



INDEPENDENT LIVING
MOVEMENT IRELAND

ANNUAL REPORT 2018

Nothing
about us
without
us



www.ilmi.ie

Our Vision

Our vision is an Ireland where disabled persons have freedom, choice and control over all aspects of their lives and can fully participate in an inclusive society as equals.

MISSION

We are working collectively to create an Independent Living Movement in Ireland which is led by disabled people and promotes a rights-based social model of disability, challenging the unacceptable charity / medical model of disability. We are working towards the removal of societal barriers that prevent active equal participation of disabled people, challenging the denial of people's rights and the promotion of the philosophy of independent living.

CORE VALUES

Our core values are underpinned by the philosophy of Independent Living and all activities are aimed towards promoting: Independence, Options, Rights, Empowerment.

OUR PRINCIPLES

We promote the active participation of leaders in all aspects of the work of ILMI: locally, regionally, nationally and internationally.

We are a DPO (Disabled Person's Organisation) formed to ensure that the voice of disabled people will be heard in campaigns, research and policy development.

We recognise and promote equality within our members, in terms of gender, sexuality, ethnicity, age, marital status, socio-economic status and impairment.

We will actively promote an understanding of disability as an interaction between a person's impairment and the societal and environmental barriers that disable people's participation in society – and actively lobby to remove these barriers to participation and challenge the unacceptable medical / charity model of disability.

We are committed that ILMI continue to develop new innovative models to achieve equality of outcome, recognising that people have a variety of abilities, needs and wants.

Chairperson's Review



2018 was a very successful year for CIL / Independent Living Movement Ireland with the election of a new board, the development of a new strategic plan, the re-branding of CIL as Independent Living Movement Ireland (ILMI), the development of a new, accessible website, a video campaign to promote independent living and engagement with disabled people across the country on policy discussions, leader training and the development of collective analysis on a range of issues.

I want to acknowledge the work that my fellow board members have put in over the course of 2018. I would like to thank Selina Bonnie, Audrey Brodigan, Sarah Fitzgerald (Secretary), Dermot Hayes, Sinead Murtagh, Michael Nestor (Vice Chair), Dr John Roche, Gordon Ryan (Treasurer) for their commitment to the organisation and the work they have put in to give us the solid governance the organisation needs to grow in the future.

I want to acknowledge the work of the staff team: Susan O'Brien, Nina Byrne and James Cawley and Damien Walshe for their dedication, expertise and passion they bring to their roles and their work as a team. I would also like to thank Naoise Cunningham who left us in April after almost ten years with the organisation. I want to thank those who gave their time to the organisation as volunteers over the year to ILMI: Amanda Farrell, Laura May Galvin and Anna O'Duffy.

And finally, but most importantly, I want to acknowledge the huge contribution made by members across the country, who have given their knowledge and expertise to be part of a Movement for change.

There is now an energy, momentum and importantly an expectation that ILMI can be a driver for real change in society. That has come about by so many people working together as a collective. In a short space of time we have done so much. I really feel this is just the beginning. Thank you all for being part of making ILMI what it is.

Shelly Gaynor, ILMI Chair

Strategic Planning Process

Four regional planning sessions took place to ensure the new CIL / ILMI plan would be reflective of the needs of disabled people from across the country.

During the planning process and through subsequent discussions with members and board, it was agreed that CIL Carmichael House as a name did not reflect the national reach of the organisation. At an EGM held in July, members overwhelmingly voted to trade under the name Independent Living Movement Ireland.

ILMI has identified four strategic objectives as part of our new Strategic Plan and the activity report will use that structure to report on the work carried out in 2018.

Service Activity : Strategic Objectives

Governance, Accountability & Transparency

Promotion of Equality & Accessing Human Rights

Leadership & Representation

Political Campaigning & Strategic Policy Development

Governance, Accountability & Transparency

What we aim to do: We will maintain the highest standards of Governance, accountability and transparency to our members and funders and will develop a funding strategy to secure the sustainability of the organisation.

Due to circumstances beyond our control, our AGM for 2017 was twice postponed due to poor weather (Hurricane Ophelia) and the tragic passing of one of our board members (John Doyle), so the AGM took place on the 20th January 2018. From this, a new board was elected:

The following people served as board members over the course of 2018:

Shelly Gaynor (Chair)	Sarah Fitzgerald (Secretary)	Dermot Hayes
Michael Nestor (Vice Chair)	Audrey Brodigan	Selina Bonnie
Gordon Ryan (Treasurer)	John Roche	Sinead Murtagh

The board of CIL were keen to ensure that the highest standards of Governance were maintained. By February, the board had signed off on a new organisational handbook developed by the new CEO in conjunction with Adare Consultancy. The board undertook collective Governance Training delivered by Carmichael House and signed up on the journey of the Governance Code, which will be fully adopted in Q1 2019. The board developed and signed off a Code of Conduct to ensure accountability and transparency. Subgroups of the board include a finance and audit subgroup and a HR and Governance subgroup. Both the Chair and Secretary undertook additional training with Carmichael House in relation to their roles.

The board of ILMI met 7 times over the course of 2018 and ensure that all matters relating to compliance were met (CRO, Revenue, Charities Regulator, GDPR and Lobbying register).

In order that ILMI is transparent with all its work, we send a biweekly eBulletin to an email mailing list of 400 contacts, which includes all ILMI members. These are also uploaded onto our ILMI website eBulletin section <https://ilmi.ie/ebulletins/>

ILMI uses social media to increase our profile and ensure transparency in our work. By the end of 2018 we had 3,289 total Likes and 3,233 total Follows on our Facebook page. Our likes have increased from 2803 at the start of the year (up by 486). We have an average reach on our posts of 3,500 and our largest (unpaid) reach was to 8739 people. We have 804 followers on Twitter.

STAFF

The following people were employed by CIL in 2018:

Damien Walshe	Naoise Cunningham National Leader Forum Coordinator (until April 2018)
Nina Byrne Communications Officer	James Cawley Policy Officer (from September 2018)
Susan O'Brien Development Worker	

Staff meet biweekly to ensure collective coordination of its work. The CEO provides direct support and supervision to all staff on a structured basis every six weeks to ensure accountability of projects within the strategic objectives.

Leadership & Representation

What we aim to do: Independent Living Movement Ireland's work will continue to be led and represented by disabled people at all levels. ILMI will create structures to generate evidence-based policies and expertise based on lived experience.

In July we changed our name from CIL to Independent Living Movement (ILMI) to reflect our all-Island approach. This was based on an EGM where members agreed that we would remain registered for company purposes as CIL but would trade as ILMI. We re-branded at our extremely successful conference "Building a Movement for Change: Working together to fight for disabled people's human rights in the 21st Century" on the 22nd September. It was an historic day as over 70 people were there to witness ILMI launch its vision of an Ireland where disabled people have freedom, choice and control over all aspects of their lives and can fully participate in an inclusive society as equals and officially launch our new Strategic Plan as well as our new Logo and website (www.irmi.ie).

Those present at the launch were treated to a fascinating panel discussion with Rosaleen McDonagh, Leigh Gath and James Casey, with Dermot Hayes as MC. The discussion focussed on the real benefits of collective action to bring about change, and I think we all left the room energised by the possibilities. A special word of thanks must go to Minister Finian McGrath TD who took time out to be part of our day and officially launch our new organisation. ILMI member Desmond Kenny captured the energy best when he said: "I am confident that Saturday's launch of ILMI in the Spencer Hotel, Dublin, will come to be marked down as one of those seminal moments in the progressive evolution of a rights-based movement of persons with disabilities".

As a collective, we have been engaged in regional workshops, discussions and training sessions over the course of 2018, building a real grassroots-led movement that reflects the lived experience of disabled people.

Part of our strategic objective on leadership and representation is about building a shared understanding about the philosophy of Independent Living. Over the course of November ILMI held Leader training in Dublin, Offaly, Leitrim, Limerick, Cork, Sligo and Ennis to almost 100 leaders based on an ILMI Leader Training manual. This training was based on demand from members in our discussions on the Personal Assistance Service (see Political Campaigns below). Over the course of 2019 ILMI will explore how we can deliver more of this training to meet demand in a sustainable manner.

We also launched our #IndependentVoices video campaign which featured 8 leaders talking about what Independent Living means to them, which was filmed by ILMI members Peter Kearns and John Owens. These clips were shared widely on social media and are an invaluable resource for connecting with disabled people globally on what independent living means. This sort of synergy between activism and creative media is something we can look to develop further in 2019 and beyond.

PROMOTION OF EQUALITY & ACCESSING HUMAN RIGHTS

What we aim to do: Independent Living Movement Ireland's work will be grounded in equality and a rights-based approach, working towards an inclusive Irish Society.

On December 10th, we brought 2018 to a very successful close with the launch of the ILMI Guide to the Law in relation to disability. It was launched to mark the 70th Anniversary of the UN Declaration of Human Rights in order that disabled people in Ireland are aware of the legal approaches available in Ireland to protect their rights and prevent discrimination. The launch was kindly hosted by our colleagues in the Free Legal Advice Centres (FLAC).

Our new strategic plan sets an ambitious set of objectives to bring about change for disabled people across Ireland and to build an Ireland where disabled people are empowered to live Independent Lives with control, choice and options. One of our core strategic aims is the promotion of equality and accessing human rights. Developing this guide means that we can work with disabled people over the course of 2019 to promote awareness of the human rights and equality infrastructure in Ireland. We will work to empower disabled people to challenge inequalities that they face through legal means if required. This work will require ILMI to build on our strong links with the Free Legal Advice Centres (FLAC), Public Interest Law Alliance (PILA) and National University of Ireland Galway (NUIG) Centre for Disability Law and Policy in order to create and build supports to ensure that all of ILMI's work is grounded in a human rights and equality framework.

Political Campaigning & Strategic Policy Development

What we will do: ILMI will empower members to be active agents of social change by participating in collective strategic campaigns to promote independent living and ensure effective policy development and implementation.

As part of the Strategic Planning Process, ILMI members identified the four pillars of Independent Living to work collectively on at a policy level:

Personal Assistance	Transport
Housing	Employment

In March we began a process of discussion across the country with leaders on building a Strategic Collective campaign on the Personal Assistance Service. Consultations took place in Donegal, Leitrim, Roscommon, Galway, Tullamore, Clare, Waterford and Cork with over 100 Leaders.

This consultation process fed into the development of an ILMI submission to the Joint Oireachtas Committee on Public Petitions in relation to the Personal Assistance Service. From this consultation, we developed our #PASNOW campaign and followed this up with political campaigning workshops with over 100 leaders from across the country in Clare, Donegal, Cork, Tullamore, Dublin, Leitrim, Galway and Roscommon to build a collective approach to how disabled campaign on issues affecting their lives. ILMI representatives have met with Disability Spokespersons with political parties and addressed a cross-party Oireachtas Briefing in December around the Personal Assistance Service.

Members also contributed to the ILMI pre-budget submission. In December, ILMI members came together in a housing working group to look at the housing issues affecting disabled people and building an ILMI collective response to work on over the course of 2019. ILMI will continue to explore the use of technology to ensure members from across the country can be actively involved in all aspects of our work.

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Independent Living Movement Ireland

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