



Comhairle Cathrach
Bhaile Átha Cliath
Dublin City Council



Dublin Fire Brigade,
Public Sector Equality and Human Rights Duty
Implementation Plan

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Contents

1	Introduction.....	4
2	Equality and Human Rights Values Statements.....	5
3	Assessment of Equality and Human Rights Issues.....	7
4	Creating the Conditions.....	10
5	Addressing the Issues.....	12
6	Building Momentum.....	13
	Appendix 1: Evidence Book.....	14

1 Public Sector Equality and Human Rights Duty

1.1 Introduction

The public sector equality and human rights duty requires public bodies, in implementing all their functions, to have regard to the need to eliminate discrimination, promote equality, and protect human rights for service users and employees¹.

Public bodies are required to: undertake an assessment of the equality and human rights issues relevant to their functions; to identify the steps being taken or proposed to be taken to address the issues as assessed; and to report annually on their progress in addressing these issues and implementing the Duty.

Our commitment to equality and human rights encompasses the diversity of people across the identified groups for the Duty:

- groups covered by the nine grounds under the equality legislation: gender (including gender identity); civil status; family status (including lone parents and carers); age (young and older people); disability; sexual orientation; race (Black and minority ethnic people); religion and belief; and membership of the Traveller community; and
- groups encompassed by the ground of socio-economic status, those who are at risk of or experiencing poverty and exclusion.

Our work to achieve equality and fulfil human rights encompasses all our functions: management; operational; employment; administration; and professional/technical.

We strive to reach the standards outlined in this implementation plan within an external context of legislation and regulation governing our work and an internal context of the particular functions of and demands on this organisation, and the resources made available to us.

In launching this implementation plan we are concerned to enable and secure the active engagement of all our staff in realising a shared ambition to achieve equality and fulfil human rights for staff and service-users of Dublin Fire Brigade.

¹ Section 42, Irish Human Rights and Equality Commission Act 2014

2 Equality and Human Rights Values Statement

This Equality and Human Rights Values Statement sets out the values that motivate our concern for equality and human rights and their implications for our priorities, work processes, and workplace practice. It provides the frame within which we will implement the public sector equality and human rights duty. It is aligned with the equality and human rights values established in the implementation plan for the public sector equality and human rights duty of the wider Dublin City Council.

Our Equality and Human Rights Values

<p>Dignity & Respect</p> <p>Diversity & Accessibility</p> <p>Inclusion & Social Justice</p> <p>Participation & Engagement</p> <p>Choice & Autonomy</p>

Our Equality and Human Rights Values in Practice

Dignity & Respect: People being treated in a manner that recognises their intrinsic human worth.

Statement of Priority: Dublin Fire Brigade works to create and meet expectations of equal treatment and respect, among the public, staff, and potential recruits from across the identified groups.

Statement of Process: Dublin Fire Brigade treats people from across the identified groups equally, responds to people with care, compassion and empathy, resolves any issues that impact on dignity and respect efficiently and effectively, and ensures an awareness within the organisation of these issues.

Statement of Practice: Dublin Fire Brigade staff treat colleagues and the wider public with equality and respect, respond to issues of discrimination, sexual harassment, and harassment if they occur, and enable people to report these issues when they arise.

Diversity & Accessibility: Difference is welcomed and valued and diversity is accommodated in access to our services and in employment.

Statement of Priority: Dublin Fire Brigade works to communicate and provide support for diversity in the community and among its staff.

Statement of Process: Dublin Fire Brigade enables accessibility by providing the infrastructure, adaptability, and type of communication as required to meet the needs specific to people from across the identified groups.

Statement of Practice: Dublin Fire Brigade staff are open to diversity, recognise and understand diversity, and ensure people know to communicate any particular needs they might have on account of diversity.

Inclusion & Social Justice: The diversity of people has the resources and opportunities to participate fully in all aspects of life in the city.

Statement of Priority: Dublin Fire Brigade works to attract diversity into its staff and to engage with the people across the identified grounds in its services to the community.

Statement of Process: Dublin Fire Brigade is proactive in taking steps to attract staff from the identified groups, identifies and remove barriers to achieving this diversity, and is proactive in outreaching to the identified groups in its work with the community.

Statement of Practice: Dublin Fire Brigade staff encourage and assist each other within a team ethic and foster mentoring and coaching for staff across the identified groups.

Participation & Engagement: The diversity of people has opportunities to have a say on matters and in decisions that affect them.

Statement of Priority: Dublin Fire Brigade works to promote and empower the voice of those from the identified groups.

Statement of Process: Dublin Fire Brigade encourages and empowers people from the identified groups to participate in its structures and procedures developed for making an input into its work, and creates specific opportunities as needed for people from the identified groups to have a voice within the organisation.

Statement of Practice: Dublin Fire Brigade staff encourage people from across the identified groups to contribute their ideas and perspectives

Choice & Autonomy: The preferences and choices of the diversity of people are acknowledged with appropriate options available within service delivery and employment where possible.

Statement of Priority: Dublin Fire Brigade works to maximise the choices and options open to colleagues and those it works with from across the identified groups.

Statement of Process: Dublin Fire Brigade provides for and enables choices by staff from across the identified groups.

Statement of Practice: Dublin Fire Brigade staff are supportive of colleagues in the choices they make.

3 Assessment of Equality and Human Rights Issues

This assessment identifies those issues facing the groups covered by the public sector equality and human rights duty, which are relevant to the functions of Dublin Fire Brigade. They relate to the:

- **Situation** of the groups in terms of their access to resources and any particular disadvantage they experience.
- **Experience** of the groups in terms of the quality of their interaction with employers and service providers and the wider society.
- **Identity** of the groups in terms of how they chose to give expression to their identity and the specific needs that arise from this.

The assessment is based on internal staff knowledge; gathering evidence from national policy documents, research reports, and IHREC submissions to international human rights bodies; and a validation meeting with relevant civil society organisations.

The issues identified are faced by the ten identified groups for the Duty and are relevant to the functions of Dublin Fire Brigade: management, operations, employment, administration, and professional/technical.

Dignity & Respect: People being treated in a manner that recognises their intrinsic human worth.

Priority equality and human rights issues:

- Discrimination and fear of discrimination in employment and service provision, with subsequent disadvantages for the identified groups.
- Harassment and sexual harassment and lack of safe working environments for the identified groups.
- Failure to make reasonable accommodation for disabled people in employment and service provision.
- Segregation, in particular of women and men in relation to caring roles, various occupations, and in the various levels within occupations.
- Perceptions and judgements based on stereotypes and myths held about the identified groups.
- Hate speech and negative public discourse about the identified groups.
- Having to hide one's identity at work and in other arenas, with resultant anxiety and fear, and invisibility of various groups in the workplace.
- Isolation and loneliness experienced by various groups.

- Lack of understanding and awareness of discrimination and how to eliminate it within organisations, and phenomenon of the silent bystander that fails to challenge it.
- Lack of knowledge of rights, lack of confidence to exercise them, and fears in reporting incidents of discrimination and harassment.

Diversity & Accessibility: Difference is welcomed and valued and diversity is accommodated in access to our services and in employment.

Priority equality and human rights issues:

- Lack of visibility for and recognition of difference and the specific needs and preferences that arise, including lack of data collection and analysis on difference.
- Lack of flexibility and assumptions that one size fits all, and lack of understanding of and consideration for difference, with a failure to take difference into account such as language, cultural traditions etc. and to make provision for flexible working arrangements and for flexibility in engaging with the identified groups.
- Physical infrastructure barriers, including inaccessible buildings, and lack of provision for: access; universal design; and appropriate facilities.
- Failure to accommodate, and barriers resultant from, coming out as LGBT and transitioning to live outwardly in the gender with which one identifies, in the workplace.
- Inaccessible communication, including in terms of language, content, and imagery, and of media used.
- Lack of investment in responding to specific needs and failure to provide additional supports that might be needed, including assistive technology.

Inclusion & Social Justice: The diversity of people has the resources and opportunities to participate fully in all aspects of life in the city.

Priority equality and human rights issues:

- High levels of poverty and disadvantage and its impact on people, including income inequalities and low pay, with in-work poverty, and lack of means to access services.
- High levels of unemployment, underemployment, low education and skills levels, and part-time employment.
- Early retirement and lack of workplace opportunities experienced by older people towards the latter part of their career.
- Lack of access to key services, including lack of information about services, and barriers of digital inequality due to lack of equipment or capacity
- Homelessness, confinement to institutional settings including direct provision, and housing insecurity, poor quality housing, and overcrowding.

- Health inequalities, including mental health and impact of discrimination and exclusion on mental health.
- Reluctance to contact and access services due to disadvantaged or legal status, and associated stigma.

Participation & Engagement: The diversity of people has opportunities to have a say on matters and in decisions that affect them.

Priority equality and human rights issues:

- Lack of representation in decision-making structures and processes in the workplace and in the community.
- Lack of dialogue and consultation, presence within communities, and engagement with representative civil society organisations.
- Failure to engage and hear the voice of people in vulnerable situations or of vulnerable legal or other status.

Choice & Autonomy: The preferences and choices of the diversity of people are acknowledged with appropriate options available within service delivery and employment where possible.

Priority equality and human rights issues:

- Lack of options that provide for real choices.
- Lack of information to enable informed choices.
- Choice undermined by stereotypes and expectations informed by stereotypes and by discouragement due to invisibility for diversity.
- Failure to assume capacity for decision-making and to provide supports to enable this capacity.

4 Creating the Conditions

Leadership from senior management provides a key context for progress on implementing the public sector equality and human rights duty:

- A champion for the Duty will be identified within the Senior Management Team.
- All members of the Senior Management Team will be responsible for the implementation of the Duty, and leadership on equality and human rights values in their area of responsibility.
- Senior management meetings will give consideration to reports on progress on implementing the Duty from the working group on a regular basis.

A public sector equality and human rights duty **working group**, drawn from across the organisation, provides a key driver for implementing the Duty and doing so to a high standard:

- A working group will be convened by the Senior Management Team member championing the Duty to meet on a quarterly basis.
- The working group will:
 - prepare an annual programme of priorities and targets for implementation of the Duty;
 - track progress on implementing the Duty, the standard at which this is being done, and the impact it is having;
 - track progress on engaging staff with the equality and human rights values statement and the impact this is having;
 - keep the assessment of equality and human rights issues up-to-date; and
 - prepare a short annual report on progress made for inclusion in Dublin Fire Brigade annual report.

Skills and understanding are needed for an effective implementation of the Duty and key staff need to be supported to **gear up** for the Duty:

- Training opportunities on equality and human rights and the effective implementation of the Duty to:
 - senior management;
 - communications staff;
 - staff responsible for key planning and policy development; and
 - staff involved in the working group for the Duty.

The **Equality and Human Rights Values Statement** will be used in implementing the three steps of the public sector equality and human rights duty: assessment of equality and human rights issues; addressing these issues in our plans and policies; and reporting on progress made. It will be used in strengthening an organisational culture for equality and human rights with steps to:

- Communicate the values and the statement through ongoing work by the communications team to hold an understanding of, develop messages on, and communicate internally and externally about the statement.
- Provide training on the values and the statement, including as part of the induction process and Continuing Professional Development courses.
- Facilitate and promote discussion on the values and the statement, including in drill sessions, and as an ongoing feature in teams talks in administration and operations.
- Place the statement on the walls of our buildings, and include an ongoing focus on the values through the intranet/Dubnet; the Learnpro system; the Bulletin 'Request to Speak'; and parade memos.
- Prepare and distribute leaflets on the values and the statement.

A shared ownership will be created for the statement within the organisation with steps to:

- Create a team of champions for the equality and human rights values statement and organise a roadshow series of events in each of our locations to introduce the statement, discuss the values, and take any feedback on the statement and specific issues that arise.
- Give leadership for these values through management promoting, exemplifying, and having an understanding of this equality and human rights values statement.

It will be important to **measure progress** made in implementing the Duty and in addressing the equality and human rights issues assessed as relevant:

- Output Indicators and Annual Targets:
 - number of working group meetings;
 - number of training events with a focus on the values statement;
 - number of Drill events focused on the values;
 - number of people trained on implementation of the Duty; and
 - number of plans or policies that are checked under the Duty.
- Outcome Indicators and Targets: Key issues will be identified from the assessment of equality and human rights issues, and:
 - the current benchmark will be established for each;
 - a target for improvement will be set for each; and
 - progress will be tracked annually.

5 Addressing the Issues

Implementation of the public sector equality and human rights duty will ensure an ongoing action on the equality and human rights issues as assessed. This will be achieved by:

- providing training on implementing the Duty for the staff members responsible for the plan or procedure to be developed or reviewed;
- use the assessment of equality and human rights issues to establish those issues that are relevant to the plan or procedure;
- introduce a checking process at final draft stage in the development or review of key plans or procedures to ensure it:
 - includes adequate action to respond to the relevant equality and human rights issues; and
 - appropriately advances the statement of priority or statement of process as appropriate for each of the equality and human rights values in the statement.

The **key plans and procedures** that will be subject to this checkpoint each year are:

- Annual service plan for Dublin Fire Brigade
- Ancillary Safety Statement.
- New developments or programmes including plans for refurbishment or development of infrastructure.
- Senior management business plans which will also include some the Duty indicators in their KPIs.
- Annual report, which will also include a report on progress made in implementing the Duty.

6 Building Momentum

Action during 2021 will build momentum behind this initiative, generate ownership for its ambition, and demonstrate action on the ground in Dublin Fire Brigade. This action will include:

- Briefing of senior management team; approval of the action plan from the equality review, and implementation plan for the Duty; and according responsibility for actions to be taken under these.
- Implementation of key initiatives from the equality review and action plan.
- Identification of champions for the Equality and Human Rights Values Statement, roadshow to introduce the statement and engage staff with the values, and communication strategy for the statement and its values.
- Training for staff members responsible for key forthcoming plans and procedures on implementing the Duty, and for communications staff on values and how values work in communication.
- Progress report on the work done in the forthcoming Annual Report.

Appendix 1: Evidence Book

This assessment of equality and human rights issues draws from data and information available from:

- a public policy strategies,
- b national research, and
- c submissions made to international bodies monitoring human rights instruments.

The evidence serves to underpin the assessment of equality and human rights issues and as a resource for the implementation of the further steps of the Duty.

A: Public Policy

The [National Disability Inclusion Strategy 2017-2012](#) identifies and points to issues for people with disabilities of:

- High unemployment rate among those with disabilities compared to those without a disability: In 2011, following a period of challenging economic conditions, the employment rate for people with disabilities had fallen to less than 30%; and 31% of people with a disability are in paid employment, compared to 71% of those without a disability.
- Higher numbers of people with disabilities work part time which contributes to a lower earning potential: Among those at work, one-third of people with a disability are working part-time, compared to one-fifth of people without a disability.
- The chances of exiting employment are twice as high for someone with a disability compared to an otherwise identical individual without a disability.
- People with disabilities are more likely to live alone.
- People with disabilities experience high levels of consistent poverty: 42% of people with disabilities live in a jobless household, putting them at high risk of poverty.
- People with disabilities have poorer educational participation and outcomes, thereby further reducing economic prospects: In 2010, 50% of people with a disability had not completed full second-level education, compared with 22% without a disability.
- The public service employment target for people with disabilities to be increased from 3% to 6%.
- Assistive technology, Universal Design of buildings, and provision for accessibility are required.
- Provision for Irish Sign Language users with free interpretation is needed when accessing/availing of services.

The '[Comprehensive Employment Strategy for People with Disabilities 2015-2024](#)', identifies and points to issues for people with disabilities of:

- People with disabilities in Ireland are only half as likely to be in employment as others of working age, due to: level of education and skills; fears around loss of benefits; employer know-how; low expectations; limited re-entry to work following onset of a disability; and higher incidence of ill-health.
- The public service employment target of people with disabilities will be increased from 3% to 6% on a phased basis.
- The main perceived barriers for those out of work who wish to work are: Flexible work arrangements (45%); Modified tasks (29%); Wage subsidy (24%); Transport/parking (17%); Accessible building (13%); Human support (7%); and Assistive technology or physical adjustments (4%).
- The single most frequent change that those who would like to work suggest is more flexible hours.
- Reasonable accommodation is required such as changes to work tasks, worktimes, workstations, and provision of assistive technology.
- Work experience as a measure to employ people with disabilities needs to be promoted.
- Discrimination and fear of discrimination.

The '[National Traveller and Roma Inclusion Strategy 2017-2021](#)' identifies and points to issues for Traveller and Roma people of:

- Travellers stand out as a group that experiences extreme disadvantage in terms of employment, housing and health and that faces exceptionally strong level of prejudice.
- The All Ireland Health Study of 2010, found that 84% of Travellers during the study were currently unemployed. Census 2011 reveals that out of a total labour force of 4,144 Traveller women, 81.2% were without work.
- 70% of Travellers have only primary or lower level of education. 13% of Travellers complete secondary school, compared to 92% in the settled community. Only 1% progress to third level education.
- The National Traveller Accommodation Consultative Committee's Annual Report in 2013 identified that: 361 Traveller families lived on "unauthorised sites".
- Traveller mortality is 3.5 times higher than non- Travellers overall while infant mortality is 3.6 times higher among Travellers than among the general population. The suicide rate is almost seven times higher among Traveller males than in the general population.
- 66.7% of health service providers believe that Travellers experience discrimination in their use of health services. Over 40% of Travellers stated that they were not always treated with dignity and respect.
- A press release by the Fundamental Rights Agency (on 29 November 2016) noted that 80% of Roma interviewed are at risk of poverty compared with an EU average of 17%.

- Need for anti-racism and cultural awareness training.

The '[National Positive Ageing Strategy](#)' identifies and points to issues for older people of:

- Age discrimination.
- Age related stereotypes: based on myths and misinformation about older people's competencies, beliefs and abilities.
- Access issues of cost, inaccessible venues, and unsuitable transport for older people in relation to learning/education opportunities.
- Barriers (legislative, attitudinal, custom and practice) to continued employment and training opportunities.
- Need for more flexible retirement options.
- Workplaces will need to be adapted to become more age friendly.
- Underdeveloped IT skills constitute a significant barrier to accessing information for some people as they age.
- Social isolation and loneliness.
- Need for a better awareness of the needs and preferences of our ageing society during policy and service development is necessary by more comprehensive and inclusive approach to consultation.
- Need for particular attention to the needs of more marginalised, vulnerable, hard- to-reach and minority groups of older people such as older migrants and people from different ethnic backgrounds; older people with specific physical and intellectual disabilities; Travellers; and lesbian, gay, bisexual and transgender older people.
- Need for better solidarity between the generations.

The '[National Youth Strategy 2015-2020](#)' identifies and points to issues for young people (aged 10-24 years) of:

- Poverty: In 2013, 14% of young people aged 15-24 years were living in consistent poverty.
- Unemployment: In 2014, 23.9% of young people aged 15-24 years were unemployed. Over 50% of young people who are unemployed have less than lower secondary education.
- In 2014, 16.7% of young people aged 15 to 24 years were not in education, employment or training.
- Healthcare costs in Ireland are the fourth highest in the EU, and is seen as a barrier for 51% of young people. Only 12% of post-primary school children engage in recommended levels of physical activity; 6% of 13-year-olds are obese, and a further 20% are overweight.
- Access to mental health services.
- Critical transition points for young people are identified with coming to a sense of personal, cultural or sexual identity noted as a critical task.

- Political engagement: In 2012, over one-third of young people reported being involved in some form of political activity and 39% reported being involved in a club or society.

The '[National LGBTI Inclusion Strategy 2019-2021](#)' identifies and points to issues for LGBTI people of:

- High discrimination rates: reported as the highest at 33.2%.
- Need for greater awareness of LGBTI+ issues in the workplace and in education and to build the capacity of employers and public service providers to understand and respond to LGBTI+ needs.
- Need to create a safe and supportive environment for LGBTI+ people.
- LGBTI+ people can experience poorer health outcomes.
- Stereotypes and invisibility of LGBTI+ people in the workplace.

The '[LGBTI National Youth Strategy 2018-2020](#)' identifies and points to issues for young LGBTI people of:

- Mental, physical and sexual health challenges.
- High drop-out rates in schools and colleges.
- Discrimination, victimisation, stigmatisation and abuse.
- Bullying and harassment in schools, colleges, workplaces and the community.
- Difficulty in coming out to family and in their communities.
- Difficulties associated with acceptance of LGBTI+ identity by families, communities and broader society.
- Limited understanding by professional service providers and broader society of LGBTI+ issues.
- Gender-segregated spaces, such as single-sex schools, toilets and changing facilities, for transgender and non-binary young people.
- Access to adequate healthcare services and supports, particularly for transgender individuals, due to limited knowledge of healthcare staff of relevant LGBTI+ issues.
- Difficulties coming out in the workplace, particularly for transgender people.
- Limited data and surveys.

The [Roadmap for Social Inclusion 2020-2025](#) identifies and points to issues for disadvantaged people of:

- 21.1% of population at risk of poverty or social exclusion.
- 23.9% of children at risk of poverty or social exclusion.
- One of the key factors driving child poverty in Ireland is the relatively low employment rates among lone parent families.
- 36.9% of people with disabilities at risk of poverty or social exclusion.

- Employment level of people with disabilities at 22.3%.
- 13.1% of the population living in households with very low work intensity.
- In-work at risk of poverty rate is 4.8%.
- 5.2% of the population suffering severe material deprivation.
- 5.6% of the population in consistent poverty.
- 0.9% of the population report unmet health care needs due to cost/expense.
- Marginalised groups who may be subject to unconscious and often conscious bias, include women, migrants, members of the Travelling and Roma communities, members of the LGBTI+ community, and former prisoners.
- Barriers and concerns, relating for example to retention of ancillary welfare benefits and to early learning and care costs, can militate against people moving from welfare or from inactivity into employment.
- One of the key factors which is perceived to give rise to a lower employment rate for women is the requirement, mainly carried by women, to care for children and the associated difficulties posed by the availability, and high costs, of early learning and care.

B: National Research

The 2019 IHREC and ESRI research, [Caring and Unpaid Work in Ireland](#), identifies and points to issues for those providing care of:

- Ireland ranks the 3rd highest in Europe for hours spent in caring and unpaid work for both women and men.
- The gender gap in unpaid work time in Ireland is seventh highest amongst the EU28.
- There is low level of state support for care, particularly childcare, in comparison to the rest of western Europe .
- 55% of people engaged in caring are already in full time employment (women 45% and men 72%).
- Women spend twice the amount of time on caring and more than this on unpaid work as men: the average time spent on care giving is 16 hours per week (men 10.6 hours and women 21.3 hours); and women spend a higher proportion of time doing housework – around 20 hours per week compared to 7 hours for men.
- With the increase in life expectancy and growth in birth rates there will be increasing pressure on carers and parents: 45% of women and 29% of men provide regular care on a daily basis whether for children or adults.
- Men's access to flexible working arrangements is low.

C: Submissions to Human Rights Bodies

The 2017 IHREC [Submission to the United Nations Committee on the Elimination of Discrimination Against Women on Ireland's combined sixth and seventh periodic reports](#) identifies and points to issues of:

- Gender stereotyping, traditional gender roles and prejudice impact adversely on the lives of women and girls.
- Gender stereotyping in the media and advertising.
- Pregnancy-related workplace discrimination, which may include job offers being rescinded; being placed on reduced hours; unfair selection for redundancy; negative impact on work performance rating; and lack of promotion.
- Trans women typically experience high levels of discrimination in employment for expressing trans identity.
- Concentration of women in part-time and low paid work and gender pay gap of 14%.
- Women with a disability are less likely than men with a disability to be active in the labour market and, when in employment, women in this group are more likely to be working on a part-time basis, which has been linked to caring responsibilities.
- 81.2% of Traveller women are unemployed.
- Gendered division of care labour is deeply embedded in the legislative and policy fabric of Irish society.

The 2019 IHREC report on [Ireland and the Convention on Racial Discrimination, Submission to the United Nations Committee on Racial Discrimination on Ireland's Combined Fifth to Ninth Periodic Report](#), identifies and points to issues of:

- Discrimination on the race ground occurs in education, employment, housing and accessing social assistance. Black people are 3 times more likely to experience discrimination in access to public services and almost 5 times more likely to experience discrimination in access to private services.
- Persons of African descent living in Dublin have reported experiences of racism and systemic xenophobia. Second-generation minority ethnic Irish people experience in particular online racial abuse due to their perceived lack of any 'biological' or 'ethnic' connection to Ireland.
- There is demonstrable history of chronic racism and discrimination against the traveller community in Ireland. Travellers face significant barriers to the enjoyment of the rights to healthcare, education and decent work.
- Minority ethnic groups face significant disadvantage, including in access to employment, access to services, housing, education, and health.

- Travellers, Roma, and people of African descent experience significant barriers to accessing employment.
- Minority ethnic groups are often confronted with workplace issues of precarious contracts, lack of progression, unequal treatment, exploitation.
- Victims of racism suffer from physical and mental health issues, lack of confidence in occupying public spaces, and feelings of isolation.
- Complex immigration policies, difficulties in accessing secure employment, education, and financial stability, a lack of control over everyday life, and uncertainty about the future are also associated with the increased prevalence of mental health issues among people in the international protection system.
- Access to health service is impeded by the inadequate provision of quality and regulated interpreting services for people with language support needs.
- Widespread failure by local authorities to provide Traveller- specific accommodation, with many Travellers living in unacceptable conditions, and many others facing persistent discrimination in the private rented sector.
- Roma experience severe overcrowding, poor quality accommodation, a lack of security of tenure, homelessness, and lack of access to social housing and rent supplement.
- Direct provision centres are experiencing significant capacity issues - exacerbated by the housing crisis.
- Growth of a troubling anti- immigrant and anti-refugee discourse and negative stereotypes of Travellers in public discourse reinforce barriers to public services and exacerbate the disadvantages they face.
- Prevalence of silent bystanders in society (people who fail to challenge racism they witness and therefor engage in passive discrimination).
- Irish data collection instruments do not collect information on ethnicity as standard.

Appendix 2: Validation Meeting

A validation meeting was hosted with civil society representatives to review a draft assessment of equality and human rights issues on 21st June 2021. This was attended by Age Action, European Anti-Poverty Network, LGBT Ireland, National Women’s Council of Ireland, and New Communities Partnership. An amended version of the assessment, based on this validation meeting, was considered by the working group and finalised.



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