

Equality = Innovation

Case Studies from the Equality Innovation Fund



PROGRESS Statement

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By

The Equality Authority
Birchgrove House
Roscrea
Co. Tipperary

And

The Equality Authority
2 Clonmel Street
Dublin 2

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Introduction

Equality and innovation go hand in hand. Many organisations that take action on equality are constantly seeking new ways of communicating their message, of reaching new audiences and of highlighting emerging equality issues. Their experience shows that equality and innovation are interlinked. Innovation should not be seen simply as a feature of economic performance. It is also a reality in equality policy and service delivery.

In 2009, the Equality Authority launched the Equality Innovation Fund which was part-funded by the EU PROGRESS budget line. The aim of the Equality Innovation Fund was to stimulate projects that:

- developed innovative thinking on equality policy and issues; or
- identified new equality issues; or
- showcased good practice on equality issues.

The Equality Authority devised the Equality Innovation Fund so that it would be open to a wide range of civil society organisations. Equality non-governmental organisations (NGOs), sports organisations and arts organisations could all bid for funding.

The Equality Innovation Fund was designed to stimulate action on equality by organisations that were new to equality. It was also intended to enable organisations with long-standing experience on equality to develop innovative equality approaches. Furthermore, it was designed to encourage NGOs to apply new technologies and to identify new equality issues.

The Equality Innovation Fund funded 17 diverse projects by a wide range of civil society organisations. This publication outlines case studies of the innovative work on equality undertaken by each of the projects funded. Some organisations have used innovative methods to

promote an equality message. Some have reached new audiences. Some have put forward innovative solutions to longstanding equality problems. Others have identified new equality issues.

Through the innovation displayed by these organisations, socially excluded groups have been enabled to participate in new activities. New audiences have learned that equality is for them and that they have equality rights. Sports and arts organisations have learned the benefits for them of focusing on equality. Policy-makers have been informed of new equality issues and of ways in which they can be addressed. Partnerships have been put in place to challenge discrimination.

These projects show what can be achieved with a relatively small investment. They also confirm the benefits for society when innovation is understood to encompass equality and when equality and innovation go hand in hand.

The Equality Authority hopes that other funders can draw on these case studies to fund similar projects in the future that harness the potential of equality and innovation.

Equality Innovation Fund: Project Highlights

Identifying new equality issues

Five the projects funded under the Equality Innovation Fund identified new equality issues or expanded our understanding of the links between equality and other policy areas:

- **GLEN** highlighted the interlinkage between equality, diversity and economic competitiveness and the need to integrate a focus on equality into the strategy for economic recovery.
- **Migrant Rights Centre Ireland** pointed to the risks of unequal treatment and discrimination experienced by migrant women working as carers for older people.
- **TASC** analysed the equality impact of Budget 2011 in terms of gender and sexual orientation and examined the tax treatment of heterosexual married couples and same-sex civil partners. It found that Budget 2011 had impacted more negatively on women than on men.
- **Marriage Equality** gave voice to the experiences of children of lesbian, gay, bisexual and transgender (LGBT) parents and highlighted the unequal treatment experienced by such families under Irish law.
- **Rape Crisis Network Ireland** analysed the evidence in its detailed database relating to survivors of child sexual violence from an equality perspective. It found differences by gender and age in survivors' experiences, with consequence implications for policy responses.

Identifying innovative equality solutions

Five projects focused on finding innovative solutions to long-standing equality problems such as racism, women's inequality and the barriers to employment and education for people with disabilities:

- **AHEAD (1)** devised a model of disclosure intended to support young people with disabilities to understand their legal entitlements and accommodation needs. The model also informs professionals and employers of issues and complications around disclosure.
- the **Immigrant Council of Ireland** worked with young people and transport providers to gain an understanding of attitudes toward diversity among young people and to find ways of getting young people involved in anti-racism activity, particularly on public transport.
- the **National Women's Council of Ireland** developed a Charter for Women's Equality which sets a blueprint for local and national agencies and trade unions to support the participation of women in decision-making.
- **ENAR Ireland** developed a framework and a standard procedure for monitoring racist incidents in Irish society.
- **AHEAD (2)** produced a practical guide for staff of the HSE and Irish nursing schools on the inclusion of student nurses and midwives with disabilities in clinical practice.

Developing innovative equality approaches

Two projects used innovative methods to deliver a positive equality message:

- **BeLonG To Youth Services** used a dynamic mix of online technology to disseminate its *Stand Up* message promoting positive recognition of LGBT young people.
- **Sport Against Racism Ireland** organised a *Stick with Diversity* event in which young people of diverse backgrounds played a range of stick sports together, using sport to promote intercultural understanding.

Empowering equality communities

Two projects focused on developing equality awareness within their communities with the aim of empowering them to access and vindicate their rights:

- **Irish Traveller Movement** provided training for Traveller groups and individuals on equality law so that they might be equipped to take cases in situations of discrimination.
- **Inclusion Ireland** produced videos that provided accessible information to people with disabilities showing them how to access social welfare entitlements.

Becoming equality champions

Three projects enabled sports and arts organisations to become equality champions, developing their understanding of equality and gaining benefits for their organisations from focusing on equality:

- the **Angling Council of Ireland** enabled people with disabilities to participate in the sport of angling. The project also developed equality awareness among angling coaches and clubs.
- the **Camogie Association's** *Camogie for All* project promoted participation by young girls with disabilities in camogie. It also provided training for camogie coaches on the inclusion of athletes with disabilities.
- the **National Association for Youth Drama** used Forum Theatre as a means of enabling young people to explore attitudes to equality, discrimination and stereotyping.

Equality and Innovation: Key Lessons

Investment counts

Projects funded between 2009 and 2011 received €10,000 each. Projects funded between 2011 and 2012 received €5,000 each. These projects could not have been undertaken if they had not received funding from the Equality Innovation Fund.

Partnership works

Many of the projects funded involved partnerships between national and local NGOs (**ENAR Ireland**) and between NGOs and service providers (**GLEN, Immigrant Council of Ireland**). The **National Women's Council of Ireland's Charter for Women's Equality** used partnership as the means of stimulating action by local and national agencies and trade unions to promote greater female participation in decision-making.

Partnership enabled projects to:

- understand the needs of people on the ground;
- build a bridge between service providers and service users to develop shared approaches to equality problems.

Technology matters

BeLong To Youth Service's viral campaign promoting positive images of LGBT young people secured international reach. Its campaign has influenced other NGOs to take action to promote the message nationally to LGBT young people to build confidence in their identity.

Any organisation can play an equality role

- the projects by the **Angling Council of Ireland** and by the **Camogie Association** enabled people with disabilities to participate in their sports and simultaneously expanded the membership of both organisations.
- the **National Association for Youth Drama** showed how theatre could be used to promote equality understanding among young people.

Sport is a great channel for equality messages

Sport Against Racism Ireland's *Stick with Diversity* event promoted interculturalism by bringing young people together from diverse backgrounds to enjoy a fun event together.

NGOs can offer solutions to equality problems

- the **Immigrant Council of Ireland** showed how cooperation between young people and transport providers can find ways of tackling racism on public transport.
- **ENAR Ireland**'s framework for monitoring racist incidents offers a model for assessing the extent of racism in Irish society.
- **AHEAD** demonstrated how people with disabilities can be enabled to become nurses, thereby promoting the employability of people whose disabilities can become barriers to employment.

New equality issues need a means to get on the agenda

- **GLEN** and **TASC** have demonstrated the need to integrate equality into strategies for economic recovery and budgetary planning. The key issue is how the lessons from their projects can be adopted by policymakers.
- similarly, **Marriage Equality** has highlighted the need to address the lack of adequate legal protections for children of LGBT parents.
- in view of our increased reliance on migrant labour to undertake care work, the **Migrant Rights Centre Ireland** has pointed to the need to tackle the risks of exploitation experienced by migrant workers acting as carers.

NGOs have equality resources that can benefit policymaking

The **Rape Crisis Network Ireland** has shown how the evidence available in its detailed database relating to survivors of child sexual violence can enable policy makers to develop calibrated policy responses to sexual and domestic violence.

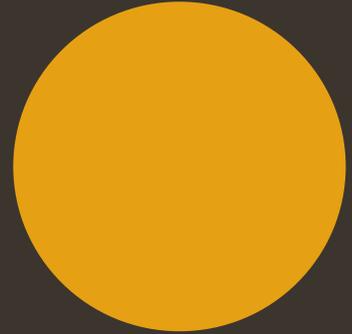
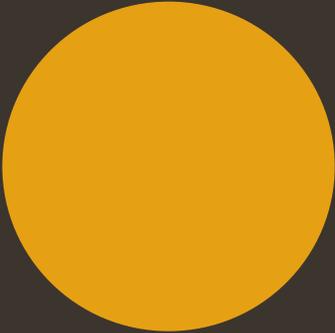
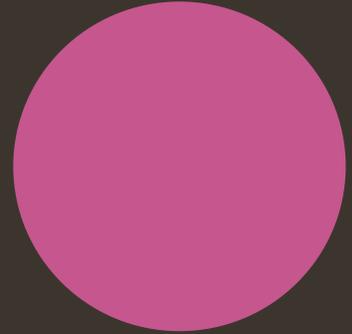
Capacity building helps people to access their rights

The **Irish Traveller Movement**'s training programme has developed equality capacity among Travellers to enable them to vindicate their equality rights. **Inclusion Ireland**'s video for people with intellectual disabilities is a model of how to communicate information on social welfare entitlements to vulnerable individuals.

Employers and service providers need equality skills

AHEAD's model of disclosure has pointed to the complexities of disclosure for young people with disabilities and thereby has highlighted the need for educators and employers to have the necessary equality skills to remove barriers that prevent people with disabilities from reaching their potential.

Identifying New Equality Issues



GLEN

Case Study One

Name of organisation

GLEN – Gay and Lesbian Equality Network

Who we are and what we do

GLEN is an NGO with charitable status working for equality for lesbian, gay and bisexual (LGB) people. It focuses on legislative recognition of same-sex relationships (including equality in civil marriage) and equality in the areas of education, workplace, health and access to services more generally.

Project partner

Dublin City Council

What the project did

The Equality Innovation Fund provided funding to GLEN and Dublin City Council for a joint project to build understanding and awareness of the positive links between equality, diversity and economic competitiveness. In particular, the project focused on examining the links between equality and diversity across the grounds of Irish equality legislation (which are gender, sexual orientation, civil status, race, family status, age, disability, religion and membership of the Traveller community) and the economic competitiveness of Dublin city. The project report outlined the interlinkage between equality, diversity and economic competitiveness.

GLEN and Dublin City Council also organised a breakfast seminar on *Globalisation, Diversity and Economic Renewal* which took place on 12 September 2012 at Dublin City Council's Wood Quay venue. The seminar was opened by the then Lord Mayor of Dublin, Councillor Andrew Montague. Professor Sean Kay, the author of *Celtic Revival? The Rise, Fall and Renewal of Global Ireland*, made the case for focusing on equality and diversity in the process of economic recovery.

Professor Kay was joined by a distinguished panel including:

- *Professor Frances Ruane*, Director of the Economic and Social Research Institute;
- *Bernie Cullinan*, CEO of Clarigen and Board Member of Science Foundation Ireland;
- *Dr. Tom McCarthy*, CEO of the Irish Management Institute;
- *Peter Finnegan*, Director of the Office of International Relations and Research, Dublin City Council;
- *Kieran Rose*, Senior Planner, Economic Development, Dublin City Council.

The panel speakers confirmed that equality and diversity should be integrated into strategies for economic recovery and competitiveness. They also agreed that inequality and discrimination could hinder economic and social progress.

How the project developed innovative thinking on equality policy / issues

The project contributed to awareness of the link between equality, diversity and the achievement of economic as well as social justice goals. Raising this awareness is particularly important for promoting diversity and equality in the context of economic crisis and recession. The project

helps to demonstrate that reducing protections for diversity and equality and slowing progress on equality issues can have negative economic as well as social impacts.

This 'economic case' for equality goes beyond the well-established 'business case' for equality which has focused on the links between diversity, equality and a successful workplace. In the context of this study, the 'economic case for equality' focused on the links between equality, diversity and success in a whole set of domains related to economic success. The links can be found, for instance, in successful workplaces and in their capacity for innovation, in the ability of sectors to attract and retain key skills and in the capacity of a city or region to attract visitors, including tourists and business visitors, and to ensure that they return.

How the project showcased good practice on equality issues

The project provided an important opportunity to showcase examples of good practice. For example:

- the project report, which has been widely disseminated, contained examples of good practice on equality / diversity issues across

a number of economic domains. These include the positive impact of Ontario's legislation on disability access in promoting tourism in the province and the impact of diversity policies in the workplace in promoting innovation (for example, testimonies from organisations such as IBM Ireland).

- the project report also documented examples of the negative economic impact of failure to support diversity – for example, the hugely negative impact on the international student sector in Australia as a result of violence against Indian students.
- the seminar on 12 September attracted participation from senior personnel from agencies in Ireland focused on the economy and across a wide range of sectors. This provided an opportunity to showcase equality issues among sectors not usually directly connected to equality and diversity.

Project impact

The key impact of the project has been its contribution to mainstreaming issues of equality and diversity. The project has helped to show that equality and diversity are for everyone. It has shown that, in an economic downturn, progress on equality is part of the general infrastructure necessary to support economic recovery.

Project lessons

A key lesson from the project is the importance of expanding consideration and debate on equality to a wider set of sectors and stakeholders in society. From the perspective of GLEN, the involvement of Dublin City Council, in particular the economic development unit of Dublin City Council, was especially important to the success of the project in engaging high level policy makers in the economic arena.

The project has helped to show that equality and diversity are for everyone – that in an economic downturn, progress on equality is part of the general infrastructure necessary to support economic recovery.

Migrant Rights Centre Ireland

Case Study Two

Name of organisation

Migrant Rights Centre Ireland (MRCI)

Who we are and what we do

The MRCI is a national organisation working to promote justice, empowerment and equality for migrant workers and their families with a specific focus on those at risk of poverty, social exclusion and discrimination. MRCI actively mobilises and campaigns for concrete policy changes that affect migrant workers and their families. The work is rooted in community work practice which is based on the principles of social justice, equality and anti-discrimination. Through MRCI's Action Groups, Campaign Groups, and collective spaces such as the Migrants' Forum and the Domestic Workers' Action Group, the MRCI facilitates migrant workers to come together to identify shared issues, build power and take collective action for change.

What the project did

MRCI identified the need to examine the situation of migrant care workers through its work with domestic workers and the increasing trend for these workers to work in the care industry.

The aims of the needs analysis were:

- to analyse the situation of migrant care workers conducting care of older people in the private home and in private or public residential care settings. The project focused on workers employed through agencies as well as those recruited directly by private care homes and by private individuals;
- to engage migrant care workers to complete a survey or case studies or to participate in focus groups designed to identify their unique experiences and equality concerns in care work;
- to provide valuable insights into, and to document, the particular needs and situation of this vulnerable group of migrant workers, the majority of whom are women.

Methodology:

MRCI engaged over 110 migrant care workers in the following ways:

- using a community development and empowerment approach, 8 migrant care workers were facilitated to act as

peer researchers to the project and advised on all aspects of its development.

- 80 surveys were carried out across the country with migrant care workers. The peer researchers conducted 30 of these and the rest were conducted by the MRCI's staff, board of management and other migrant organisations.
- 5 focus groups were conducted targeting 27 migrant care workers to examine the key issues affecting migrant care workers.
- 5 case studies were conducted to examine in-depth the experience of migrant care workers in different care settings.
- key stakeholders were identified and invited to be part of an advisory group to the project. The terms of reference for the group were to advise on the research framework and the recommendations arising from the research. The members of the group were the National Women's Council of Ireland, the Services Industrial Professional and Technical Union, Inclusion Ireland, the Carers Association, University College Dublin and the Equality Authority.
- a report was prepared setting out the research findings and recommendations.
- a short film clip was produced to document the experiences of

migrant care workers.

- a roundtable event was held on 19 November 2012 to launch the research with Dr Sarah Spencer, Senior Fellow at COMPAS, Oxford as keynote speaker. The roundtable enabled a discussion with stakeholders of strategies to implement the recommendations of the research.

How the project developed innovative thinking on equality policy / issues

This project scoped out key equality issues affecting migrant care workers such as discrimination and exploitation. It also highlighted the key challenge of protecting workers' rights as well as the rights of those for whom they are caring.

How the project identified new equality issues

This project highlighted the need for specific research on the discrimination / less favourable treatment experienced by migrant care workers.

In the main the research has shown that equality is a key issue that must be addressed to ensure that migrant care workers can realise their rights within the various care settings.

How the project showcased good practice on equality issues

The research emphasises good practice where this has been highlighted by participants. For example, some private nursing homes have good practice in dealing with the concerns of workers in relation to quality of care issues and in addressing workplace issues.

Project impact

The project scoped and mapped some of the key issues facing migrant care workers. In the main, the research has shown that equality is a key issue that must be addressed to ensure that migrant care workers can realise their rights within the various care settings. It has also brought together key stakeholders who will have the capacity to design strategies to address the issues identified. Finally, it has identified further areas for research that will be needed such as the impact of discrimination on migrant care workers.

Project lessons

The project was intended to be an initial scoping exercise to gain an insight in to the situation of migrant care workers and this was certainly achieved. MRCI made contact with over 200 migrant care workers through the 8 peer researchers and other outreach activities. Based on this, we would have anticipated a higher return on the surveys. However, while some migrant care workers were willing to share their experiences verbally, there was some reluctance to fill out the survey or to submit views formally. This was due to the fear that, if they did, they would be at risk of losing their jobs, a fear exacerbated by the recession.

In order to ensure a diversity of nationalities participating in the research and a geographical spread, MRCI developed an outreach strategy. A snowball research method informed the research. This involved using online resources including social media, migrant media outlets and communicating with community, voluntary and migrant groups across Ireland to enhance participation. In the main, the survey represents care workers from the Philippines, Poland and, to a lesser extent, African countries which is consistent with national research in this area.

TASC

Case Study Three

Name of organisation

TASC (Think-Tank for Action on Social Change)

Who we are and what we do

TASC is an independent progressive think-tank dedicated to promoting equality, democracy and sustainability in Ireland through evidence-based policy recommendations. TASC's vision is of an Irish society with accountable government, a sustainable economy, equality and social justice for all, and strong public engagement.

TASC is a registered charity and receives no state funding. Our funding comes from donations, philanthropy and sponsored / commissioned research. All TASC's policy work is evidence-based and major publications are academically peer-reviewed to ensure the robustness of the method and findings.

What the project did

TASC undertook an analysis of two groups under the nine grounds in the equality legislation, namely sexual orientation and gender. TASC undertook a gender-impact assessment of Budget 2011 to quantify the cumulative effects of the main changes to direct taxation, social insurance and social welfare payments on the income of women and men. TASC also carried out a comparative analysis of the tax treatment of same-sex couples who are registered as civil partners with that of married heterosexual couples. This project was undertaken as part of TASC's costed 'Equality Budget'. The Equality Budget demonstrates how equality objectives can be reconciled with economic recovery and the need to close the structural deficit.

The impact of Budget 2011 on women and men was examined on the basis of data derived from the Survey of Income and Living Conditions (SILC), an annual survey of 12,641 individuals. The most recent data relates to the survey that was carried out in 2009. Using the SILC dataset allows individuals' standard tax liability and primary benefit entitlements to be accurately assessed on the basis of their household group.

The comparative analysis of the tax treatment of married heterosexual couples and same-sex couples who are registered civil partners was undertaken by comparing the rights and responsibilities gained from civil partnership in relation to taxation with the rights and responsibilities gained through civil marriage.

TASC hosted a roundtable event of key stakeholders to discuss the analysis and findings from the gender impact assessment of Budget 2011. The event was attended by public representatives and policy experts. TASC published and launched its costed equality budget, *Towards an Equality Budget* on 1 November 2011. The analysis of the two groups under the nine grounds in the equality legislation, namely sexual orientation and gender, was published and launched on 14 November 2011. The report is called *Winners and Losers ...Equality Lessons for Budget 2012*.

Since the publication of both reports, TASC has implemented its public education strategy which included raising awareness of TASC's analysis through the media (print, on-line, television); briefings to public representatives; and speaking at events organised by other stakeholders (NGOs, trade unions and political parties).

How the project developed innovative thinking on equality policy / issues

This project clearly demonstrated, in an evidence-based way, that it is possible to reconcile equality objectives with the need for fiscal consolidation as part of an overall strategy for recovery with equality. More specifically, TASC's gender-impact assessment of Budget 2011 found that, on balance, women lost proportionately more of their income than men as a result of the budgetary measures included in TASC's analysis.

TASC's research also highlights the need for more transparency and for strengthening the evidence-basis that is used to inform the decision-making process on budgetary measures. This includes undertaking a distributional analysis of all proposed budgetary measures, which should in turn be used to undertake equality and gender equality proofing of the budget. This should be followed by an equality and gender equality audit of the measures that are implemented to assess the impact on different groups in society.

This project did succeed in illustrating how austerity measures are exacerbating existing inequalities,

particularly income inequalities between women and men.

How the project showcased good practice on equality issues

TASC's analysis has raised awareness of the disproportionate impact that Budget 2011 had on low-income groups and on women in particular. TASC's analysis is being used as a tool by stakeholders in the NGO sector, trade union movement and the political system to highlight the need for more transparency and accountability in the budgetary process. TASC has highlighted, in this regard, the need to undertake and publish a distributional analysis of budgetary measures before and after the budget.

Project impact

The most important outcome from this project is the critical role that evidence-based analysis should play in decision-making on budgetary measures. TASC's analysis is being used by stakeholders to hold the government to account on the evidence being used to inform the budgetary decision-making process. Calls have been made by these stakeholders for equality proofing and auditing to form part of the budgetary process.

TASC's report received widespread coverage in the media (radio, print, on-line) and its findings were discussed in the Oireachtas (national parliament). The latter included questions by opposition and government elected representatives in relation to the evidence that showed the disproportionate impact of budgetary measures on low-income groups and on women in particular. They also posed questions as to the Government's intention to introduce equality proofing and auditing as part of the budgetary process. The issue of equality proofing and auditing of budgetary measures was also debated at the Labour Party's national conference on 13–14 April 2012.

Project lessons

TASC's analysis represents an initial study to clarify what is meant by an 'equality audit'. The scope of a fully comprehensive equality audit would need to cover more areas and to take the impacts of a number of budgets into consideration.

Marriage Equality

Case Study Four

Name of organisation

Marriage Equality

Who we are and what we do

Marriage Equality is a not-for-profit organisation working to secure equal marriage rights for same-sex couples in Ireland.

What the project did

Marriage Equality held a conference entitled *Voices of Children* and produced a conference report and DVD from the conference proceedings. The conference launched the *Voices of Children* report. This report was the culmination of research from an earlier workshop held to explore the lives and experiences of young adults who had grown up in Ireland with LGBT parents. The conference itself was held in September 2010 and brought together the young people who featured in the research as well as experts (in the areas of children's rights and research, legal experts and experts in family research) from Ireland, the UK and other European countries. The conference gave voice to the experiences of the children of LGBT parents and outlined expert research in this field.

The outputs of this conference were a conference report (*Voices of Children: Proceedings of the Conference, 8 September 2010*) as well as a DVD of the conference proceedings which were disseminated widely to LGBT parents and organisations, children's organisation, the legal and political community, civil society organisations, academics, students and researchers on this topic and interested individuals.

How the project developed innovative thinking on equality policy / issues

The model for the *Voices of Children* project was innovative in relation to the subject matter it examined, namely that of children with LGBT parents in Ireland. These children are a minority group who have, to this point, remained largely invisible and ignored in law, policy-making and by wider society. We wanted to ensure that they had a voice and that their voice was heard, so that eventually their experiences of inequality due to their family status can be addressed in a practical way by introducing legal protections for them and their families.

How the project identified new equality issues

One of the main findings of the *Voices of Children* research report was the lack of legal protections that exist for children with LGBT parents, primarily in relation to their non-biological parent. While we were aware that this inequality existed, we wanted solid research to show how this plays out in a practical sense, sometimes with very serious consequences. By highlighting these issues, it puts the onus on legal practitioners and policy-makers to address these inequalities, so that they ensure that

There is now greater awareness in the minds of policy makers, activists, parents, young people and within the media of the needs of children and young people growing up in Ireland with LGBT parents.

children with LGBT parents have a legal right to both of their parents. As this research report and conference were the first of their kind in Ireland, they were ground-breaking in highlighting inequalities that already existed. The gap in this protection for children with LGBT parents was further exacerbated by the omission of legal protection for them in the *Civil Partnership and Certain Rights and Obligations of Cohabitants Act 2010*, which excluded any mention of legal parental protections for the children of civil partners.

How the project showcased good practice on equality issues

In planning for the conference, we ensured that the conference venue was fully accessible. A 'special requirements' box was included in the conference registration forms and space was offered to participants to outline any special requirements

that they had. Greenbow (an organisation for LGBT people with hearing impairment) was contacted to confirm whether an interpreter would be required at the conference. The gender breakdown of participants was requested on the registration forms. The conference was advertised through as many channels as possible to ensure participation by a wide and diverse variety of participants.

Project impact

The outcomes from this project have been largely positive and wide-reaching. The conference and the launch of the research report received wide media attention with many journalists and reporters attending the conference on the day and running stories in their respective publications. This was spread across television, radio, print media and online. It also enabled subsequent stories in the media featuring LGBT families and young

people with LGBT parents over the following years. Overall, this has increased the visibility of LGBT families and has highlighted the inequalities that they face based on their family status. The young people themselves, who were the subject of the research, went on to form their own support and advocacy group, *Believe in Equality* to reach out to other children / young people with LGBT parents and to do their own advocacy and media work.

Project lessons

The most important lesson from this project has been that it was essential to provide the young people directly affected by this issue with a space to come together and discuss their experiences. The need for this space led to the launch of the *Voices of Children* report, the first of its kind in Ireland and to the first ever conference giving these young people a platform to have their voices heard. There is now greater awareness in the minds of policy makers, activists, parents, young people and within the media of the needs of children and young people growing up in Ireland with LGBT parents.

Rape Crisis Network Ireland

Case Study Five

Name of organisation

Rape Crisis Network Ireland

Who we are and what we do

Rape Crisis Network Ireland (RCNI) is a specialist information and resource centre on rape and all forms of sexual violence with a proven capacity in strategic leadership. The RCNI's role includes the development and coordination of national projects such as expert data collection, strategic services development, supporting Rape Crisis Centres to reach best practice standards, using our expertise to influence national policy and social change, and supporting and facilitating multiagency partnerships. We are the representative, umbrella body for our member Rape Crisis Centres (RCCs) which provide free advice, counselling and support for survivors of sexual violence in Ireland.

What the project did

The Equality Innovation Fund has enabled RCNI to analyse, publish and disseminate a report on previously unexamined data on survivors of child sexual violence entered into the RCNI database. This report successfully examines the equality issues of gender and age and has found that, of those who were subjected to sexual violence solely in their childhood, clear differences in the nature of the sexual violence can be seen between females and males and also between children of different ages. Sexual violence is a gendered crime committed largely by males which targets females disproportionately. The lifelong impact of sexual violence can serve to entrench and compound inequality. The RCNI database is a highly secure online database which allows authorised sexual violence services personnel to log in and record specific information on service users. This data collection system, which has been specifically designed to collect data in frontline services dedicated to working with victims of sexual violence, equips RCNI to deliver comparable national data and simultaneously equips sexual violence services to extract data at any time regarding the use of their own local service.

How the project developed innovative thinking on equality policy / issues

Accurate and reliable data is the cornerstone for responding to sexual violence. This analysis is invaluable to a range of policy makers as well as to those working in the area of sexual violence. It allows rape crisis services to plan service provision locally in the most efficient and effective manner. It also informs national policy and service planning. RCCs and policy makers can use this evidence base to increase our understanding of the lived experience of survivors of child sexual violence. This will in turn help us to work to build a society that supports disclosure, holds perpetrators to account and reduces sexual violence.

How the project showcased good practice on equality issues

The RCNI database is a prime example of good practice in using statistical and administrative data to establish facts about sexual violence. Data is collected that relates to a number of equality grounds: gender, age, country of origin and legal status (including membership of the Traveller community), sexual orientation, and disability. Sexual violence affects every part of the

population in differing ways. Using this evidence base to increase our understanding of child sexual violence has a positive impact on services available to these survivors as well as on prevention work.

Project impact

The project has had the following impact:

- the data will help to guide positive policy development and implementation, ultimately reducing the discrimination arising from sexual violence.
- the research examines differences in sexual violence perpetrated against children under 12 and those aged 12 to 17, thus facilitating an age-appropriate prevention and response.
- this report helps to support access to justice. RCNI statistics are used by An Garda Síochána in policy development and training.
- this report will help to guide medical and mental health professionals to provide an appropriate environment of knowledge and understanding that is needed to encourage safe disclosure. This will help to tackle under-reporting of discrimination and sexual violence.
- the project will make available accurate data for awareness-raising programs to inform society

accurately on the extent and nature of violent discrimination. It should encourage informed debate on equality and sexual violence.

Project lessons

Maintaining an emphasis on the examination of equality grounds is vital in the planning of efficient and effective service provision locally and in informing national policy and service planning. The results of this research clearly demonstrate that there are significant differences in the nature of sexual violence perpetrated against children under the age of 12 and those aged 12 to 17. This means that those working in the area of sexual violence and policy makers can use this knowledge to ensure that survivor services are responsive to the lived experience of survivors of child sexual violence.

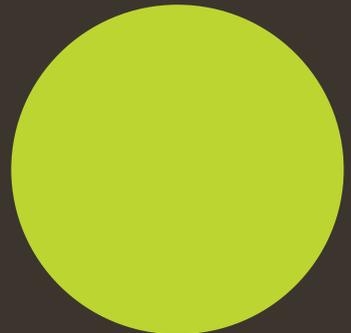
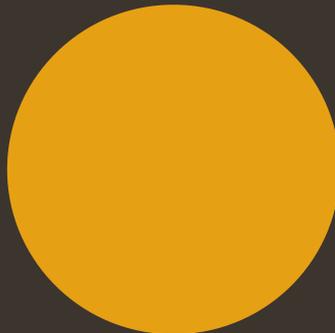
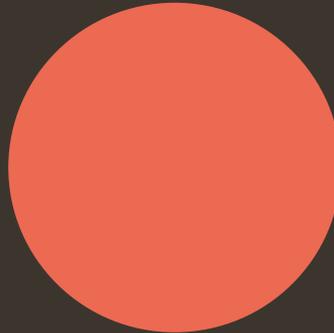
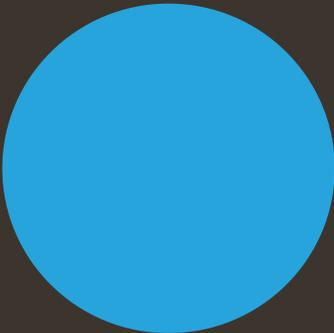
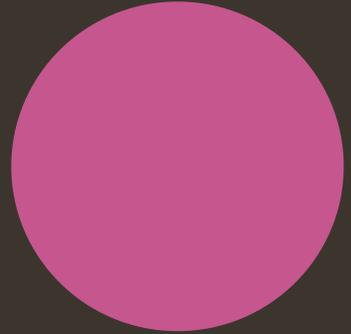
Sexual violence affects every part of the population in differing ways. Using this evidence base to increase our understanding of child sexual violence has a positive impact on services available to these survivors as well as on prevention work.

The cost of sexual violence to society is difficult to measure as it includes reduced quality of life, long-term health implications, and reduced economic achievement. Data is needed to support national and organisational policies that understand and address these secondary effects of sexual violence.

Data analysis is required to encourage further in-depth research, which in turn will help to make visible these hidden forms of discrimination, and to inform policy and society.

Data analysis is also required to showcase the value of this database as a model of best practice for other European countries. The RCNI database has already been adopted by the national Rape Crisis Network in Scotland. The importance of achieving comparable data across countries cannot be underestimated.

Identifying Innovative Equality Solutions



AHEAD (1)

Case Study Six

Name of organisation

AHEAD – Association of Higher Education Access and Disability

Who we are and what we do

AHEAD, Association for Higher Education Access and Disability, is an independent non-profit organisation working to promote full access to and participation in further and higher education for students with disabilities and to enhance their employment prospects on graduation.

What the project did

The project was to develop a new model and innovative approach to disclosure which would be disseminated through booklets and workshops. This interactive model is designed to encourage people with disabilities to make critical enquiry into the disclosure of disability, what is it, what is the impact, why we do it, and the context within which it takes place. The aim is that young people with disabilities will thereby be empowered to make informed choices.

This process will encourage people with disabilities to influence their own situation proactively and to understand their own accommodation needs. The process is also intended to support young people with disabilities to understand their legal entitlements and to be confident about communicating these needs to relevant people, in particular in the education and work context, to teachers, employers, and managers. An empowering, independent model of informed, considered, relevant disclosure enables a similar response and therefore a better outcome.

The workshops are intended to encourage professionals and employers to respect and understand

the issues and complications around disclosure.

How the project developed innovative thinking on equality policy / issues

The project was a model of good practice in the development of innovative thinking on equality issues as it took a new approach to an issue which had been deemed immovable. By working through the issue of disclosure from all sides and testing approaches to it through research, training and conversations, we were able to find a new way to open conversations around disclosure and to clarify complicated personal and legal concerns which were undermining the effectiveness of legislation designed to protect people when they disclosed disability.

By helping all parties to develop an understanding of the issues around disclosure and to find a path which would allow them to have necessary conversations in a way which was both productive and positive, we have shifted the perceptions of disclosing disability and of disability itself.

Project impact

The project has raised awareness of good practice in relation to disclosure within third-level institutions, among

employers and among students and employees with disabilities. The booklet has been referenced in the Equality Authority / See Change publications on equality and mental health. The model has also been referenced / adapted by Bangor University, by Trinity College Dublin (TCD) in their work as part of a Leonardo project (<http://www.tcd.ie/disability/projects/Phase3/Leonardo.php>) and by others. We have distributed 1,400 hard copies nationally and internationally since the project was originally undertaken. This does not include PDFs sent or downloaded from our website. Presentations about the model have been delivered to international (LINK conference, Antwerp, summer 2011) and national conferences (CSSI biannual conference, summer 2011).

By helping all parties to develop an understanding of the issues around disclosure and to find a path which would allow them to have necessary conversations in a way which was both productive and positive, we have shifted the perceptions of disclosing disability and of disability itself.

AHEAD's training programmes / sessions on preparation for work have utilised the booklet / model. This includes training / meetings with students in TCD, the Institute of Technology Tralee, the University of Limerick, University College Cork, employment events cohosted with Microsoft; in discussions with Employability, the Central Mental Hospital and other professionals; at our own Building the Future careers fairs; with employers in our network and with careers officers. The model that we designed as an approach to disclosure is now widely available and utilised. As such, the impact of the project is continuing to grow and change the conversations that we have about disability in education and the workplace.

Project lessons

- Funding enabled AHEAD to develop a tool which was much needed and for which we already had dissemination channels available.
- stakeholder involvement and consultation was really valuable, enabling us to create something that not only met our needs in training, but allowed us to create something that tackled the issue of disclosure from all sides (employers, careers officers, students, graduates, managers, disability professionals).



Immigrant Council of Ireland

Case Study Seven

Name of organisation

Immigrant Council of Ireland

Who we are and what we do

The Immigrant Council of Ireland (ICI) is an independent human rights organisation. We advocate for the rights of migrants and their families and act as a catalyst for public debate as well as legislative and policy change. The ICI is an Independent Law Centre, which means we can provide legal representation to migrants and their families. We undertake strategic litigation in order to try to effect change. We also provide a Racist Incident Support and Referral Service, undertake work in the area of integration, conduct policy and campaign work and provide a training service.

Project Partners

- Dublin Bus
- Dublin City Council
- Veolia Transport Dublin Light Rail Ltd (LUAS)

What the project did

The Immigrant Council of Ireland (ICI) developed partnerships with Dublin Bus, Dublin City Council and Veolia Transport Dublin Light Rail Ltd (LUAS) to undertake a project to involve young people in promoting diversity and combating racism. The project was focused in particular on the public transport system. The main components of the project were the focus groups with young people and a seminar on getting young people involved in anti-racism. Five focus groups took place. The seminar took place on 24 September 2012.

Focus groups with young people

Five focus groups were conducted between 26 June 2012 and 20 October 2012. Participants for these focus groups were accessed through David O'Donovan from Dublin City Council, Alice Davis at LIR anti-racism project, Kate O'Connell at Canal Intercultural and Ifrah Ahmed at United Youth Ireland (UYI). Through

these gatekeepers, the ICI got in contact with three youth workers who set up the focus groups. These were Anthony Young, St. John Bosco's Youth Club; Gina Brocker, South West Inner City Network and Eric Caffrey at St. Michael's Youth Project. Ms. Ifrah Ahmed set up the focus group with UYI.

In all groups, except Group 2, male participants outnumbered female participants. The focus groups ranged between 20 minutes and 40 minutes in length. Group 2 was a migrant only focus group with young women aged between 14 and 18. Seven of these eight young women were of African extraction and one was Eastern European in origin. Groups 1, 3 and 4 consisted of a majority of young people from the established community with between one or two migrant origin young people in each group. Group 1 had the widest range of ages (12–20 years). Group 3 was with younger children between 8–12 years and in Group 4 the age range

The project has gathered useful information on young people's attitudes towards promoting diversity and combating racism, particularly on the public transport system.

spanned 15–19 years. Apart from variations in ethnicity and gender, participants also came from various religious backgrounds. During the discussions, participants discussed their experiences as Dublin public transport users and shared their observations on the racism they have experienced or witnessed as users of public transport in Dublin.

Seminar on Seminar on Getting Young People Involved in Combating Racism, Xenophobia, Discrimination and Promoting Diversity

A public seminar on getting young people involved in combating racism took place on 24 September 2012. The Lord Mayor of Dublin Councillor Naoise Ó Muirí gave an opening address. The Irish experience was covered in presentations by Dr. Carol Baxter (Head of Development at the Equality Authority); Ms Denise Charlton (CEO of the ICI) and Ms Claudia Hoareau (Founder of Global Education), whose presentation focused on the potential role of young people in combating racism.

To enrich the discussions, Dr. Rob Berkeley (Runnymede Trust) and Ms. Nazia Hussain (Open Societies Institute) shared the experiences in the UK and the wider European

context. The keynote speaker at the seminar was Prof. Mairtin Mac an Ghaill (Newman University College, Birmingham). The seminar was attended by about 80 people. Participants included policy makers, academics, students, teachers, young migrants, representatives of civil society and local government officials.

What the project achieved

The project has gathered useful information on young people's attitudes towards promoting diversity and combating racism, particularly on the public transport system. The project has also raised awareness of the continuing problem of racism in Irish society. Importantly, it has helped to change young people's attitudes in favour of interculturalism and to enlist them as equality champions.



National Women's Council of Ireland

Case Study Eight

Name of organisation

National Women's Council of Ireland

Who we are and what we do

The National Women's Council of Ireland (NWCI) is the representative organisation for women and women's groups in Ireland. Our mission is to achieve women's equality and empower women to work together to remove inequalities. We have over 160 member organisations throughout the South and North of Ireland, including community based women's organisations, disability groups, organisations providing support to women experiencing violence, national networks, women's sections of political parties, youth groups, trade unions and business organisations. We also have a growing number of associate members.

Project Partner

National Collective of Community Based Women's Networks

What the project did

This project sought to bring together key statutory, community, local development and other relevant organisations to agree a common agenda and vision for women's equality and to share a commitment to working together locally to address women's social exclusion, inequality and oppression.

The project involved the development and publication of a Charter for Women's Equality. The Charter sets out a blueprint for local and national agencies and trade unions to advance women's equality. It begins with a declaration representing the commitment of the signatory organisation to promoting women's equality and setting out core beliefs and values which the organisation will strive to promote. This is followed by a programme of action with concrete steps to be implemented, towards the realisation of the declaration. It covers actions in relation to programme planning and implementation, participation in decision making, processes (consultation, representation, organisation and analysis) and monitoring and review of implementation.

Six regional consultation meetings were held throughout Ireland

bringing together key stakeholders, and a national roundtable was held to finalise the content of the Charter.

2011 marked the centenary of International Women's Day and on that day we held the national launch of our Charter for Women's Equality in European Union House in Dublin. The Charter was launched by Jack O'Connor, the President of the Irish Congress of Trade Unions, along with Barbara Nolan, Head of the EU Commission in Ireland, and Caroline Curley, Director of Planning at Limerick City Council.

In addition to our national launch, three regional launches of the Charter were held. The partner organisations now plan to develop a database of organisations which have endorsed the charter (these include trade unions, local partnership companies, women's organisations and local authorities), and to offer a package of resources and supports to those organisations seeking to implement it.

How the project developed innovative thinking on equality policy issues

This project illustrated innovative thinking in that it was developed as a direct response to economic, social

and structural crisis. The economic crisis has seen women hugely affected by cuts to social welfare and public services and women's ability to participate in a diminishing workforce has also declined steeply. Violence against women is dramatically increasing with under-funded services struggling to cope, while at the same time experiencing cuts to their budgets. Subsuming Community Development Projects with Local Development Partnership Companies has meant that the alignment of local development with local government is a source of serious concern to women's organisations and the community sector as a whole.

Against this background, the project sought to provide a process and a tool to encourage and support relevant agencies to make a solid commitment to set women's equality as an organisational goal in recognition that equality between women and men is a matter of human rights and a condition for social justice, for equality development and peace.

How the project showcased good practice on equality issues

The finalised Charter and accompanying promotional poster has been designed as an instrument

that can support all organisations to strive and work for equality between men and women: in decision and policy making; in providing opportunities for discussion and innovation to promote women's equality; and in efforts by feminist organisations to achieve women's human rights. Comments on the Charter include:

"This is a super idea..." "I feel we are taking some power back" ... "it is very good timing" ... "I welcome the charter ... as a very useful step and potentially effective too..." "In the present economic climate, I believe the charter is what we need to highlight the new problems we face, and to pinpoint the negative impact of the cuts to the services provided to women..."

Project impact

The project has:

- built awareness, capacity and commitment to addressing women's inequality amongst key agencies;
- gained senior level commitment from those in key decision making positions to adopt and implement the Charter;
- provided additional support, backup and a template for framing discussion, thereby strengthening the capacity of locally based women's organisations to pursue

their agenda for women's equality;

- created fora for a diverse range of women's groups (Traveller women, migrant women, women from marginalised communities and others) state agencies, trade unions, local authorities, national organisations and other stakeholders to come together, to reflect on the issues affecting women and develop joint commitments and strategies;
- increased the capacity of the National Women's Council of Ireland and the National Collective of Community Based Women's Networks to respond to the needs of local bodies with regard to women's equality issues and provided an opportunity to build contacts and relationships.

Project lessons

The implementation of this project illustrated the importance of providing user friendly, concrete supports, encouraging and enabling organisations to make a commitment to, and to take action on, the promotion of women's equality.

The project reinforced the need for leadership and for key individuals to take responsibility for spearheading the drive for women's equality at organisational level.

Case Study Nine

Name of organisation

Irish Network Against Racism (ENAR Ireland)

Who we are and what we do

Irish Network Against Racism (ENAR Ireland), is a national network of organisations working collectively to highlight and address racism and is the Irish Coordination for the European Network Against Racism. Our mission is to lead a strong anti-racism movement in Ireland and to foster a collective civil society and coordinated response to racism at national, EU and international level. Our strategic priorities are to:

- challenge racism and discrimination and promote the recognition of diversity.
- develop a strong, sustainable Network.
- support greater awareness of the EU agenda to enable those concerned with racism to better understand, benefit from and influence key developments at the EU level.
- generate and disseminate policy and data analysis.
- develop standards and implement the framework for monitoring racist incidents.

ENAR Ireland

What the project did

Putting Racism on the Record: Developing a Framework to Monitor Racist Incidents developed a framework to monitor racist incidents in Ireland through a collaborative approach with local and national organisations. It devised a standard for collecting data on racism in Ireland. The project included four seminars, a website upgrade to facilitate better online reporting and referral and a project report. The regional seminars provided the space for stakeholders to consider the potential of a framework to monitor racist incidents at the local, regional and national level.

How the project developed innovative thinking on equality policy / issues

The seminars promoted a collective, holistic approach that enables local and national monitoring of racist incidents. ENAR Ireland currently supports reporting through local organisations as well as through online options. The development of a standard framework for monitoring racist incidents filled a gap identified by NGOs and other stakeholders.

ENAR Ireland ensured that the process of developing the framework worked to identify the issues surrounding under-reporting and

developed responses accordingly. It also endeavoured to develop a tool that would have the capacity to identify both individual and institutional issues across sectors. The project involved a range of stakeholders and groups affected by the issue including migrants and Travellers. The framework reflects a holistic approach, providing the opportunity to report not only violent incidents but also discrimination in accessing goods and services or in employment. It presents a number of routes to reporting including to local and national organisations, online, by phone or face to face.

How the project identified new equality issues

Racism manifests differently in different contexts and issues change over time. Racist incident reporting plays an important role in identifying new equality issues in a timely fashion. Monitoring racist incidents to help build a more complete picture of the reality and changing manifestations of racism in people's daily lives.

How the project showcased good practice on equality issues

The seminars provided a space to showcase and to discuss the model developed at a city wide level in

Dublin and for participants to identify further examples of good practice in different areas.

Project impact

Stakeholders have indicated their support for and engagement with the Racist Incident Monitoring system, designed by ENAR Ireland and informed by the seminars.

The project has helped to underline the importance of standards and to develop a standard framework for monitoring racist incidents. There is commitment among relevant stakeholders to engage in and support the framework into the longer term. Stakeholders include NGOs, local authorities, public representatives, the police and policy makers.

Project lessons

Racism is a motivating and contributing factor to criminal acts of every level of severity from harassment to murder. Recording this accurately will make crime prevention more effective. It will also support the effective implementation of social and legislative measures aimed at combating racism and race-related discrimination. Racism manifests in many ways, through racist violence as well as in discrimination in goods, services and in employment. In

the Irish context, it is useful to record both racist and sectarian incidents. Under-reporting of racist incidents is an issue internationally. Some of the barriers to reporting include lack of access, lack of trust and poor outcomes.

A standard framework for monitoring racist incidents nationally requires local support to be effective. An independent mechanism is a vital component of an effective recording framework. A range of stakeholders, including community organisations and relevant authorities, needs to be involved to increase the probability of overcoming challenges to reporting.

Racism is a motivating and contributing factor to criminal acts of every level of severity from harassment to murder.

Recording this accurately will make crime prevention more effective.

AHEAD (2)

Case Study Ten

Name of organisation

AHEAD – Association of Higher Education Access and Disability

Who we are and what we do

AHEAD, Association for Higher Education Access and Disability, is an independent non-profit organisation working to promote full access to and participation in further and higher education for students with disabilities and to enhance their employment prospects on graduation.

What the project did

AHEAD produced a practical guide for staff of the HSE and Irish nursing schools on the inclusion of student nurses and midwives with disabilities in clinical practice.

How the project developed innovative thinking on equality policy

AHEAD is a national centre of expertise on inclusive education in further and higher education and acts in a consultative capacity to the higher education sector, to institutions and other bodies within the education sector. A central role of AHEAD is to share expertise and information on how professionals can include people with disabilities in their services. To this end, AHEAD has produced a number of training resources aimed at professionals working with students with disabilities.

These guidelines have been developed in consultation with representatives from the nursing schools and are aimed at nurse preceptors, tutors and those nurses and midwives who work in clinical practice settings with students who have a disability or a specific learning disability. It is a new experience for these audiences to work together on such a guideline and is likely to be one which will challenge assumptions and beliefs about the capabilities of these students. It is also an innovation that the guidelines have been designed for practical use in clinical settings and include templates for use when assessing student needs and evaluating levels of risk in the workplace. Finally, it is the first such publication that we are aware of world-wide.

Professional nurses and midwives, faculty staff in nursing and midwifery schools and nursing unions are now more aware of how proactively to include students with disabilities and specific learning difficulties in the clinical setting.

Project impact

Professional nurses and midwives, faculty staff in nursing and midwifery schools and nursing unions are now more aware of how proactively to include students with disabilities and specific learning difficulties in the clinical setting. An initial world café day, with representation from all the different nursing stakeholders, including the student nurses and midwives, was the first step in raising awareness about the topic.

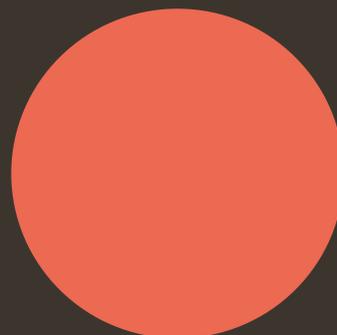
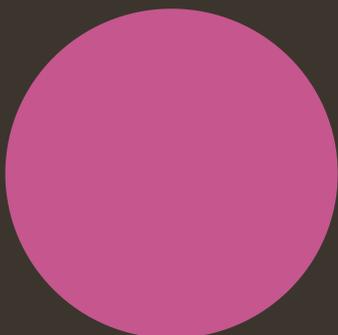
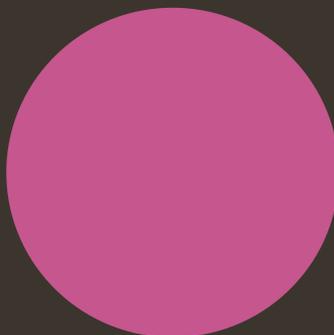
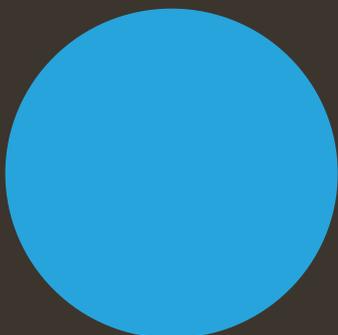
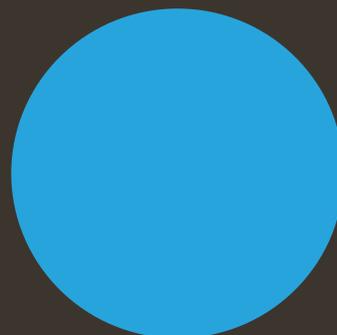
Furthermore, the establishment of a steering group with representation of the different nursing and midwifery specialities as well as of both faculty and clinical practice and workplaces across a wide geographical spread ensured that the Guidelines are now considered to be a National Guideline and are disseminated widely. This also ensures that the student experience will be uniform across the country.

Finally, the welcome involvement and commitment of Mr Liam Doran, General Secretary of the Irish Nurses and Midwives Organisation, means that the National Guidelines will be disseminated widely and will have an impact on other areas including:

- training and information for staff in the clinical setting;
- future consideration of how equality considerations can be integrated more effectively into nursing.
- **the establishment of a steering group** with representation of the different nursing and midwifery specialities as well as of both faculty and clinical practice and workplaces across a wide geographical spread was a strong basis from which to develop and disseminate the learning about equality and inclusive practice in the nursing profession.
- **the involvement of the professional union** ensured wide dissemination.
- **the involvement of students themselves** is key to ensuring that the guidelines are credible and accurate.



Developing Innovative Equality Approaches



BeLonG To Youth Services

Case Study Eleven

Name of organisation

BeLonG To Youth Services

Who we are and what we do

BeLonG To is Ireland's national organisation for lesbian, gay, bisexual and transgender (LGBT) young people. Our vision is for an Ireland where LGBT young people are empowered to embrace their development and growth confidently and to participate as agents of positive social change. BeLonG To provides a national network of youth services, as well as advocacy and professional training to advance the needs of LGBT young people.

What the project did

Stand Up was developed in 2010 as an advocacy campaign to enhance the positive recognition of LGBT young people. The project consisted of five online outreach actions to celebrate and strengthen the resilience of LGBT young people, as follows:

- *production of a video for viral marketing of Stand Up:* With the *pro bono* work of experienced film-makers, we created five video shorts of 1.3–10 minutes. Inspired by the message of *Stand Up*, 'Show your support for your LGBT friends', the videos drew on interviews with pairs of LGBT young people and their friends, showing the mutual support they shared. We also created a 40-minute *Stand Up* documentary, which was screened at several film festivals in Ireland and internationally.
- *online moderated campaign photo gallery:* Inspired by the 'This is Oz' online campaign in Australia, we created a photo gallery in which young people submitted photos of themselves holding messages about homophobia and inclusion. The photo gallery was moderated by youth workers, and is located on the youth section of BeLonG To's website. Our consultations with young people found enthusiastic support for the photo gallery.
- *skinning of BeLonG To's YouTube channel:* Our web designers created 'covers' for our YouTube and Twitter channels that visually tied them to the *Stand Up* campaign.
- *online targeted ads:* We had originally proposed to do online ads on Facebook and Bebo. We consulted with a digital marketing company that provided us with advice on digital marketing strategies, selected appropriate websites for the placements of ads, and helped us design online ads. They advised that the launch of the online ads be delayed until the launch of the next *Stand Up* campaign, in March 2011, using Google's in-kind donations of online ads.
- *website development to showcase each of the above:* We created a Facebook page for *Stand Up* which allowed Facebook users to visibly support the campaign. Through Facebook we kept people updated on the campaign. We used Twitter to provide quick updates on the campaign and encouraged followers to re-send tweets. Google Analytics allowed us to track visitors to our website and indicated the platforms on which we were performing well, so we were able to adjust our online marketing strategy accordingly.

How the project developed innovative thinking on equality policy / issues

The *Stand Up* online campaign against homophobic bullying was innovative in two ways:

- the Equality Agenda: Rather than focus on the vulnerabilities of LGBT young people, the campaign focussed on friendship and the resilience of LGBT young people.
- new Approaches: The Stand Up campaign spoke directly to young people through viral marketing and social media. We used YouTube, Facebook and others to engage directly with young people, bringing messages specifically tailored at winning their support for their LGBT peers.

Project impact

The impact of the *Stand Up* online campaign far exceeded our expectations. The online video received over 20,000 views. This large audience contributed to the wide dissemination of positive messages about LGBT young people. Networking through Facebook and Twitter won the support of actor Colin Farrell and sent *Stand Up's* messages to a wide range of Irish and international audiences. LGBT young people used the videos and photo gallery to send their messages about

homophobic bullying and friendship to online audiences. Young people's identity was affirmed through the involvement of friends and family in the videos and photos, in participating in the social media networking and in witnessing the overall success of the *Stand Up* campaign.

Project lessons

Through this project, we strengthened our learning on issues such as:

- the ways that online media are a vital and well-received means of communication, especially with younger audiences.
- how website improvement and digital marketing can bring the messages of a social marketing campaign to a wide audience.
- that the successful use of online media and digital marketing requires skilled interventions by staff immersed in such methods.

- that for online marketing to be successful, it requires the promotion of a brand or organisation that is already trusted by immediate audiences – in order for them to have the interest and commitment to spread the word to their own contacts.
- at times, offensive comments can be posted in response to these types of online campaigns. This requires careful attention by campaign staff, and quick action to secure the removal of such content.

Young people's identity was affirmed through the involvement of friends and family in the videos and photos, in participating in the social media networking and in witnessing the overall success of the Stand Up campaign.

Sport Against Racism Ireland

Case Study Twelve

Name of organisation

Sport Against Racism Ireland

Who we are and what we do

We promote cultural integration and social inclusion in and through sport.

Partner organisation

Gaelic Athletic Association

What the project did

Stick with Diversity celebrated the use of wood in sport across the world by inviting young people from the Balkan states, Turkey, Iceland and Ireland along with guests from the City of Dublin VEC Unaccompanied Minors Project to try their hands at stick games including gili danda, softball, rounders, baseball, table tennis, hockey, camogie, hurling, cricket and shinty. The event took place over a single day at the Civil Service Cricket Grounds, Phoenix Park in Dublin.

The raison d'être of the project was fourfold;

- to celebrate Europe Day on May 9;
- to celebrate European Year for Active Ageing and Solidarity between Generations 2012;
- to celebrate the 350th Anniversary of the Phoenix Park;
- to celebrate the diversity of the international diaspora communities living in Ireland, particularly those from 'hard to reach' communities.

How the project developed innovative thinking on equality policy/issues

This project promoted innovative thinking on issues of equality across gender, ethnicity, age, religion and civil status by introducing, through an exercise in rapprochement,

subtle elements of reconciliation and conflict resolution in an atmosphere of fun and discovery through the medium of sport. The intergenerational aspects were borrowed from the ancient Benba tradition of Insaka where elders in Zambia pass on the wisdom of the village through a process of story and games in a safe and harmonious environment for young and old alike. By applying these tribal intangible practices to a modern European narrative sundered, in many ways, by sectarianism, racism and misogyny, the strategic alliance partnership of SARI and the GAA was gifted an effective medium to build a platform to deliver strength in diversity.

The use of 'neutral' games in which the participants had no previous experience proved to be a wise choice as they did not have partisan supporter bases which might have caused friction. Lessons learned in the contrasting atmospheres of the sporting cauldrons of the Balkans and the spectator harmony of Croke Park were put to use in the execution of the project.

How the project identified new equality issues

In an attempt to achieve a 50:50 gender balance in the project, SARI representatives paid visits to schools

in the catchment area of the Phoenix Park venue to explain the purpose of the project and the need to dovetail the practical nature of the activity with the curriculum, thus introducing a new pedagogy of praxis. Second-level girls' schools were particularly targeted to try to maximise their participation. Unfortunately, due to staff shortages and the absence of sports teachers in the selected schools, the number of female participants was disappointing. This anomaly has been brought to the attention of the Department of Education and Skills.

How the project showcased good practice on equality issues

It is clear from the interviews carried out over the day and the feedback from teachers in the subsequent evaluation, that the young people, teachers, tutors and older coaches found the project very informative and inspiring in highlighting equality issues. Not alone were many of the participants meeting people from different countries, civil status, ethnicity for the first time, teenage boys and girls were participating together in action groups in the 'try a game' circuits and in the workshops.

Project impact

It has been agreed between the main partners (SARI and GAA) that this showcase will feature on a regular sporting calendar and be organised on a provincial basis. Also following presentation of the outcomes of the project at a GAA Cultural Integration Summit in Croke Park, it was agreed that the project would be piloted in one of the GAA's international arenas. As a result of this joint venture

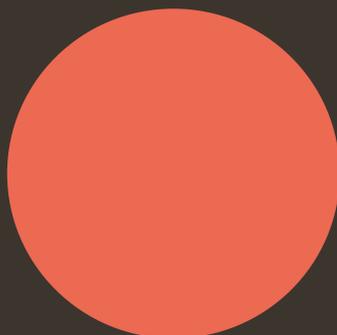
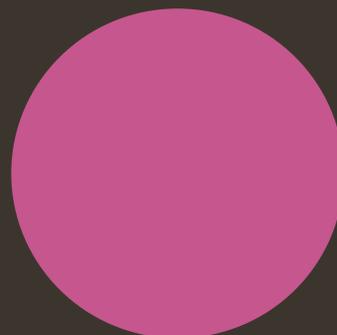
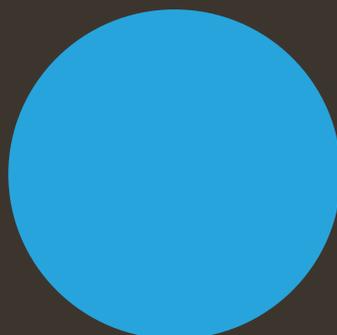
activity, SARI has been invited by the GAA to draft a proposed Equality Clause to be inserted in the Constitution of the GAA as part of the implementation of the EU White Paper on Sport.

Project lessons

United through Sport activity is a very powerful and tangible tool for equality and human development in the context of a human rights framework.



Empowering Equality Communities



Irish Traveller Movement

Case Study Thirteen

Name of organisation

Irish Traveller Movement

Who we are and what we do

The Irish Traveller Movement is the voice of Travellers in Ireland. The Movement was founded in 1990 to provide a platform for Travellers to address the widespread lack of equality and respect for Travellers' human rights. The Irish Traveller Movement comprises 40 member groups from all around Ireland. The Irish Traveller Movement Independent Law Centre was established in its present form in 2009. The Law Centre deals with legal queries, promotes Traveller-specific legal education, prepares submissions in relation to legal policies affecting Travellers and takes strategic litigation cases on behalf of Travellers.

What the project did

The Irish Traveller Movement Independent Law Centre applied for funding under the Equality Innovation Fund to run equality law workshops in Ireland.

The training course is designed to build the capacity of Travellers and Traveller groups on the mechanics of domestic equality legislation and the operation of the Equality Tribunal. A focus of the workshops is to use practical examples to enable people to identify indirect discrimination and to determine whether or not to take a complaint to the Equality Tribunal (or District Court, as appropriate).

Project impact

There have been real benefits from the training, including:

- six regional equality training workshops have taken place, with 90 people participating (almost all were Travellers) at meetings in Cork, Waterford, North Dublin, South Dublin, Offaly and Donegal. Nineteen Traveller groups participated in the training between May and October.
- there has been an increase in referrals from Traveller groups to the Irish Traveller Movement Law Centre, in particular in referrals relating to indirect discrimination.

- there has been an informal evaluation of the perception of the effects of the Equal Status Acts (as amended) among members of the Traveller community.
- there is heightened awareness of the protections of the Equal Status Acts (as amended) amongst Traveller groups around the country.
- the workshops have afforded the Irish Traveller Movement Independent Law Centre an opportunity to engage with groups in relation to equality issues and to identify the needs of groups in taking cases under the Equal Status Acts (as amended).

The training course is designed to build the capacity of Travellers and Traveller groups on the mechanics of domestic equality legislation and the operation of the Equality Tribunal.



Case Study Fourteen

Name of organisation

Inclusion Ireland (national association for people with an intellectual disability)

Who we are and what we do

Inclusion Ireland is the national organisation advocating for the rights of people with an intellectual disability in Ireland. Inclusion Ireland provides information and support to people with an intellectual disability and their families. Inclusion Ireland also advocates for policy and legislative change.

The vision of Inclusion Ireland is of a society where people with an intellectual disability live and participate in the community with equal rights as citizens. The mission of Inclusion Ireland is to ensure that people with an intellectual disability have their voices heard and are supported to lead independent and fulfilled lives.

Inclusion Ireland

What the project did

The project created a series of short videos that provide people with an intellectual disability and their families with practical information in an accessible format.

The videos show how to fill out social welfare forms and talk through the social welfare appeals process for specific allowances. The 'actors' in the videos are people with an intellectual disability and their families.

How the project developed innovative thinking on equality policy / issues

Traditional information on social welfare forms and procedures can be very complex and not presented in an accessible way to people with an intellectual disability. The appeals process is also very complicated. Inclusion Ireland receives many calls and queries from people who need assistance with practical issues such as where to access forms and how to complete them. Furthermore, it is a major issue for many people with a disability physically to leave their homes because buildings can be physically inaccessible, travel options can be limited and some people with disabilities can be sensitive to certain

sounds and lights. This project allows people to access information from their own homes in a practical and accessible format. To the best knowledge of Inclusion Ireland, there has been no similar Irish project producing videos on practical issues such as social welfare allowances.

How the project identified new equality issues

Access to accessible information has long been established as an area of concern for people with disabilities. This project further highlights the need to provide people with practical, accessible information, especially around areas which involve basic rights, such as access to the social welfare system.

How the project showcased good practice on equality issues

Good practice must always ensure that the target audience of a given project has access to information and must think innovatively about how to provide this information. This project provides accessible information. In doing so, it highlights the need for information in other key areas. It also confirms that service providers should be aware of the need to adapt their information to suit their audience.

Project impact

The impact of the project in the short-term has been the provision of information in an accessible format and produced in a way that is easy to understand and disseminate to interested parties. It is lessening the burden on people with a disability and their families who often report to Inclusion Ireland that trying to access basic information can in itself be a major cause of stress. In the medium- to long-term, Inclusion Ireland will draw on the model provided by

this project to highlight the need for accessible information across a range of areas. It will encourage both statutory and non-profit organisations to explore alternative formats when providing information.

Project lessons

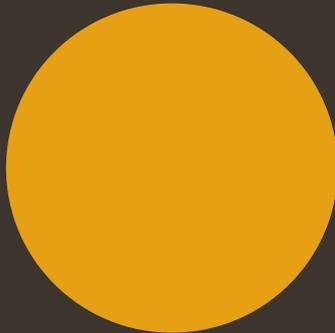
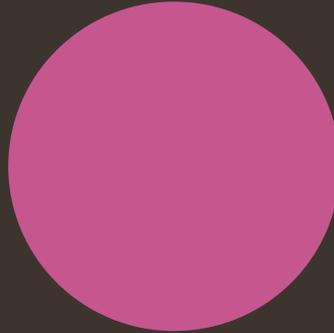
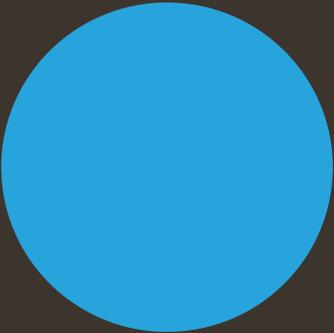
A difficulty that has taken place has been around the script in terms of keeping it interesting while still providing the important information. Given that the 'actors' involved are representatives of the 'targets' of

the films, namely people with an intellectual disability and their families, their feedback as the videos were filmed has been very important. Time was assigned to ensure that the content could be discussed while the videos were being shot. In this way, details were changed on the day of filming in response to feedback from the actors. Making the information accessible but also interesting has been a real challenge and a learning point.

The impact of the project in the short-term has been the provision of information in an accessible format and produced in a way that is easy to understand and disseminate to interested parties.



Becoming Equality Champions



Angling Council of Ireland

Case Study Fifteen

Name of organisation

Angling Council of Ireland

Who we are and what we do

The Angling Council of Ireland (ACI) is the national governing body for sea, game and coarse angling in Ireland. It oversees angling competitions, offers coaching programmes, develops programmes to enable people to participate in the sport of angling and disseminates information about angling.

Project partners

- Inland Fisheries Ireland;
- Waterford Sports Partnership;
- Kerry Sports Partnership;
- Sport Active Wexford;
- Carlow Sport Partnership;
- Coaching Ireland

What the project did

The ACI project designed and delivered an angling coaching programme in six locations to people with intellectual disabilities and their supporters to equip them with the skills to participate in angling. The project included designing and delivering a training course and training materials for angling clubs on mechanisms of inclusion and equality. The ACI also designed a Continuous Professional Development (CPD) training course for qualified angling coaches to enable them to coach people with disabilities competently and to integrate them successfully into the angling clubs. Coaching Ireland has examined the course syllabus and training material and has now certified the course.

What the project achieved

The project achieved a significant change in attitude towards athletes with disabilities in the sport of angling. 100 anglers with disabilities

and 22 of their carers were trained as a result of this project and most can now fish independently with their carers. Forty coaches from around the country completed CPD training for coaching people with disabilities.

The project also developed equality awareness among angling coaches and 430 angling clubs throughout the country. The project enabled a review of the structures of angling clubs to enable anglers with intellectual disabilities to be included and to develop a more inclusive and egalitarian organisation. Ten clubs have been restructured and can now accommodate people with disabilities. These are Knocknagoshel S&T, Munster Blackwater S&TAC, St Paul's Youth Fishing Club, Waterford & District CAC, Carlow CAC, Déise Game Angling Club, Waterford & Dist TAC, Kilkenny Salmon & Trout Anglers, Tralee Sea Angling Club and Oaklands Coarse Angling Club. Clubs now have written policies that are inclusive of people with disabilities

100 anglers with disabilities and 22 of their carers were trained as a result of this project and most can now fish independently with their carers.

and are continuing to develop fisheries to make them more suitable for anglers with disabilities.

The ACI also initiated a targeted campaign using electronic media to raise awareness of the issue of equality in angling as a sport and in angling clubs.

Project impact

The project achieved a broad impact that went beyond the sport of angling. Coaching Ireland agreed to advertise the CPD approach of ACI to other sports bodies through their newsletter. Sports Partnership Personnel involved in organising groups and in the roll out of the project carried lessons learned to other sports bodies in their areas. The involvement of International Professional Casting Instructors (GAIA and APGAI) in the CPD training proved very successful, the feedback received being very positive. Furthermore GAIA and Angling for Youth Development (AFYD Scotland) have expressed interest in the CPD course for their UK members during 2012.

“Fishing is the best thing we ever did with these kids”

The tone and texture of the experience is captured in the following extract from a letter written

by a supervising carer after a sea fishing adventure for her charges

“You have no idea the impact it had on our group ... It was a most enriching and enjoyable day for them. This would not have been possible without the help of all those who you organised to come and assist. None of our residents ever

went fishing before and were not over enthusiastic on the outward journey but the return journey they were all full of the joys of fishing and all that it entails. They had such crack and catching a fish brought so many mixed emotions to the surface from fear to utter excitement. Thank you a thousand times from staff and students”



Camogie Association

Case Study Sixteen

Name of organisation

An Cumann Camógaíochta

Who we are and what we do

Camogie is an Irish stick-and-ball team sport played by 100,000 women in Ireland and worldwide.

The Camogie Association's core activity is to provide camogie opportunities for girls and women in clubs, schools and universities all over Ireland. We work to provide girls and women with an inclusive, enjoyable and lifelong involvement in camogie and to expand opportunities to participate in and enjoy camogie. In doing this we aim to improve performance, volunteer development and leadership, achieve excellent governance and organisational development and to enhance camogie's profile in line with our National Development Plan.

What the project did

Camogie for All was a project undertaken by the Camogie Association to include people with disabilities in the sport of camogie. The Camogie Association designed, developed and delivered workshops on Adapted Physical Activity in Camogie to cater for players with physical, learning and sensory disabilities. The targeted attendees were teachers, coaches and tutors of camogie coach education courses.

One workshop was delivered in each of the four provinces. Connaught and Leinster workshops were delivered on 5 and 6 October 2012 respectively while Munster and Ulster workshops took place on 17 and 20 October 2012 respectively. All were well received.

The *Camogie For All* workshop is designed to give ideas and inspiration to coaches to adapt their camogie sessions to include girls with a disability. Participants learn the theory behind Adapted Physical Activity and Disability Sports, how to develop fun warm up activities, drills, game layout and cool downs to include all ability levels and to discuss barriers and potential solutions to participation.

The project culminated in the Athlone Institute of Technology on 18 October

with a camogie *Come and Try It Day* for children with learning and physical disabilities.

The *Come and Try It Day* was attended by President of the Camogie Association Aileen Lawlor, Acting CEO Mary O'Connor, in addition to members of the Treaty Warriors Wheelchair Hurling Club and the Irish Paralympic team.

The Camogie Association intends to follow up its work on this project by modifying the *Camogie For All* workshop to become a module of the

“I really enjoyed the workshop and picked up lots of games and drills that I can use in class and at training – it really makes you think how much more we can do and how camogie really can be for all!”

Pauline Della Chiesa – Gort Camogie Club and PE Teacher in Coláiste Mhuire Ennis

Camogie Foundation Level Coaching Course 'Get a Grip'. It also plans to train its coach education tutors to deliver the workshop.

How the project developed innovative thinking on equality and showcased good practice on equality issues

- while the acceptance of children with disabilities into mainstream education has made massive strides terms of acceptance and inclusion of people with disabilities among classmates and peers, the sporting arena remains for the most part segregated.
- children and adults with disabilities have long demonstrated extraordinary prowess and fantastic achievement in sport, but their achievements are rarely part of community-based team sports. This is mainly due to a lack of knowledge and the coaches' fear of being not able to cater well for a child with disabilities.
- the workshops showcase good practice by training our teachers, coaches and coach education tutors to provide relevant camogie activity for young girls with disabilities and to cater for their specific needs.
- participants develop the ability to adapt their training sessions to cater

“It really made me realise that we can welcome children with disabilities in our newly formed camogie club in Ballygar. I would feel happier now that I would be able to change parts of our sessions to include girls that may have a difficulty in completing all drills / games”

Stephen Larkin Ballygar Camogie Club

for all ability groups. This gives them confidence to train players with a disability. These children will have the opportunity to enjoy equal and quality participation in camogie as part of their local community.

Project impact

Participants, whose awareness of people with disabilities has increased due to the recent Paralympics, discovered ways that they themselves can be more inclusive within both their local camogie club and school PE classes.

- participants reported that they now see ways of including of people with disabilities in camogie where previously they would have seen only difficulties. This suggests that the workshop generated a new level of equality awareness.
- some participants named children in their locality whose parents

might be approached with an invitation for their child to be part of the clubs' activities.

Project lessons

Several participants remarked that they were delighted to receive information relating to the correct terminology for referring to people with disabilities. Lots of people just do not know what is considered appropriate and are very keen to avoid causing offence unintentionally.

This was just a by-product of the workshop but perhaps it might be an idea to have this information widely circulated to employers, businesses, workplaces and clubs. At the moment those who are dealing with people with disabilities on a regular basis are familiar with appropriate language but a majority of people may not be.

National Association for Youth Drama

Case Study Seventeen

Name of organisation

National Association for Youth Drama

Who we are and what we do

NAYD (National Association for Youth Drama) is the development organisation for youth theatre and youth drama in Ireland. NAYD supports youth drama in practice and policy, and supports the sustained development of youth theatres in Ireland. NAYD advocates the inherent value and the unique relationship between young people and theatre as an art-form and is committed to extending and enhancing young people's understanding of theatre and raising the artistic standards of youth theatre across the country.

Project partners

Boolabus Youth Theatre
Dublin Youth Theatre
Clondalkin Youth Theatre
Drogheda Youth Theatre
Ballymun Youth Theatre
Independent Youth Theatre,
Dublin

What the project did

This project used the technique of Forum Theatre to explore issues of equality and discrimination with young people through a workshop programme and a forum theatre resource pack for those working with young people. The NAYD researched and developed a forum theatre training programme which involved designing and piloting a series of workshops and drama pieces to be delivered to 14 facilitators over a number of weeks.

The facilitators were trained in forum theatre techniques which supported them in specifically looking at equality issues as part of the workshops and the drama pieces. They were then supported in designing their own workshops and drama pieces within a forum theatre framework. They delivered these workshops to each other as part of a peer process before writing them up and then identifying

youth theatre groups to which the workshops could be delivered.

The workshops were then delivered over a series of weeks to a number of youth theatres. In all, 93 young people participated. The workshops and the materials were written up, collated and presented as a Forum Theatre Resource Pack on our website and downloadable by youth theatres, by those interested in exploring equality using Forum Theatre with young people and within a community context.

Project Impact

This grant enabled groups of young people to be supported through a creative technique to challenge their own preconceptions as well as broader prejudices within their community and society and creative alternative positions that encouraged equality as a core principle in their lives and in their interactions with others.

This grant enabled groups of young people to be supported through a creative technique to challenge their own preconceptions as well as broader prejudices within their community and society.

The grant also allowed issues of diversity and difference to be valued and fostered within groups of young people.

The grant enabled a core group of leaders to be trained to competently deliver workshops to young people exploring diversity and equality using a complex theatre technique.

The developments within the project, particularly the focus on the training of trainers, will ensure that there will be sustainability within the youth sector to continue to deliver these workshops beyond the life of the project.

The actual workshops designed to train the trainers and those then developed by them for delivery within youth groups are a more valuable resource than we had initially planned and will be of significant support to those working with young people to use forum theatre to explore a range of issues.

For NAYD, the most important impact of this project has been that there is now a pool of trained facilitators who can use forum theatre to explore issues of equality with young people.

The project has also ensured that young people themselves are

challenged within their own youth groups to question and interrogate discrimination and what this means to them in their day to day lives.

The project has also delivered a very comprehensive resource pack

that can be used in a broad range of contexts both with young people but can also be adapted for use in community contexts, with Traveller groups as well as with agencies and organisations working with people with disabilities.



Through the innovation displayed by these organisations, socially excluded groups have been enabled to participate in new activities. New audiences have learned that equality is for them and that they have equality rights.

The Equality Authority,
Tipperary Office
Public Information Centre
Birchgrove House
Roscrea
Co Tipperary
Ireland

LoCall: 1890 245 545
Phone: +353 (0505) 24126
Fax: +353 (0505) 22388

Email: info@equality.ie
Website: www.equality.ie

The Equality Authority,
Dublin Office
2 Clonmel Street
Dublin 2
Ireland

LoCall: 1890 245 545
Phone: +353 (01) 417 3336
Fax: +353 (01) 417 3331

Email: info@equality.ie
Website: www.equality.ie