

2019

Annual Report











VISION: AN IRELAND WHERE THE WHOLE OF SOCIETY IS ACTIVE IN CREATING ZERO TOLERANCE TO SEXUAL VIOLENCE AND EARNING THE TRUST OF ALL SURVIVORS.

MISSION: TO WORK TO PREVENT SEXUAL VIOLENCE IN ALL ITS FORMS BY IDENTIFYING AND SUPPORTING INFRASTRUCTURE AND ANALYSIS WHICH IS FIT TO TRANSFORM OUR CULTURE AND ATTITUDES THUS EFFECTING THE PREVENTION OF SEXUAL VIOLENCE. TO BE THE INDEPENDENT VOICE FOR SURVIVORS, TO WORK TO ENSURE THE CONDITIONS UNDER WHICH SURVIVORS HEAL, ARE SAFE, SUPPORTIVE, EMPOWERING AND RESPONSIVE TO THEIR NEEDS.



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Chairperson's introduction



Welcome

Many thanks for your presence here at RCNI's AGM and your continued support over the last twelve months. While 2019 was again a busy year for us, the demands on our small team for their expertise and specialisation from across government and society again proves both the incredible value and need for our work.

There were so many great achievements in the past year accomplished by our team.

The wealth of work our part-time staff team of three have created in 2019 is documented in this annual report but there are two aspects we as a board continued to prioritise in 2019. The first is the question of justice for survivors and holding perpetrators to account. RCNI engaged in multiple activities in this area and continued to both await and prepare the ground for the forthcoming Tom O'Malley report which will be making recommendations for how we can better support vulnerable witnesses in the justice process.

The second area that was at the forefront of all our concerns in 2019 for those working with survivors of sexual violence is Mandatory Retrospective Reporting for child protection. We continued to build on the interagency roundtable organised and led in partnership by RCNI and One in Four. In particular in 2019 RCNI convened an interagency expert group bringing Data Protection specialists together with child protection and sector experts. We created detailed briefings and guidance on the legal, ethical and practical challenges in this area and engaged comprehensively across government and its agencies to alert them to these issues and to seek to engage multiple Departments and professions in finding the solutions with us.

For Rape Crisis Centres, for the counsellors and other professionals who work with survivors and critically for survivors themselves this issue impacts our capacity to do our support work and survivor's capacity to feel safe but requires the specialist, detailed and complex engagement that only the RCNI can deliver. This is an example of the whole-of-issue function that we built RCNI for many years ago and we are grateful to have them focus their resources to this challenge.

The detailed and expert work that the RCNI produces in terms of national policy and legislative change is unparalleled and we remain both committed and proud of these achievements.

The fact that across government there is demand on the RCNI for input is evidence of the need for this expertise. We are very pleased that the vital role of the RCNI was recognised by the Minister for Justice and Equality, Charlie Flanagan who doubled the Department's grant to us in the budget this year.

Core funding is key to all our efforts and impact to our organisation. We were fortunate to secure three-year-cycle funding from SSNO in 2019 for which we are truly thankful. We also thank the Department of Justice and Equality and the Commission for the Support of Victims of Crime for their continued support.

The Rape Crisis Network Ireland Board is committed to maintaining the highest standards of good governance and so moved from the voluntary governance code to the Charities Regulator's Governance Code for 2019. This is a code of practice for good governance of community, voluntary and charitable organisations in Ireland. RCNI's work in compliance with the code is also done in collaboration with Rape Crisis Centres and other NGOs to support best practice in our sector with policies and standards co-created and shared throughout the process. We showcase our transparency and accountability by us effectively communicating our performance, governance, services, and financials in our annual report. My particular thanks to the QAS sub-committee members Miriam Duffy and Anne Scully with the support of the staff who have been working actively to review the code and actions along with the ongoing review of policies. I'd like to also thank Loretta McDonagh, Vera O'Leary and Anne Scully, our clinical experts on the board for their work into renewal on clinical standards.

Our staff team of Dr. Clíona Saidléar, Caroline Counihan and Lorraine Quigley have worked tirelessly to ensure the prolongation of RCNI and have done so with great success particularly in these unprecedented times. There is much uncertainty ahead as we face the challenges of the impact on Covid-19, and our commitment to supporting Survivors of Rape and Sexual Violence and Rape Crisis Centres through these uncertain times remains absolute. Thank you to all my fellow board members for your continued participation, support and efforts on behalf of Rape Crisis Network Ireland which are warmly welcomed and greatly appreciated.

Grace McArdle | Chairperson | Rape Crisis Network Ireland

Executive Director's Foreward



Year on year the focus on sexual violence from across government and society has been increasing, and 2019 was no different. This is a very positive development for the issue, but of course this increased the demand on the RCNI team. A small increase in funding from the Department of Justice and Equality meant that we could operate with slightly increased capacity and without drawing on our reserves for the first time since 2015. And while our team remained under-capacity, we nevertheless had considerable output and impact in 2019.

We are called upon regularly by Government, Oireachtas Committees and state bodies to deliver expert testimony and submissions towards understanding and solving complex issues around sexual violence. In 2019 we responded to demands for our expertise and input from eight different government departments and agencies. We appeared three times in front of an Oireachtas Committee and made eleven substantive submissions on national policy and legislative matters. We were specialist advisors on five different ongoing government or Departmental working groups or committees.

In addition, we were engaged with Oireachtas members' and political parties on their work on private members bills, parliamentary questions and party policy formation. We created, led on and participated in seven ongoing NGO working groups or coalitions on various specialist topics here in Ireland and internationally. All this, with a whole-time equivalent staffing of 2.1 and bearing in mind that policy work is only one part of what we do.

While RCNI provides Government with policy input on issues affecting survivors of sexual violence, it also supports Rape Crisis Centres to assist in the development of standardised policy and networking. In 2019 RCNI provided direct expert support and advice to 59 survivors and their supporters referred from Rape Crisis Centres and elsewhere. We also provided ongoing advice to their advocates in Rape Crisis Centres and other professionals engaged with survivors.

RCNI oversees the administration of a national training programme including the specialist sexual violence Court & Garda Accompaniment programme and are also responsible for internal legal training and for Garda liaison. In addition, we provide the Vetting Liaison Service for the sector. As far as possible, our recommendations are evidence-based. They are informed by consultation with other relevant professionals, sometimes also by models adapted from other jurisdictions, and they are grounded in our daily experience of the issues faced by our clients; survivors of sexual violence and those serving them, as they negotiate their trauma, identify their needs, and engage with the criminal justice system and other agencies, with their hopes for safety, restitution and recovery.

Although independent, we work collaboratively and accountably in order to ensure the various interests of survivors, services, agencies and professions, are informed by survivors' needs and rights. We aim for the highest standard of governance and are fully compliant with our existing obligations as well as the Code of Governance.

We engage with the media regularly to inform public debate. We also created briefings, guidance and advised relevant actors as matters arose, including with other NGOs, members of the Oireachtas, public servants, and the public, and responded to a request from the judiciary. All of this work is in addition to the direct advice and legal support offered to Rape Crisis Centres' staff, volunteers, survivors, and other service users.

The simple fact is that the extraordinary high output of RCNI is only possible through the expertise and commitment of the staff team and the vision of the board. All of whom have remained focused on the need to maintain the Rape Crisis movement's capacity to advocate for survivor-centred and evidence-informed transformation, with a view to sexual violence prevention and best responses for survivors. The security of the multiannual SSNO funding from the Department of Rural and Community is invaluable in allowing us to sustain this level of output. It has meant we have been able to respond and envision the type of capacity that is necessary for the scale of the issue. The Minister of Justice and Equality recognising the need to secure and increase our capacity, increased the Department's grant of €50,000 by 100% for 2020. The staff team throughout 2019 have been supported by a dedicated and experienced board of specialists in their own right, and the staff and volunteers in member Rape Crisis Centres throughout the country. In 2019 Our work continued to be grounded in the lived experiences of survivors who continue to trust us to support them and to hear their truth.

Thank you

Dr Clíona Saidléar | Executive Director | Rape Crisis Network Ireland

Prevention, Education and Awareness-Raising

Prevention remains a core part of the RCNI focus. In 2019 there were three principal areas with capacity to impact on transformation towards prevention: The reform of the 2nd level sex education curriculum; The whole of campus initiative to prevent and respond to sexual violence in Higher Education Institutions and the Government's national awareness campaign to prevent sexual harassment #NoExcuses.

2nd level: RCNI continued to participate in consultation processes of the National Council for Curriculum and Assessment (NCCA) work on the report they were preparing for the Minister for Education. The final round of consultation was in late autumn. While the report makes many progressive and holistic recommendations RCNI were disappointed in what they omitted. RCNI engaged with other parties that had made submissions to the process who held a similar analysis to us and jointly wrote to the Minister about our concerns. RCNI remains firmly of the view that we cannot equip our children for their realities if we avoid the negative environment within which sexual relations are negotiated namely pornography, sexism and misogyny. These must feature on any RSE curriculum.

HEIs: RCNI continued intensive work in early 2019 in the Ministerial working group, developing and writing the Consent Framework for the Minister for State for Higher Education, Mary Mitchel O'Connor. The Framework was officially launched in April and began to be implemented in HEIs from September 2019. The RCNI are proud to have initiated and driven the conceptualisation and creation of this Framework and are grateful to the many partners and collaborators who worked alongside us over the past number of years to make this possible. As the Framework moves into its implementation phase we continue to support and partner in building the infrastructure to ensure what was envisaged has the intended impact of preventing sexual harassment and violence and ensuring that the experience of college is one where it is safe to learn unmarred by the experience or threat of, sexual violence.

#NoExcuses: 2019 saw the initiation of the government's national awareness raising campaign to prevent sexual violence. It is a historic and very significant development for the issue, that the government took up the lead and its responsibility to prevent sexual violence in this manner. We have long advocated that sexual violence is a public health matter that the government should concern itself with the aim of preventing rather than simply respond to the harm.

This campaign is therefore a new engagement of government with the issue and is to be welcomed. The campaign is due to run over the course of three years and RCNI will continue to work with our partners across government and community in this national campaign.

UCD Charity of the Year: RCNI were very pleased to be selected by UCD Student Union as their charity for the year in 2019/2020. We very much welcomed their commitment to support the work RCNI do in research and development towards ending sexual violence.

Further educational work:

-  **LAUNCH OF THE JOINT OIREACHTAS COMMITTEE REPORT ON SEX EDUCATION THAT WE CONTRIBUTED TO (SUBMISSION AND ORAL HEARING 2018)**
-  **RCNI SUPPORTED A PRIVATE MEMBER'S BILL ON SEX EDUCATION IN SCHOOLS**
-  **RCNI CONTINUED TO SUPPORT THE EUROPEAN SEXUAL VIOLENCE PREVENTION EDUCATION PROGRAMME MRFI PROGRAMME IN THIS ITS FINAL YEAR.**
-  **CONTINUED TO ENGAGE WITH THE RESPECT CONSORTIUM, AN ALL IRELAND INTERAGENCY HEI BODY CONCERNING ITSELF WITH ADDRESSING SEXUAL VIOLENCE ON CAMPUS.**

RCNI National Training:

- Court and Garda Accompaniment: There were two Court Accompaniment training sessions, one on Garda Accompaniment.
- There were three sessions with RCCs and some other local NGO representatives on Domestic Violence Act 2018, and one on Victims' Rights and Victim Impact Statements session with a rape crisis centre, one presentation at CAPIG conference in Cork on Victims' Rights, one presentation at UL on Vulnerable Witnesses, and two lectures on Victims' Rights and "Hearing Every Voice" report respectively to Law Society training course.
- Executive Director Clíona Saidléar lectured on the Law Society Masters' course on Data Protection.
- Clíona presented to the inaugural REACT European Violence Against Women Network conference.
- RCNI continued to support and deliver the train the trainer element of RCNI modules on the national Foróige youth development programme 'Real U'.

Supporting Survivors' Access to Justice

IRCNI in 2019 continued to develop and promote a substantial list of policy positions concerning survivors' better access to Justice. RCNI's work is evidence driven and informed by our specialist expertise and the very latest best practice, it is also driven and informed by survivors. We support specialist sexual violence organisations in their service provision to survivor and consult with them and collate the collective evidence survivors are bringing to them. RCNI also provides direct services to survivors, taking referrals of specialist cases which continually gives us insight into the parts of the justice system that are not working for survivors.

With this knowledge we engage and advocate across the justice system to support survivor's rights and vindication in a range of ways.

Gillen Report: Following the tumultuous year of 2018 and the incredible energy and demand for change generated following the Belfast Rape trial, the RCNI continued to engage in the detailed work of actualising the demands so clearly expressed by the people and indeed responded to by government. In 2019 we welcomed the launch of Northern Ireland's Gillen Report which was commissioned in the wake of the trial. We engaged with Sir John Gillen and offered him the detailed work we had completed into the matter prior to the case breaking. In 2019 we continued to await the Republic of Ireland's review which our Minister for Justice and Equality, Charlie Flanagan had commissioned at about the same time being undertaken by Tom O'Malley. This remained uncompleted by close of 2019.

RCNI were delighted to receive the following thanks conveyed by Sir John Gillen's team: *"Sir John has asked me to convey his sincere gratitude to the Rape Crisis Network for the time and trouble it has expended in producing such a detailed submission to the Review and of course also for your earlier contribution to its work. Sir John found your submission extremely helpful indeed and a valuable contribution to the Review."*

Department of Justice and Equality restructure: In this year, one of our principal partners, the Department of Justice and Equality went through its own radical re-structure. This had a set of knock-on effects on our work and how we engaged with the Department. On the surface many of the dedicated units and offices dealing with issues around sexual violence 'disappeared' into new function-based 'pillars'.

While we sat with the unknown for periods during 2019 what we ultimately experienced was a relatively seamless transfer of lines of communication and accountability. Time will of course be the proof of the new structures but we continue to be grateful to work with a set of dedicated and skilled civil servants supporting and driving change.

The Question of Separate Legal Representation: RCNI continued to engage constructively in evidence gathering around the matter of separate legal representation. The RCNI has never advocated for an expansion of the existing rights of victims to separate legal representation beyond the discrete and limited areas of evidence of other sexual experience and disclosure of counselling records. Through the public discourse of 2018 full separate legal representation for victims throughout the trial had become popularised as the measure that would both resolve the transform of the vulnerability of the victim within the court process and demonstrate that the justice system was vindicating survivors. RCNI analysis has long been that this expanded form of separate legal representation is not workable in our own system, and even if it were, it would not by any means necessarily deliver a better experience for victims in a court room. Indeed we think it may worsen the experience of the victim.

Scottish-Irish Research-Exchange: RCNI assisted a small team of Scottish researchers in their exploration of separate legal representation in Ireland, hosting an exchange between Irish barristers and the lawyer researchers. Their system allows also for the restriction of certain evidence about the complainant, including about her character outside of her sexual history. We have an open mind about the possibility of expanding the existing rights to separate legal representation for victims so that they could also object to the exclusion of non-sexual character evidence and to the disclosure of medical records

Further work:

- COLLABORATION WITH AN GARDA SÍOCHÁNA
- THE RCNI'S LEGAL POLICY DIRECTOR CAROLINE COUNIHAN CONTINUED TO BE IN DEMAND TO RAISE AWARENESS AND ADVOCATE AROUND SPECIAL MEASURES FOR SURVIVORS. SHE PRESENTED AT A NUMBER OF CONFERENCES AND GAVE LECTURES ON THIS SUBJECT TO A RANGE OF PROFESSIONALS AND ADVOCATES IN 2019.
- POLICING AUTHORITY BILATERAL MEETING
- RCNI GUIDE TO THE LEGAL PROCESS FOR SURVIVORS OF SEXUAL VIOLENCE WAS REVISED, REPRINTED, DISTRIBUTED, AND UPLOADED ONLINE.
- POLICING AUTHORITY CONSULTATION ON COMMUNITY SAFETY

Data and Privacy

Survivors' privacy rights and data protection continued to be a focus of the RCNI work in 2019. The RCNI convened Charities Data Protection Working Group continued to meet into early 2019 supporting a diversity of charities set shared standards in the interest of clients. One of the critical issues arising for survivors of childhood sexual violence seeking to or receiving services from rape crisis centres or other specialists were the obligations under Children First mandatory reporting.

Driven by engagement with survivors facing into the dilemmas mandatory reporting created for them the RCNI team spent time close reading the set of rights and obligations articulated under the legislation and in case law as they intersected on the question of survivor's rights.

In the summer we convened an interdisciplinary expert group comprising ourselves, One in Four, data specialist and lawyers, academics, social work and child protection experts. We made available a set of detailed tailored briefings to all of the relevant Government Departments and agencies, including the Attorney General at that point as well as engaging with the Minister for Children and Youth Affairs' Expert Advisory Group on the implementation of the 2018 HIQA report. At around that time we also became aware of the work Tusla had been doing to develop a new Practice Guide in relation to referrals of child abuse to the agency.

No consultation had yet been convened on this practice guide, the Child Abuse Substantiation Policy (CASP), but we are grateful to the senior executive of Tusla and the incoming CEO Bernard Gloster who responded to our requests and met with us and our partners where we aired our considerable concerns with regards the policy and its implications for survivors and for our capacity to deliver services. This remains an ongoing and critical piece of work into 2020.

Alongside our work with partners we also continued to invest in and support best practice and standards in our own and rape crisis partner organisations handling of data, this included data collection officer work days, and drawing on the continued generous support of our software and data governance partners and our academic partnership to support our data cleaning and verification processes. The fact that data standards and governance remained unfunded by government and particularly the government agencies demanding data, continued to be a concern in terms of the vulnerability of survivors' rights.

2019 Outputs

As an illustration of the demands upon us to date in 2019 our outputs included:

Oral submissions to an Oireachtas Committees on:

1. Family Law System
2. Harmful communications and Cyber Harassment & Online Harassment
3. Legal Advice for Victims of sexual offences

Formal written submissions:

1. Court Services Long-Term Strategy, 2019-2025
2. Children's Rights Alliance report card
3. 2nd National Strategy on Domestic, Sexual and Gender-Based Violence midterm review to the Department of Justice and Equality
4. Family law for the Joint Oireachtas Committee on Justice and Equality
5. Regulation of Harmful Online Content and Implementation of the Revised Audio-visual Media Services Directive (made to Department of Communications, Climate Action and the Environment)
6. Online Harassment, Harmful Communications and Related Offences: Submission to the Joint Oireachtas Committee on Justice and Equality
7. Child digital rights
8. Criminal Justice Victims of Crime (Amendment) Bill 2018 on legal advice: Submission to the Joint Oireachtas Committee on Justice and Equality
9. Review of witnesses in rape cases: Tom O'Malley review
10. Gillen Review (Northern Ireland)
11. Legal Advice for Victims of sexual offences
12. Written advice to Oireachtas members on Private Members' Bills

Additional legislation: We had a watching brief on additional legislation and delivered our expertise to Oireachtas members as they arose..

- Data sharing and Governance Bill
- Criminal Law (Sexual Offences) Amendment Bill
- Criminal Law (Extraterritorial jurisdiction) bill
- Rape Myth draft legislation
- Judicial Council Bill
- Children First Act and
- Child Care Act

Statutory Expert Advisory Committees and collaborative groups:

- Sexual Violence Survey advisory committee – the Central Statistics Office
- SATU report implementation committee – Department of Health and HSE
- Consent Framework for HEIs Ministerial working group – Department of Education and Skills
- Manuela Riedo Programme advisory group – the Child and Family Agency

NGO and multidisciplinary groups included

- Charities Data Protection Working Group (RCNI convened)
- Expert interdisciplinary Retrospective Reporting group (RCNI convened)
- Victims' Rights Alliance (board and ordinary members)
- WAVE SV specialist working Group (Dr Cliona Saidlear expert member)
- The Nations Group (partners in England, Wales, Scotland and Northern Ireland)
- UN Women Turkey and West Balkans - RCNI Special Sexual Violence Advisor
- Founding member of European Women's Network Against Violence Against Women (REACT)

Other collaborations:

Children's Rights Alliance

The Wheel

Community Platform

Turn off the Red Light

IN 2019 THE SEVEN RCNI MEMBER RCCS PROVIDED FACE TO FACE COUNSELLING AND SUPPORT TO 1,158 SURVIVORS OF SEXUAL VIOLENCE AND 140 SUPPORTERS OF SURVIVORS OF SEXUAL VIOLENCE.



THESE RCCS PROVIDED THESE SURVIVORS AND SUPPORTERS WITH 12,069 APPOINTMENTS OF FACE TO FACE COUNSELLING AND SUPPORT APPOINTMENTS IN THEIR MAIN CENTRE AND IN OUTREACHES OPERATED BY EACH CENTRE.



SIX RCNI MEMBER RCCS PROVIDED 10,706 HELPLINE SUPPORT CONTACTS IN 2019. THIS INCLUDED VOICE CALLS, TEXTS, EMAILS, LETTERS, AND CONTACT THROUGH SOCIAL MEDIA.



FIVE RCNI MEMBER RCCS ACCOMPANIED 173 PEOPLE TO A RANGE OF DIFFERENT SERVICES IN 2019. 113 OF THESE ACCOMPANIMENTS WERE MADE TO SATU'S, 41 WERE GARDA ACCOMPANIMENTS, AND 19 WERE COURT ACCOMPANIMENTS.



Accounts summary

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER 2019

	2019 €	2018 €
INCOME	216,123	210,527
Administrative Expenses	(214,395)	(205,025)
OPERATING SURPLUS FOR THE YEAR	<u>1,728</u>	<u>5,502</u>
DEFERRED INCOME FOR THE YEAR	<u>1,728</u>	<u>5,502</u>

The income and excess of income over expenditure relate to continuing operations as no businesses were acquired or disposed of in 2019 or 2018.

A separate Statement of Total Recognised Gains and Losses is not required, as all gains or losses have been reflected above.

BALANCE SHEET AS AT 31ST DECEMBER 2019

	Notes	2019 €	2018 €
FIXED ASSETS			
Property, plant and equipment	8	390	862
CURRENT ASSETS			
Cash and cash equivalents		72,167	69,393
Trade and other receivables	9	<u>660</u>	<u>-</u>
		72,827	69,393
CREDITORS DUE WITHIN ONE YEAR	10	<u>11,246</u>	<u>10,013</u>
NET CURRENT ASSETS		61,581	59,380
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>61,971</u>	<u>60,242</u>
REPRESENTED BY:			
Unrestricted Funds		66,586	58,834
Restricted Funds		(4,615)	1,409
TOTAL FUNDS	12	<u>61,971</u>	<u>60,242</u>

Accounts summary

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31ST DECEMBER 2019

	Notes	2019 €	2018 €
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash generated from operations	14	2,774	(1,954)
NET CASH FLOWS FROM OPERATING ACTIVITIES		<u>2,774</u>	<u>(1,954)</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments to acquire fixed assets		-	-
NET CASH FLOWS FROM INVESTING ACTIVITIES		<u>-</u>	<u>-</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Interest paid		-	-
NET CASH FLOWS FROM FINANCING ACTIVITIES		<u>-</u>	<u>-</u>
NET INCREASE/(DECREASE) IN CASH AND CASH EQUIVALENTS		2,774	(1,954)
Cash and Cash equivalents at beginning of year		69,393	71,347
CASH AND CASH EQUIVALENTS AT END OF YEAR	15	<u><u>72,167</u></u>	<u><u>69,393</u></u>

The financial statements were approved by the Board of Directors on

and authorised for issue on

They were signed on its behalf by:

Director

Director

Date

Governance

RCNI have been fully compliant with the Voluntary Code of practice for a number of years now and in 2019 worked to the Charities Regulator's new code.

Board of Trustees 2019

Vera O'Leary, Clíona Saidléar, Anne Scully, Loretta McDonagh, Miriam Duffy, Grace McArdle.

RCNI Board Meetings and attendance 2019

17th January 2019

Attending: Vera O'Leary, Clíona Saidléar, Anne Scully, Loretta McDonagh.

Apologies: Marina Porter, Miriam Duffy, Grace McArdle.

13th February 2019

Attending: Vera O'Leary, Clíona Saidléar, Anne Scully, Loretta McDonagh, Miriam Duffy.

Apologies: Grace McArdle.

20th March 2019

Attending: Vera O'Leary, Clíona Saidléar, Miriam Duffy, Grace McArdle.

By Phone: Anne Scully.

Apologies Loretta McDonagh.

1st May 2019

Attending: Vera O'Leary, Clíona Saidléar, Anne Scully, Loretta McDonagh, Miriam Duffy, Grace McArdle.

12th June 2019

Attending: Vera O'Leary, Clíona Saidléar, Anne Scully, Loretta McDonagh, Grace McArdle.

Apologies: Miriam Duffy.

2nd October 2019

Attending: Grace McArdle, Miriam Duffy, Vera O'Leary, Anne Scully, Cliona Saidlear.

Apologies: Loretta McDonagh.

13th November 2019

Attending: Miriam Duffy, Vera O'Leary, Grace McArdle, Cliona Saidlear, Loretta McDonagh.

Apologies: Anne Scully.

**WE ARE GRATEFUL TO PARTNERS, FUNDERS AND BENEFIT IN KIND
SUPPORTING OUR WORK IN 2019**



Rialtas na hÉireann
Government of Ireland



**An Roinn Dlí agus Cirt
agus Comhionannais**
Department of Justice
and Equality



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November 2019