



Galway City LCDC Realising the Potential in the Public Sector Duty

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Values Lab



Presentation

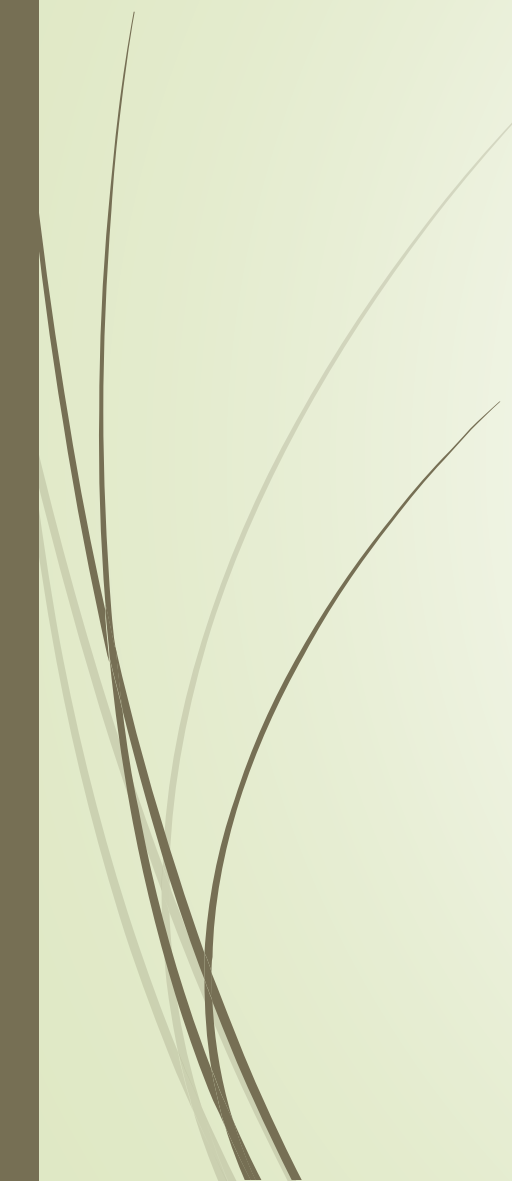
- Galway City LCDC approach
- Equality and Human Rights Statement
- Manual for implementing the Duty:
structures & systems; assessment; impact
assessment; budget; civil society
engagement; and collaboration



Motivation Values-Led Approach




Values

- Those ideals we hold to be important
 - Motivate us as individuals
 - Shape the priorities, the processes, and the practices of an organisation
 - An organisational culture of engaged equality and human rights values
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Galway City LCDC Equality and Human Rights Values

- Dignity
 - Autonomy
 - Participation
 - Inclusion
 - Social Justice
 - Environmental Justice
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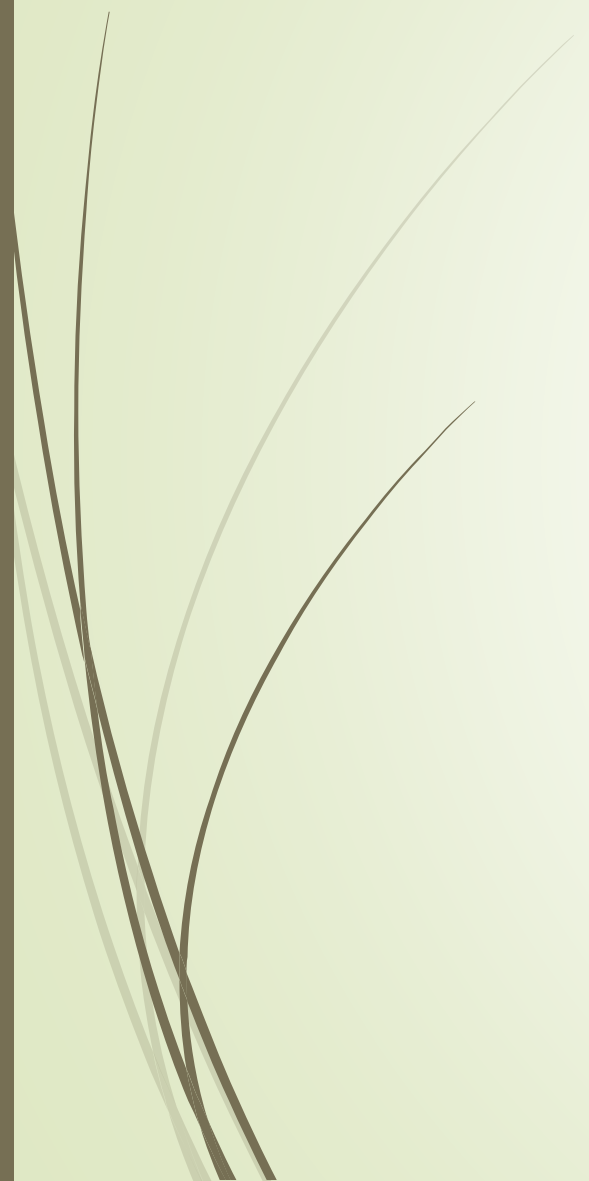
Equality and Human Rights Values Statement

- Foundation stone for a values-led approach
- Explicit in setting out and defining shared equality and human rights values
- Concretises these values in statements of priority, of process, and of practice



Assess, Address, Report

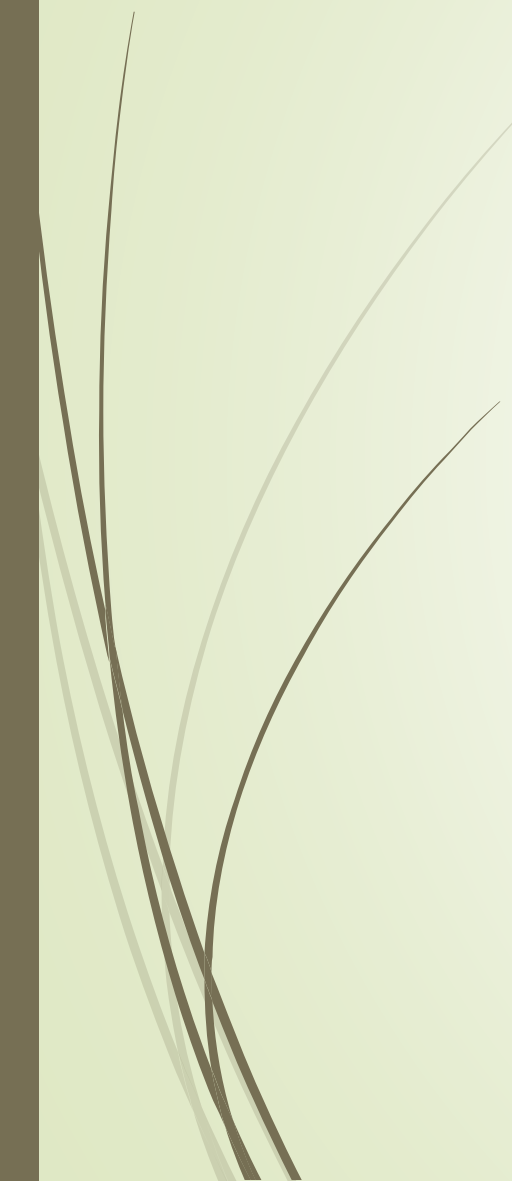
- Assess: values provide a frame to guide and organise the assessment
- Address: Statement of Priority guides planning & Statement of Process guides internal procedures
- Report: values provide a frame to report on progress made on the issues



Start-Up Phase



Create the Conditions: Structure

- Leadership – Understanding, imprimatur, and accountability
 - Drive – Cross organisational structure
 - Implementation Plan – Key moments, steps and responsibilities
 - Tailor an Equality & Human Rights Values Statement
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Create the Conditions: Ambition

- Ambition for Equality:
 - Formal and substantive
 - Resources, Recognition, Representation, and Relationships
- Ambition for human rights:
 - Prevent violation and ensure enjoyment
- Ambition for the Duty: compliance; flexibility; and positive action




Create the Conditions: Capacity

► Capacity

- Leadership, working group, key staff
- Equality and human rights, values, public sector duty, implementation tools

► Organisational culture

- Visibility for and engagement of values



Create the Conditions: Participation Systems

- Specific engagement for specific purpose
- Civil society: Bring forward the perspective of the ten identified groups
- Galway City Community Network - Panel
 - Capacity, information flows & resources
 - Engage at key moments and feedback



Planned and Systematic Approach to Equality and Human Rights



Assess

- Equality and human rights issues faced by the identified groups
- Framed by:
 - equality and human rights values; and
 - functions



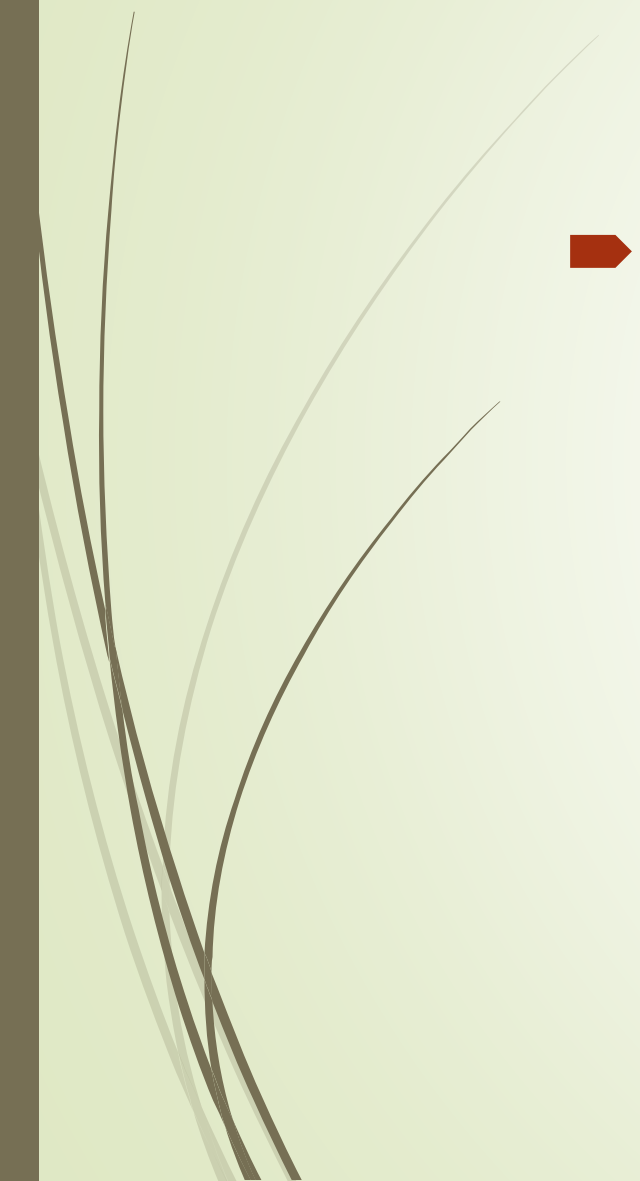
Assess

- Gather evidence: internal and external
- Assess and prioritise
- Validate and finalise:
 - staff & civil society
- Publish



Address

➤ Key Moments:

- Strategic plans and annual work plans
 - Budgets
 - Policies, programmes, and services
 - Internal policies and procedures
 - Funding streams
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Address

- Equality and Human Rights Impact Assessment at final draft stage
 - Alignment with statement of priority/statement of process
 - Adequate response to the issues assessed and prioritised



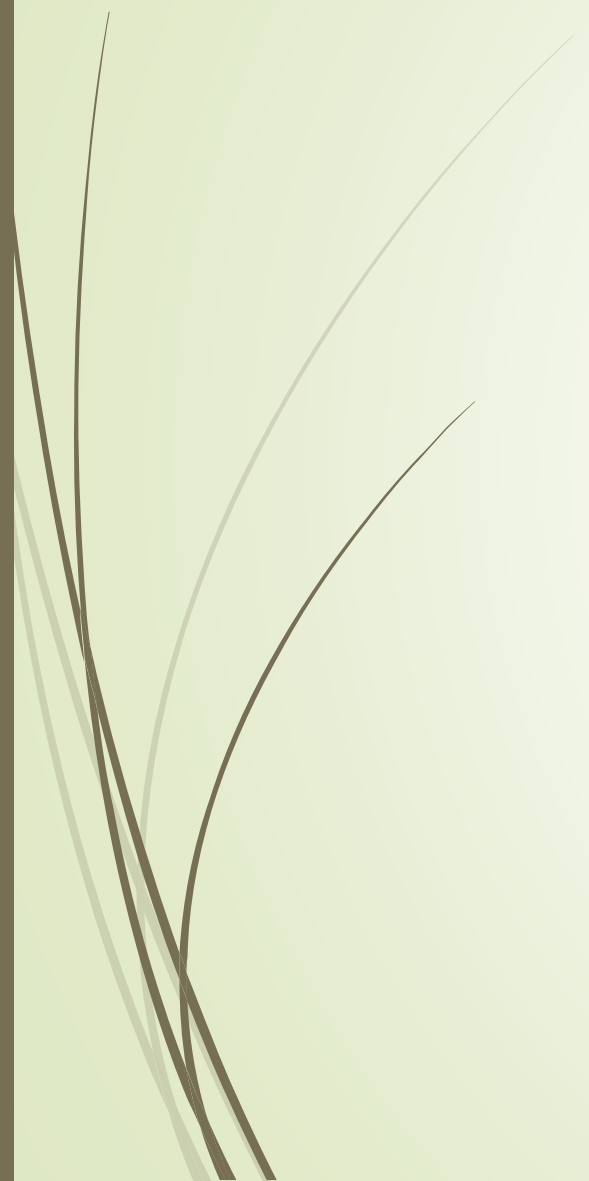
Address

- Gather the data on the issues available
- Conduct the impact assessment
- Consult and validate: staff and civil society
- Report
- Monitor and respond to actual outcomes



Report

- Annual report
- Framed by values
- Progress made in relation to Duty, values and issues



Shared Challenge



Collaboration

- Public bodies and GCCN
 - Role:
 - Peer stimulus and support
 - Joint Initiatives
 - Regular meeting, shared convening
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