

Equality and Human Rights Values Statement

Introduction

This Equality and Human Rights Values Statement reflects and affirms our commitment to equality and human rights and enables us to address our obligations under the Irish Human Rights Equality and Commission Act 2014¹.

This Equality and Human Rights Values Statement sets out and defines those values that motivate our concern for equality and human rights. The implications of each of these values for our organisational priorities and work processes are set out in a Statement of Priority and a Statement of Process, where the:

- **Statement of Priority** establishes the implications of the value for the change we seek to contribute to in addressing equality and human rights issues; and
- **Statement of Process** establishes the implications of the value for the way we work in pursuing this change.

These statements are specifically focused on the identified groups for the Duty.

This Equality and Human Rights Values Statement underpins our approach to implementing the Duty, with the values as defined providing the frame for our assessment of equality and human rights issues, and the statement of priority and statement or process benchmarking the quality and ambition of our activities to address these equality and human rights issues.

This Equality and Human Rights Values Statement draws from and is coherent with the Galway City LCDC Equality and Human Rights Statement, the development of which we contributed to. It serves to drive an explicit, consistent, and coherent focus on equality and human rights in all our operations across all our functions.

Equality and Human Rights Values Statement

The six values that motivate our concern for equality and human rights are:

<p>Dignity</p> <p>Autonomy</p> <p>Participation</p> <p>Inclusion</p> <p>Social Justice</p> <p>Environmental Justice</p>

¹ Section 42 of the Irish Human Rights and Equality Commission Act 2014

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.

Statement of Outcome: Galway City Council strives for a city where the diversity of people and communities, in particular the identified groups for the Duty, know and exercise their rights and are valued in their diversity; and for a workplace that is accessible and where a diversity of employees find fulfilment and are valued in their diversity.

Statement of Process: Galway City Council works in a manner that is free from discrimination, respectful of human rights and is proactive in taking account of and adapting for the diversity of service-users and employees in all our functions.

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.

Statement of Outcome: Galway City Council strives for a city where the diversity of people and communities, in particular the identified groups for the Duty, have choice and real options in progressing the lives they wish to lead.

Statement of Process: Galway City Council works in a manner that offers options and enables choices for the diversity of our service-users and employees.

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 spaces for difference and compromise.

Statement of Outcome: Galway City Council strives for a city where the diversity of people and communities, in particular the identified groups for the Duty, feel empowered and have access to platforms and institutional processes for meaningful participation in decision-making that impacts on them; and for a workplace where the diversity of employees feel empowered in their contributions.

Statement of Process: Galway City Council works in a manner that the diversity of people and communities it serves are involved at an early stage in the development of our policies and programmes, have their views taken into account, and are enabled to participate with adequate information and accessible processes.

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

Statement of Outcome: Galway City Council strives for a city where the diversity of people and communities, in particular the identified groups for the Duty, achieve a sense of belonging and a participation in all aspects of community life.

Statement of Process: Galway City Council works in a manner that promotes, enables, and supports community development for communities of interest, place and identity.

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.

Statement of Outcome: Galway City Council strives for a city where the diversity of people and communities, in particular the identified groups for the Duty, have access to employment, education, skills training, lifelong learning, adequate income, and an effective public administration.

Statement of Process: Galway City Council works in a manner that proactively and positively targets those experiencing inequality in our provision of resources and supports; and that enables a diversity of employees to progress and advance in their careers.

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.

Statement of Outcome: Galway City Council strives for a city where the diversity of people and communities, in particular the identified groups for the Duty, live in sustainable communities.

Statement of Process: Galway City Council works in a manner that exemplifies and promotes a sustainable workplace, involving high environmental standards and green procurement.