



LCDDC

Coiste um Fhorbairt Pobail Áitiúil
Chathair na Gaillimhe
Galway City Local Community Development
Committee

Equality and Human Rights Statement

A Tool to Support Implementation of the Public Sector Duty to
have regard to the need to Eliminate Discrimination, Promote
Equality of Opportunity and Protect Human Rights.



This Statement

In using this equality and human rights statement we will:

- Develop procedures so that this statement is used as a reference point for the LCDC so that our equality and human rights values and objectives are advanced through all our work.
- Support the application of this statement in the initiatives we are involved in such as SICAP, the LECP, and the SPCs of Galway City Council.
- Champion this statement among our members and encourage their organisations to adopt or adapt this statement for use in their work.
- Promote the adoption or adaptation of this statement by the city through Galway City Council.
- Review and renew this statement at the end of 2019.
- Use this statement as a starting point for the development of:
 - An equality and human rights impact assessment procedure.
 - An equality and human rights policy to govern our internal procedures and practice.



Background

Galway City Local Community Development Committee (LCDC) is responsible for planning, coordinating, and monitoring local development and community development programmes and funding in the city. Our mandate is to seek an approach that is integrated, based on community engagement, cost efficient, and extracts learning for enhanced links between policy development and service delivery.

This statement reflects our commitment to equality and human rights. This commitment includes people of disadvantaged socio-economic status; women; lone parents; Black and minority ethnic people including Travellers; lesbian, gay, bisexual, trans and intersex people; older people, young people and children; people with disabilities; people from minority religions and with no religion; homeless people; people in ill health; people with mental health issues; Irish speakers; linguistic minorities; and single people.

This statement serves to address our obligations under the Irish Human Rights Equality and Commission Act 2014 to have regard to the need to eliminate discrimination, promote equality of opportunity, and protect human rights.

This statement shapes our work as the LCDC as we fulfil our mandate and realise our ambitions. It underpins the need for sustained activities for equality and human rights. It informs the work of the individual organisations that work with the LCDC.

Our Values

Our commitment to equality and human rights is motivated by a set of shared values. These values reflect our ambition to work towards the achievement of equality and the fulfilment of human rights. These are the values of:

Dignity

Autonomy

Participation

Inclusion

Social justice

Environmental Justice

Values, Objectives and Issues

This tool supports our implementation of the public sector duty. It defines these equality and human rights values, identifies a shared objective for each, and sets out the primary equality and human rights issues for each as relevant to our mandate.

Dignity is about care and respect for people. It involves embracing diversity and protecting, promoting, and fulfilling people's rights. It means working with people in a non-judgmental and fair manner, based on a parity of esteem.

Galway City LCDC seeks to ensure the barriers to dignity are addressed in protections for the most vulnerable groups and for the dignity of people in accessing services.

We are, therefore, concerned with the following equality and human rights issues:

- Stigma, stereotypes, negative attitudes towards groups and lack of respect.
- All forms of discrimination.
- Lack of awareness of rights.
- Undervaluing of care and caring.
- All forms of violence, in particular violence against women and children.
- Appropriate design of, forms of communication in, and coordination of services in securing friendly and welcoming service provision.

Autonomy is about independence, self-determination, choice and a bottom-up approach. It involves being flexible in meeting changing, emerging and contextual needs and supporting a capacity to make choices and be involved in decision-making.

Galway City LCDC seeks to ensure that the needs, choices, and experiences of people from all groups are taken into consideration with equality, openness and respect and are central in decision-making.

We are, therefore, concerned with the following equality and human rights issues:

- Inflexible plans and policies that fail to address changing and emerging needs.
- Processes where people are ignored, decision-making that excludes, and decisions coming from a single source.
- Communities and their members being stripped of independence or subject to coercion or not listened to.



Participation is about meaningful participation in decision-making and processes of accountability. It involves the right to be heard and to pose a challenge. It includes open debate in building shared visions with space for differences and compromise.

Galway City LCDC seeks to ensure that institutional structures enable meaningful participation in decision-making, participatory forms of democracy are valued, and platforms are established to enable opinions to be heard and challenged.

We are, therefore, concerned with the following **equality and human rights issues**:

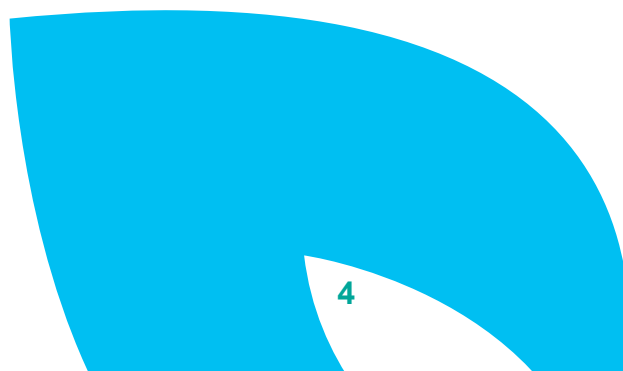
- Powerlessness and lack of influence.
- Lack of voice and influence for those who are marginalised.
- Disengagement from decision-making processes by those who are marginalised and the need to reinvigorate participation.
- Limited approaches to participation.
- Lack of accountability.
- Organisational cultures that constrain participation in decision-making.

Inclusion is about enabling and recognising the right of people, in particular those experiencing disadvantage and exclusion, to participate.

Galway City LCDC seeks to ensure that the diversity of groups that make up society is recognised and that these groups are enabled to participate fully in all areas of society.

We are, therefore, concerned with the following **equality and human rights issues**:

- Isolation.
- Lack of access and barriers to accessibility.
- Diminished sense of belonging in community.
- Limited recognition of diversity.



Social Justice is about transparency and fairness in the distribution of economic, educational, cultural and other resources. It involves proactive targeted approaches to support those experiencing injustice.

The [Galway City LCDC](#) seeks to ensure transparency and fairness in the distribution of resources and the fulfillment of economic, social and cultural rights.

We are, therefore, concerned with the following [equality and human rights issues](#):

- Poverty in all its manifestations.
- Unemployment, underemployment and precarious work.
- Lack of education and issues of literacy.
- Lack of income and low incomes.
- Homelessness.
- Inadequate childcare.

Environmental Justice is about recognising the right to a clean, safe, and sustained environment for this and future generations. It involves a concern for climate change and its impacts, in particular on marginalised groups and communities.

The [Galway City LCDC](#) seeks to ensure planning for sustainable communities and a sustainable future.

We are, therefore, concerned with the following [equality and human rights issues](#):

- Access to clean water, public and sustainable transport, and recreational spaces.
- Impact of climate change on a coastal city.
- Inefficient use of scarce resources.
- Threats to the green belt for the city.





**Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas**

Irish Human Rights and Equality Commission

This project is funded, or funded in part, through a grant from the Irish Human Rights and Equality Commission under its Human Rights and Equality Grants Scheme.

The LCDC Social Inclusion Subgroup would also like to acknowledge with thanks the work of Niall Crowley, Values Lab, for facilitating the process and drafting this Equality and Human Rights Statement www.values-lab.ie



Dignity
Autonomy
Participation
Inclusion
Social Justice
Environmental Justice

