

DRAFT

2015 - 2016

MTCMI STRATEGIC PLAN

OVERALL OBJECTIVE

MTCMI will work to mediate conflicts between Travellers, between Travellers & Agencies, and between Travellers and the Settled Community.

The service will seek to build ADR skills in the Traveller Community and amongst those working with them.

To achieve this objective, MTCMI will work in the following ways:

- Proactively respond to, and work to resolve, conflicts using mediation and other conflict intervention strategies where appropriate.
- Continue to engage with, build and strengthen relationships with Traveller families, Traveller organisations, and Community/Education Centres in which Traveller are participating.
- Interact and engage with all the relevant statutory agencies.
- Implement alternative dispute resolution through capacity building and training of Travellers and those working with them.
- Raise awareness, and promote and disseminate MTCMI information to the wider community.

SPECIFIC OBJECTIVES

1. Administration/Systems Development

- Refine the referral and case management system, including the process for onward referrals.
- Record and reflect the breadth of the work of MTCMI over the next two years in an accessible format.
- Continue to explore and work to obtain sustainable funding channels for MTCMI.
- Develop and maintain a media presence (including a website and Facebook page).

2. Mediation

- Use the agreed referral procedure to accept mediation referrals of cases in the three categories: between Travellers, between Travellers and Agencies, and between Travellers and the Settled Community; and record the process and outcomes for each referral.

3. Development Work/Capacity Building

- Develop and run tailored workshops and training programmes for Traveller men, women, and youth groups, with the aim of building skills in managing difficult relationships and situations, using Alternative Dispute Resolution methods.
- Develop and run Agency specific workshops/training sessions, with the aim of building skills in the area of conflict prevention and intervention, using Alternative Dispute Resolution methods.
- Develop and run inter-agency/community/Traveller Workshops which lead to improved understanding of and communication between all the stakeholders.
- Build sustainability by developing the capacity of key Travellers, and those who work with them, through the delivery of a pre-Mediation Skills Programme which will be evaluated.
- Establish a framework (including agreed policies & procedures) for creating a panel of MTCMI volunteer advisors.

- Work with NUI Maynooth (the Kennedy Institute) to develop an accredited Conflict Intervention/Mediation training programme by 2016 (subject to funding, which will facilitate the establishment of a panel of Mediators/'Peacemakers' to work with MTCMI towards the achievement of a conflict transformation culture.
- Engage in a range of capacity building/training activities including offering training sessions in schools, Training Centres, HSE funded groups, etc, in response to needs/requests.
- Organise Seminars and Peer Learning events as required with the aim of promoting best practice and disseminating learning.

4. Communications/Stakeholder Engagement/Advocacy

- Raise public awareness of MTCMI, and promote as a model of best practice.
- Build and maintain professional relationships with relevant agencies.
- Align MTCMI with relevant academic and professional groups.
- Develop organisational and policy commitment of agencies to MTCMI.

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MTCMI 2014 Vision/Mission/Values Statements

Vision: A Midlands where there is an increased capacity to effectively prevent and manage conflict, and where there is a marked reduction in the number and level of conflictual situations involving members of the Traveller Community.

Mission: To promote dialogue and non-violent methods of dispute resolution within the Traveller Community, between Travellers and Agencies, and between settled and Traveller Communities.

Values: The MTCMI will at all times endeavour to work within a framework which is fair, confidential, impartial and independent. Our approach will be empathic, respectful, positive and reflective. The M.T.C.M.I will respect the cultural sensitivities of Travellers.