



Equality, Diversity & Inclusion (EDI) Advisory Group

Terms of Reference

Background

Trócaire was established in 1973 by the Catholic Bishops of Ireland as an expression of the solidarity of the people of Ireland with people suffering from poverty, oppression and injustice overseas. Trócaire was given a mandate to tackle poverty and the structural drivers of poverty in the global South and to carry out education, campaigning and advocacy work on global justice issues in Ireland and the Global North.

Trócaire works in partnership with local development and humanitarian actors, to support people and communities to tackle the root causes of poverty, injustice and violence and to use their own power to create positive and lasting change.

We believe that every human person is born equal and with the right to a life of dignity, free from poverty, violence and injustice.

We believe strongly in living our values, which are: Solidarity, Courage, Participation, Perseverance and Accountability.

We work in 18 countries in Africa, Asia, Middle East and Central America and have an annual budget of c. €67m. Almost all of our work is implemented through partnership with local civil society organisations and other local entities.

We recognise that inequality, racism and exclusion pervade all societies and are a driver of poverty and a violation of human rights. Overseas, through our programme work, we focus in particular on tackling gender inequality and on the inclusion of the most marginalised and vulnerable groups (e.g. indigenous people, internally displaced people, refugees, and others) in decision-making that affects their lives.

In Ireland, we educate and mobilise the public on issues of global justice and their causes, including inequality, racism and exclusion. We are the leading NGO working on development education in Ireland and we have strong public outreach, campaigning and advocacy work. We fundraise from the Irish public and Irish government and are a very well-known agency in Ireland, given our long history of working with schools in particular but also because of our often outspoken advocacy work on issues such as Climate Change, Palestine and Business and Human Rights.

Equality, Diversity & Inclusion in Trócaire

We recognise that we need to continue to make equality, diversity and inclusion central to what we do and how we do it, across all areas of work.

We already have some strong pillars in place that support this in our workplace, in our overseas programmes and in our development education work in Ireland. However, we need to continually adapt our own practices and to respond to the changing external environment, such as a more diverse Ireland and a call for International NGOs to shift the power towards the Global South.

We are setting up an External Equality, Diversity & Inclusion Advisory Group of people from diverse ethnic backgrounds and from under represented groups whose **purpose** will be:

To advise the organisation on how we can strengthen our policies and practices so as to promote greater equality, diversity and inclusion both within the organisation and with respect to our communications with the public and key stakeholders in Ireland, while also ensuring we are relevant to the Irish Public and are able to raise funds to support our work.

The focus of the group will initially be on Ireland-based operations and relevant global policies which influence organisational culture. However it is the expectation that insights from the group may help strengthen equality, diversity and inclusion in Trócaire's country offices.

Specifically, the Advisory group will:

1. Be a sounding board for us on improvements in areas related to the diversity of our **governance** structures, e.g. by providing advice, insights and recommendations on to how to recruit people from black and minority ethnic backgrounds, onto our Board and Committee structure in Ireland/Northern Ireland, in order to encourage more diverse thinking and different perspectives;
2. Be a sounding board in areas related to **human resource management, equality, diversity and inclusion**, e.g. by providing advice, insights and recommendations related to recruitment and development of people from diverse ethnic backgrounds in particular, or other under-represented groups, in Ireland-based roles; by providing insights and advice as we work to increase mobility and diversity within the organisation, e.g. with respect to global, regional and other senior roles; by supporting us to understand good practices in terms of building cultures where the value of diversity is recognised and inclusion is promoted;
3. Help us to have a greater depth of understanding of equality, diversity and inclusion issues in relation to how we communicate with the Irish public through our **fundraising, marketing and public communications work**. Support us to examine our communications, marketing and fundraising work from a diversity and inclusion perspective and to take appropriate action, while also ensuring we remain relevant to the Irish Public and are able to raise funds to support our work.
4. Provide insights, advice and recommendations relevant to our **development education & global citizenship** work from an equality, diversity and inclusion perspective, further developing our expertise and ability to demonstrate leadership in this area.
5. Support improvements in relation to building up our engagement with people from black and minority ethnic backgrounds in our **campaigns, volunteer & youth** groups and networks.

This Group is not a part of our formal governance structure, therefore it does not have decision making power. However, it can make recommendations for management to consider and will have a right to receive feedback from management on such recommendations.

The Advisory Group will focus in particular on racial & ethnic equality, diversity and inclusion, as this is the area where we feel we have most distance to travel. However, forms of exclusion are often intersecting, so the Group may provide advice that is relevant to other areas such as gender equality, inclusion of people with disabilities, inclusion of LGBTI people, and other groups that are discriminated against.

The above list is indicative of the core areas where the group will add value. These may change over time, based on the needs of the organisation and the skills and expertise of the Advisory group.

We envisage that the overall group would have two key strands:

1. Governance & Human Resources

2. Communications, Fundraising, Marketing and Public Engagement (Education, Campaigns etc.)

Group membership

- The group will be made up of a minimum of 5 and maximum of 8 individuals of diverse backgrounds in terms of race, ethnic identity, gender and age.
- The group will include members from across the island of Ireland, including members of diaspora communities.
- It may include members who are currently living in the countries or regions Trócaire works in and who have lived in Ireland or are very familiar with the current Irish context.
- Members of the group will demonstrate at least one of the following:
 - A strong interest in development, humanitarianism and the work of Trócaire;
 - A strong interest in diversity, equality and inclusion and an understanding of these in the Irish context;
 - Experience or expertise in one of the following areas: HR, governance, communications, fundraising, marketing, development education, campaigning, community engagement;
 - A strong perspective from their own lived experience.
- **Meetings**
- The group will meet 3 – 4 times p.a. Depending on the topics under consideration, this may involve the whole group at each meeting, or just those individuals with interest and expertise in Strand 1 or 2.
- Terms will be for 2 years, renewable for 2 years.
- Members will need to be able to commit to maximum attendance, or be willing to resign a space if that becomes impossible.
- The meetings will be chaired by the CEO or her delegate.

Recruitment of group members

Group members will be recruited through Trócaire's existing networks and through open advertisement on forums (website, social media platforms, newsletters) that are visible to people who:

- come from diverse ethnic backgrounds,
- have a strong interest in international development and global justice,
- have a strong interest in equality, diversity and inclusion in an Irish context,
- have expertise in the areas outlined above (organisational governance, HR, communications, global citizenship / development education, fundraising & marketing, campaigning, volunteering & youth work etc).

Timelines

It is intended to recruit members in November 2020-January 2021 with a view to inducting and holding a first group meeting in February 2021.

Further information is available from:

diversity@trocaire.org