

# MAINSTREAMING EQUALITY

## MAKING IT REAL

**Date:** Tuesday 22 October 2013

**Time:** 9.00am (registration) – 1.30pm (followed by lunch)

**Place:** Dublin Castle Conference Centre,  
Upper Yard, Dublin Castle, Dublin 2



Funded by the Equality Mainstreaming Unit which is jointly funded by the European Social Fund 2007-2013 and by the Equality Authority.



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THE EQUALITY AUTHORITY  
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DEPARTMENT OF  
EDUCATION AND SKILLS  
AGUS SCILEANA

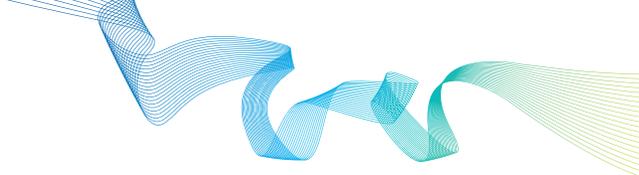
# Context

The theme of this year's annual conference on equality mainstreaming is **Making it Real**. The conference will showcase and share good practice in equality mainstreaming approaches that have been applied in the further education and training sector and within organisations responsible for delivering active labour market programmes. The conference will also showcase projects that have been funded to stimulate workplaces to take action on equality and to encourage employers to be planned and systematic in their approaches to workplace equality.

The aim of the conference is identify key equality messages for mainstream policy makers and programme designers. It is intended to reinforce the message that vocational education and training providers can have a positive impact on reducing inequality across the nine equality grounds if they integrate a focus on equality in the way they plan and deliver their services. The conference will illustrate how effective the partnership approaches between service providers, employers, trade unions and NGOs are in challenging discrimination and accommodating diversity at workplace level.

The conference is aimed at practitioners, further education, training and labour market policy makers and all those who work in educational practice, policy, advocacy or NGOs with an interest in equality and diversity.

Equality mainstreaming enables organisations to move from avoiding discrimination to promoting equality. It encourages organisations to think about potential discrimination in advance. The Equality Authority will soon be merged with the Irish Human Rights Commission. The draft legislation relating to the establishment of the new body refers to the introduction of a positive duty on the public sector to pay due regard to equality and human rights.



A positive duty is a requirement to have due regard to eliminating discrimination and promoting equality for groups protected by the equality legislation and to protect human rights. The introduction of a public sector positive duty could offer a real opportunity to advance and further embed equality mainstreaming within the public sector. This conference will also offer an opportunity to share good practice in equality mainstreaming approaches that have been applied and tested in the public and private sector that could inform the development of a positive duty on equality and human rights.

This conference is supported by the Equality Mainstreaming Unit (EMU), which has been established with funding from the European Social Fund, through the Human Capital Investment Operational Programme 2007 – 2013, and from the Equality Authority.

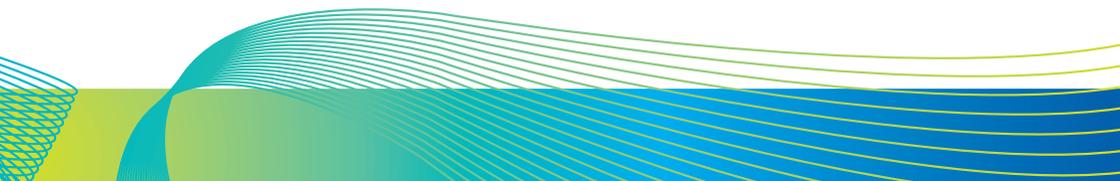
If you would like to attend this conference please return the attached registration form by Wednesday 16th October, 2013



# Programme

09:00 am	<b>Registration, Tea and Coffee</b>
09.30 am	<b>Introduction and Welcome</b> Sunniva McDonagh, SC Acting Chairperson, Irish Human Rights and Equality Commission
09.45 am	<b>Opening Address</b> Mr Alan Shatter TD, Minister for Justice & Equality
10:00 am	<b>Session One – Equality in the Labour Market and the Further Education and Training Sector</b> Chair: Laurence Bond, Head of Research and Development, Equality Authority
	<b>Speakers</b>  <ol style="list-style-type: none"><li>1. Orla O'Connor, Director, National Women's Council of Ireland: <i>Careless to careful activation: Making activation work for women</i></li><li>2. Dr. Marie Rooney, Development Officer, Dublin and Dun Laoghaire Education and Training Board: <i>Promoting equality in the design and delivery of further education and training programmes</i></li><li>3. Margaret O'Riada, Director, Galway Traveller Movement: <i>Equality mainstreaming in enterprise supports</i></li></ol> <b>Questions &amp; Answers</b>
11.20 am	<b>Tea and Coffee</b>

11.40 am	<p><b>Session Two – Equality in the Workplace</b>  Chair: Carole Sullivan, Head of Equality Mainstreaming Unit, Equality Authority</p>
	<p><b>Speakers</b></p> <ol style="list-style-type: none"> <li>1. Siobhán O’Donoghue, Director, Migrant Rights Centre of Ireland:  <i>Promoting equality in the mushroom sector: A partnership approach</i></li> <li>2. Natasha Kinsella, CEO, Irish Hospitality Institute:  <i>Ten steps to equality in the hospitality sector</i></li> <li>3. Dr. Kara McGann, Policy Executive, IBEC:  <i>Maternity and parenting toolkit</i></li> <li>4. Marian Geoghegan, Senior Training and Industrial Relations Officer IBOA, Aileen Morrissey, National Coordinator of Training and Development Mandate &amp; Carol Scheffer, National Officer CWU:  <i>Equality mainstreaming in the trade union sector: Mandate, CWU and IBOA</i></li> </ol>
12.40 pm	<p><b>Panel Discussion</b>  to include social partners and policy makers</p>
1.15 pm	<p><b>Questions &amp; Answers</b></p>
1.30 pm	<p><b>Close</b>  Reneé Dempsey CEO, Equality Authority followed by a networking lunch</p>



# Speakers

**Sunniva McDonagh, SC** - *Acting Chairperson of the Irish Human Rights and Equality Commission Designate*

Sunniva McDonagh is a senior counsel with an interest in fundamental rights, a Chair of the Mental Health Tribunal, a member of the Penal Strategy Review Group (under the Department of Justice and Equality) and a former Member of the Refugee Appeals Tribunal.

**Laurence Bond** - *Head of Research and Development, Equality Authority*

Laurence Bond has been Head of Research at the Irish Equality Authority since 2002 and has also taken on the role of Head of Development in the organisation since early 2013. Prior to joining the Equality Authority, he worked for many years in research and policy analysis in the Irish public and non-governmental sectors.

**Orla O'Connor** - *Director, National Women's Council of Ireland*

Orla O'Connor holds a Masters degree in European Social Policy from NUIM and a degree in Social Science from UCD. Orla has worked in senior management in non-governmental organisations in Ireland for over 15 years. She was previously the Head of Policy of the NWCI, and has led campaigns on a wide range of issues on women's rights, including social welfare reform, pension reform and for the introduction of quality and affordable childcare.

**Dr. Marie Rooney** - *Development Officer, Dublin and Dun Laoghaire Education and Training Board*

Marie has been in her current position, which is mainly in adult and further education, since 2005. Prior to this she managed a cross-border Education for Reconciliation project, worked in development and support of the Leaving Certificate Applied programme and for many years was a Guidance Counsellor in second level schools. In 2010 she was awarded an Education Doctorate by NUI Maynooth for her thesis on Adult Education and Mental Health Recovery.

**Carole Sullivan** - *Head of the Equality Mainstreaming Unit, Equality Authority*

Carole Sullivan joined the Equality Authority in March 2000 as a Development Officer with responsibility for the area of equality proofing. Carole has been Head of the Equality Mainstreaming Unit since 2007. Its objective is to support and encourage education and training providers and enterprises to develop planned and systematic approaches to equality. She holds a degree in Social Science and a Masters in Women's Studies.

**Siobhán O'Donoghue** - *Director of the Migrant Rights Centre Ireland*

Siobhán O'Donoghue has worked for many years in community sector organisations in Ireland, ranging from local grass roots to national policy organisations and structures. Siobhán was elected Chairperson of the National Women's Council of Ireland

in 2012. Siobhán has held membership of the National Economic and Social Council from 1999 to 2003, negotiator for the Community Platform, board member of both the European Network Against Racism and National Consultative Committee on Racism and Interculturalism. She is a current Board member of the Community Workers' Cooperative and European Network Against Racism Ireland. Siobhán is the author of 'Private Homes—A Public Concern'. She was awarded the Cathal Ryan Social Innovator Award 2011.

**Natasha Kinsella** - *Chief Executive, Irish Hospitality Institute*

Natasha holds a Masters of Hospitality Management from DIT Cathal Brugha Street 2000 and is also a honours graduate of Hotel & Catering Management from Athlone Institute of Technology. In 2004 she graduated with her second degree a BSc in Human Resources Management CIPD. In 2000 Natasha was awarded the prestigious "IHI Young Hospitality Manager of the Year". In 2007 Natasha took on the role fulltime as Chief Executive of the Irish Hospitality Institute.

**Dr. Kara McGann** - *Policy Executive IBEC*

Dr. Kara McGann is a policy executive at the Irish Business and Employers Confederation (IBEC). Kara provides advice and support on diversity, education, training and labour market activation policy and practices to IBEC member organisations. Kara holds a Masters in Social and Organisational Psychology and a PhD in leadership and gender from University College Dublin. She also holds a MBS in Management and Organisation Studies from the Smurfit Graduate School of Business. She is a Member of the Psychological Society of Ireland.

**Marian Geoghan** - *Senior Training and Industrial Relations Officer, IBOA*

Marian Geoghan is responsible for IBOA's training of members and union representatives at various levels. She also has responsibility for equality and leads the IBOA Equality Committee, which consists of Executive Committee Members from each of the main bank groups.

**Aileen Morrissey** - *National Coordinator of Training and Development, Mandate*

Aileen Morrissey has responsibility for the provision of all Mandate's training programmes for activists and staff and the management of the training centre. She was recently appointed as a member of the ICTU Executive Council.

**Carole Scheffer** - *National Officer, CWU*

Carole Scheffer has overall responsibility for the union's education and equality agenda. She is the Irish representative on the Uni Europa Women's Committee. Carole engaged with An Post which became the employer partner with input into the Equality Mainstreaming project activities.

**Reneé Dempsey** - *CEO, Equality Authority*

A former career civil servant, Ms Dempsey has as a wide range of experience across several government departments, working both at home and abroad. She has managed broad range of dossiers, including energy policy, offshore oil and gas exploration, climate change policy, the Telecom IPO, transport, radiation protection policy and most recently, was head of the Disability Equality Unit in the Department of Justice, Equality and Law Reform. She has represented Ireland at EU, UN, OECD, IEA, NEA and IAEA level and has chaired EU Working Groups during Ireland's Presidency of the European Union. She was appointed to her current role as Chief Executive of the Equality Authority of Ireland in May 2009.



# MAKING IT REAL 22 October 2013

## Registration Form

### Contact Details

Name:

Address:

Organisation:

Mobile:

Email:

Lunch: Please indicate if you will be staying for lunch. Yes  No

**Special Dietary Requirements:** If you have any special dietary requirements, please circle or tick your preferred choice.

Vegetarian

Vegan

Gluten Free

Diabetic

If other please specify: \_\_\_\_\_

If you have any specific needs (e.g. a sign language interpreter, wheelchair accessibility, etc.), please let us know in advance.

Please return this form by Wednesday 16th October, 2013 to:  
Making It Real, Equality Authority, Birchgrove House, Roscrea, Co. Tipperary  
By fax to: (00353) 0505 22388.

Phone contact: Ciara Crampton (00353) 0505 24126 or email [info@equality.ie](mailto:info@equality.ie)

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