diversity and heritage of Fingal" (p. 15).
- 12 A number of issues have been identified for each working group in the appendices. While these are quite comprehensive they were not included as they were not defined as commitments but 'as issues defined for their consideration' (p. 72). It would be interesting to see how that issue-based agenda is developed.
- 13 In this plan many of the goals and objectives refer to 'marginalised groups'. This is defined as including: Asylum seekers/refugees, migrants, disadvantaged women, lone parents, disadvantaged men, minority groups, older people, people with disabilities, early school leavers, Travellers, youth at risk and children at risk (among other groups) (p. 102).

- 14 Key identified target groups include men and women experiencing or at risk of absolute or relative poverty, one parent families, teenage parents, children and young people, older people, people with physical, sensory and or intellectual disabilities, carers, gay and lesbian people, Travellers, refugees and asylum seekers (p. 224).
- 15 While equality proofing is mentioned in the proofing section it is also stated “it is not possible to carry out detailed impact assessment on the overall combined impact of the [social inclusion and equality] actions contained within the strategy. These actions will form part of individual organisations policies and work programmes, which should be subject to equality impact assessments, by the individual organisations. Over time, as this information becomes available to the Board, it may be feasible to carry out a comprehensive equality impact assessment” (p. 54).
- 16 Specific actions are listed regarding ‘disability’ (p. 33).
- 17 Specific actions are listed regarding childcare (p. 33).
- 18 There is an acknowledgement of the “guidelines in equality proofing from the Equality Authority.
- 19 There is an ‘Equality and Target Groups’ Sub Committee to the CDB. (p.112).
- 20 Equality proofing is defined as incorporating poverty, gender, rural and disability proofing as well as taking account of inequalities based on the nine grounds outlined in the Equal Status Act, 2000.
- 21 The ‘Equality Strategy’ is one of three strategies, which are seen as integral to the entire plan.
- 22 The Social Inclusion Measures (SIM) working group includes representation from Disability, Age, Traveller and Youth interests.
- 23 This CDB has incorporated particularly comprehensive actions across a number of the grounds of the equality legislation.
- 24 The Leitrim Community Forum includes representation from nine sectors including disability organisations, youth organisations, marginalised men, rural women, older people and youth organisations (p. 9).

- 25 Not explicit but could be interpreted to include equality legislation.
- 26 The Social Inclusion working group have prioritised a number of groups/issues including: marginalised men, older people, marginalised women, people parenting alone, people with disabilities, and Travellers (p. 47).
- 27 “Shared Independent living refers to the allocation of social housing/apartments to include a mix of young people, young people with physical and sensory disabilities and active older people” (p. 56).
- 28 “Shared Independent living refers to the allocation of social housing/apartments to include a mix of young people, young people with physical and sensory disabilities and active older people” (p. 56).
- 29 Includes homeless youth (p. 62).
- 30 A gender equality officer is employed by the CDB (p. 10).
- 31 “Includes gays/lesbians and other non-heterosexual groups ... ” (p. 62).
- 32 A City of Equality is one of the strategic themes (p.p. 38-39).
- 33 “The board recognises that its primary focus is on the generality of inclusion and that not all nine grounds as set out in the national equality legislation have been specifically identified in the preparation of the strategy. Particular attention to the issues concerning gender, marital status and family status, age, disability, race and membership of the Traveller community are addressed. Issues applying to all the grounds including those regarding sexual orientation and religious belief are addressed in the overall context of the strategy and it’s strategic intent” (p. 50).
- 34 “The socially excluded groups specifically considered in this strategy are women, Travellers, children, youth, ethnic minorities, older people and people with disabilities” (p. 7).
- 35 There is a section in the plan called ‘Promoting Equality’.
- 36 Target groups identified include lone parents, older people, members of the Travelling community, refugees and asylum seekers (p. 51).
- 37 No explicit reference to equality.

- 38 This post may be specifically to work with women from ethnic minorities as it is an action in this area of the plan (p. 42).
- 39 'Youth at Risk' is considered one of the key 'strategy elements' for the CDB p. (i) and has a special designated task group (p. 148).
- 40 There are extensive commitments under the section 'Ethnic Groups' which include Travellers (pp. 54-59).
- 41 All of the above actions targeting 'ethnic groups' include Travellers (p. 55).
- 42 There are extensive commitments regarding childcare, which are not detailed in this report (pp. 95-109).
- 43 There is a reference to the gaps which exist in "data available locally on the nine grounds for equality proofing" and in how "public service address discrimination experience across the nine grounds locally" It states that "data collection is often included as a short term action in the strategy" but this is not evident in the plan (p. 129).
- 44 There is recognition in this plan of the difference between 'communities of interest' or 'thematic communities' and 'geographic communities' (p. 9). Groups who are identified as socially excluded include: Members of the Travelling community and their children, people with disabilities, lone parents, older people, disadvantaged young people, gays and lesbians, disadvantaged women and men and their children and minority ethnic groups, (p. 84).
- 45 The CDB consulted with the following groups as part of the process of developing the strategy: Travellers, older people, women, people with disabilities, young people, asylum seekers, refugees and migrant workers (p. 12).
- 46 Fourteen target groups are identified by the CDB which include women, Travellers, older people, young people at risk, lone parents, people with disabilities, ethnic minorities and lesbians and gay men (p. 29).
- 47 The board acknowledges the needs of those who "experience multiple forms of exclusion" (p. 7). However there is not a great amount of detail as to how this aspiration will be implemented.
- 48 There are twelve sectors represented on the Social Inclusion Strand of the Community Forum, which include: women, community youth, gays/lesbians,

disability, refugees/asylum seekers, family and childcare and the elderly. Nine representatives from the Social Inclusion Strand sit on the Community Forum Executive (p. 62).

- 49 Two of the principles which the Board consider to be essential to the consultation process were “that particular measures be taken to ensure that socially excluded groups and communities are part of the consultative process” and “that the consultation have regard to equality/gender and strive for inclusive participation of people”.
- 50 Not explicit but could include data on the nine grounds.
- 51 Target Groups are defined to include: disabled people, lone parents, Travellers, disadvantaged young people, young offenders, older people, gays/lesbians, refugees/asylum seekers, and disadvantaged women and families (p. 6).
- 52 Key target groups identified, include older people, children and young people, people with disabilities, Travellers, Asylum seekers and lone parents (p. 47 and 56).
- 53 Key target groups identified, include older people, children and young people, people with disabilities, Travellers, Asylum seekers and lone parents (p. 47 and 56).
- 54 There are a number of long term goals identified at the end of the plan, which don't appear to be part of the current strategy but rather will be “revisited during the lifetime of this strategy” (p. 59). There is a significant reference to equality proofing under the tourism measure including suggestions to “promote the Equal Status Act to ensure that all people, regardless of their sexual orientation would not experience discrimination when accessing accommodation in Wicklow” (p. 68). There are interesting actions and objectives mentioned across many of the grounds which could be encouraged at review stage.



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