

**Mark Malone, Research & Communications Director,
Hope & Courage Collective**

‘Mark leads research with Hope and Courage Collective. He has been active in social movements for social, economic and ecological justice for over two decades. This has included work in community education, anti-racism, tax and debt justice and climate justice. Since 2014 Mark has also focused on understanding reactionary far right movements, and more recently the ways and means by which communities and civil society might better equip itself against these movements. Both of which are a core focus of HCC’s work today”



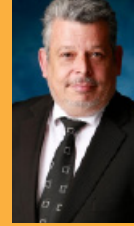
Dr Lucy Michael

Dr Lucy Michael is a sociologist in practice and consultant on equality and integration issues. Her work particularly addresses racist discrimination and violence, experiences of victims, and the roles of statutory institutions and civil society in combating hate crime and exclusion. She is the author (with Bryan Fanning) of *Immigrants as Outsiders* in the Two Irelands (MUP, 2019), and (with Samantha Schulz) of *Unsettling Whiteness* (Brill, 2019). At Lucy Michael Research, Training and Consultancy she leads a diverse team providing evidence-based training and services to support the development of effective policies and practices for equality.



David Joyce, ICTU

David is International Global Solidarity and Equality Officer with ICTU. He works closely with the Global Solidarity Committee and represents Congress at the International Labour Conference, where he has been part of the Workers’ Group negotiation team for a number of years, including for ILO Convention 190 on Violence and Harassment in the World of Work. He is on the advisory committee for the National Action Plan against Racism. And also represents Congress in the Irish Coalition for Business and Human Rights, the Ireland Anti-Apartheid Campaign for Palestine and the Worker Employer Advisory Committee to the Irish Human Rights and Equality Coalition.



Andy Pike, Head of Education Fórsa Trade Union

Andy Pike is a National Secretary with the largest public service trade union Fórsa and is currently Head of the Education Division. Prior to the creation of Fórsa in 2018, he was the former IMPACT National Secretary for the Civil Service. Andy became active in the trade union movement whilst working as a Registered General Nurse in the NHS in North London before working for a number of trade unions in the UK, including the University and Colleges Union, where he spent seven years as the Senior National Official for Higher Education. Andy has active in Trade Union and Community campaigns against the Far Right in the UK for many years, including the successful 2004 Greater London Assembly Campaign which prevented the British National Party from securing Seats in the new Assembly. He was a member of the Ireland For All National Steering Group and co-ordinates Fórsa’s engagement with Anti Racist Campaigns.



Kara Turner

Kara Turner is an Adjudication Officer and Mediator at the Workplace Relations Commission.

Kara has over 20 years’ experience working in the areas of employment law and industrial relations. Before joining the Workplace Relations Commission in 2021, Kara worked as a barrister and solicitor advising and representing private and public sector clients on contentious and non-contentious matters across the full spectrum of employment law. She has also lectured and tutored employment law modules on third level and professional courses, including the employment law module on the King’s Inns barrister-at-law degree, and contributed to various legal publications.

**Download the
Research Findings
and Anti-Racism
toolkit here:**



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STRONGER TOGETHER
CONGRESS
Irish Congress of Trade Unions



#WITHREFUGEES #STANDUP2RACISM



**STRONGER
TOGETHER
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THAN EVER!**

**Organising for
Anti-Racist
Trade Unions
and Workplaces**

Tuesday, 10 September 2024
Gresham Hotel, O’Connell St, Dublin 1

STRONGER TOGETHER
CONGRESS
Irish Congress of Trade Unions



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth

This Project is supported by the Ireland Against Racism fund

AGENDA

- 09.30 Registration
- 10.00 Welcome & Opening Remarks:
Owen Reidy, ICTU General Secretary
- 10.20 Stronger Together: Progress and Developments:
David Joyce & David Carroll, ICTU.
- 10.30 **National Action Plan on Racism**
Dr. Ebum Joseph – Special Rapporteur on Racism.
- 10.45 **Address:** Joe O'Brien, Minister for State with special Responsibility for Community Development and Charities.
- 11.00 **Panel 1 - Existing good practice**
Maeve McCafferty, INTO; Eira Gallagher, Head Of SIPTU College & Andy Pike, Forsa
- 11.45 Break
- 12.00 **Panel 2 - Ethnic Minority/Migrant Worker Panel –**
Khalid El-Busaidy, Forsa; Aakansha Surve, NUJ & Kevin Ward, Forsa.
- 12.45 **Stronger Together Research Project Findings**
Dr Lucy Michael.
- 13.15 Lunch (on premises)
- 14.00 **FLAC's Work in the Area of Anti-Racism**
Eilis Barry, Chief Executive, Free Legal Advice Centre.
- 14.30 **Race-Related Referrals to the WRC under Employment Equality Legislation**
Kara Turner, Adjudicator, Workplace Relations Commission.
- 15.00 **Panel 3 - Strengthening Ties Between Civil Society & Trade Union Anti-Racist Efforts**
Rhona McCord, UNITE; Mark Malone, Hope & Courage Collective & Andy Pike, Forsa.
- 15.45 *Final remarks and reflections.*
- 16.00 Close.

BIOGRAPHIES



Dr Ebum Joseph, Special Rapporteur for racial equality and racism

Dr Ebum Joseph is Special Rapporteur for racial equality and racism Ireland, CEO & founder of the Institute of Anti-racism and Black Studies (IABS), and coordinator and lecturer of the Black Studies module at University College Dublin (UCD). She is also the founder & chairperson of the African Scholars Association Ireland, AFSAI (2018-2022). Ebum is a TV panelist, columnist and an equality activist. Ebum is also a published author and contributes regular responses on contemporary issues of race and racism in Ireland. Her 2021 book is titled Racial Stratification in Ireland: A Critical Race Theory of Labour Market Inequality. In 2024, she edited Equity in the workplace – Stories of Black Irish women in Ireland.



Rhona McCord – Community Coordinator/Researcher – Unite The Union

Rhona McCord is a researcher and community coordinator at Unite the Union. Rhona has been delivering Unite's Unity Over Division education for the past 4 years and has worked closely with sporting and community organisations to help refugees and their families.



Eilis Barry – Chief Executive, FLAC (Free Legal Advice Centres)

Eilis Barry is the Chief Executive of FLAC (Free Legal Advice Centres), an independent legal, equality and human rights non-governmental organisation which exists to promote access to justice.

Prior to this she was a Barrister specialising in employment law, anti-discrimination, and equality. She served as legal advisor of the Equality Authority, and head of its legal section from 2000 to 2009. She is also a member of the Civil Legal Aid Review Group.



Eira Gallagher, Head Of SIPTU College

Eira has amassed extensive experience in the area of Training and Education, and is Head of SIPTU College.

Here she designs and develops new and innovative training programmes to ensure the needs of SIPTU staff and officials have the necessary skills to meet the challenges they meet in the workplace. Eira is an active supporter of ICTU's anti-racist project.



Dr David Carroll - Anti-racist Project Coordinator, Irish Congress of Trade Unions

Previously, David has amassed extensive experience of addressing the needs of marginalised populations. He has held several positions in the statutory, NGO and health sectors and has a strong track record of developing and delivering supports to LGBT communities, Victims of Human Trafficking, and migrant populations. David holds a PhD in Sexuality Studies from DCU, where he also lectures on a part-time basis.



Owen Reidy, General Secretary, Irish Congress of Trade Unions

Owen Reidy was appointed General Secretary of the Irish Congress of Trade Unions in October 2022. Before taking up this role he was the Assistant General Secretary with responsibility for Northern Ireland since 2016. A union official with over 24 years full-time experience in the

Irish trade union movement he started his union career as an official with SIPTU in Mayo in 1998. During his 18 years in SIPTU, he represented and organised workers across the Republic of Ireland in the aviation, state and related agency, finance, contract cleaning and security services sectors. From 2013-16 he was a member of the SIPTU management team leading one of the Union's 5 Divisions, the Transport, Energy, Aviation and Construction (TEAC) Division. He led several significant industrial disputes during that period including the Greyhound lockout, the Luas dispute and disputes in the CIE transport group. He is a father of 2 and from Donegal.



Maeve McCafferty, Senior Official in the Education, Equality, Research and Learning (EERL) sector

Having previously worked as an education and research Official during which time she completed an M Ed in Leadership and Management from Trinity College Dublin. A native of Donegal, Maeve has taught for over 13 years in both rural and urban schools in the West of Ireland assuming the role of Deputy Principal. Maeve has specific experience in trade union training and teacher professional development having previously worked as a Regional Development Officer with the National Induction Programme for Teachers. Maeve is the INTO Equality Officer and has recently graduated with a Postgraduate Diploma in Equality, Inclusion and Diversity at the University of Limerick. She co-ordinates the work of the INTO National Equality Committee and represents the organisation on various committees including ETUCE Equality Steering Group, ICTU Women's Committee, NWC, INAR and BeLongTo Education Advisory.