

MAUREEN GILBERT

Disability and equality consultant with broad experience of working in Africa, Asia, Europe and US for UN, statutory bodies and NGOs. Inclusive facilitation approach - creative, pragmatic, grounded and results-based. Nurtures effective practical outcomes in widely differing organisations through consultation, client involvement and adaptable working methods.

Mainstreaming of disability inclusion in design and delivery of programmes and systems is a particular strength. This includes disability proofing, devising and delivering disability equality training (DET), and conducting related training of facilitators.

Strong writing and editorial skills, particularly in the production of toolkits, practical guidance and policy documents. Skilled researcher with good evaluation and policy development capabilities.

EXPERIENCE

International disability and equality consultancy

- **International Labour Organisation (ILO):** devised and delivered DET and other training for UN personnel (Asia, Europe, sub-Saharan Africa), and for Government and NGO personnel, academics, TVET sector, media, trainers and commercial companies (Asia, Africa); developed and delivered training for facilitators of DET (Asia, Africa); developed and delivered facilitation training for international factory improvement programme (Asia); wrote guidance manuals for DET facilitators (2012 and 2016) and general facilitators (2014); delivered training and materials for programme of disability-inclusive TVET (Zambia); wrote **Count Us In!** handbook (2008) on effective inclusion of people with disabilities in mainstream programming; conducted internal ILO benchmarking and assessment process related to disability inclusion (2009 and 2012); moderated ILO Asia Pacific Youth Network Community of Practice online discussion forum on disability inclusion; conducted progress assessment of pilot project on disability inclusion in training programmes in four sub-Saharan African countries (**Link and Learn**, ILO, 2007); compiled case study publications (Ethiopia); disability-proofed publications and training materials, and provided editorial services
- **UNESCO, OHCHR, UNITAR, UNICEF:** designed and delivered DET

- **Economic and Social Commission for Asia and the Pacific Region (ESCAP):** developed DET materials; devised and conducted training programmes on mainstreaming disability issues (Thailand)
- **UN Zambia Country Team:** reviewed Zambia's UN Development Action Framework, to facilitate move to disability mainstreaming; devised and delivered disability equality training (DET) for Members of Zambian Parliament (MPs)
- **Zambia Governance Foundation:** developed disability mainstreaming toolkit for civil society organisations (2012); developed and delivered training programmes, including training of facilitators of DET (2012-present)
- **Government of Afghanistan:** compiled child protection manual for social workers (2013)
- **Museum of Modern Art, New York:** developed strategies and practices to mainstream disability inclusion throughout museum services
- **Misean Cara:** evaluated special education projects (Zambia); assessed overseas development capacity of faith-based groups (Nigeria and Ireland)
- **Medical Missionaries of Mary:** study on consistency between values base and best practice in health facilities in four sub-Saharan countries (2014)
- **Irish faith-based groups:** conducted strategic planning and change process in Nigeria and Ireland (Daughters of Charity, Sisters of St Louis); devised and delivered training on interculturalism in sub-Saharan Africa, UK, Ireland (St Patrick's Missionary Society, Sisters of St Louis, Spiritans, Columban Sisters); developed policy and guidance on interculturalism (St Patrick's Missionary Society); organised and facilitated international conference on disability issues (Sisters of the Sacred Heart of Jesus and Mary).

Disability and equality consultancy in Ireland

Statutory sector

- **Equality Authority:** designed and delivered model and major projects on mainstreaming reasonable accommodation of people with disabilities into service delivery, involving consultancy, training and collaborative working with local government (see **DARA has the CRAIC**, 2007), Irish League of Credit Unions (**For Service For All**, 2011), Irish Pharmaceutical Union (guidance publication), Irish Centre for Continuing Pharmaceutical Education (nationwide training); wrote guidance booklets and developed and delivered training on equality aspects of mental health issues; developed and delivered DET; strategy and policy development; research; consultation; facilitation; editorial services
- **Arts Council:** designed and delivered DET; facilitated consultations for development of national arts and disability policy
- **National Gallery of Ireland, Irish Museum of Modern Art, Chester Beatty Museum:** designed and delivered DET

- **National Disability Authority:** undertook qualitative research on use of natural community supports by people with disabilities (2011)
- **Library Council:** wrote **Say It Write** guidance, and designed and delivered training, on inclusive information provision; developed and delivered DET related to the reasonable accommodation of library users with disabilities, and on library services for older people
- **Citizens Information Board:** designed and delivered disability, diversity and equality training
- **National Training Authority:** developed equal status policy and framework; provided editorial services.
- **Local authorities:** provided strategic consultancy support and training on the reasonable accommodation in service delivery of people with disabilities; advised on policy development; facilitated disability consultation groups; provided advice and editorial services for library development plans and other plans and publications
- Various cultural institutions (e.g. National Gallery of Ireland, Chester Beatty Library): designed and delivered DET
- Various statutory bodies (e.g. Irish Human Rights and Equality Commission, Broadcasting Authority of Ireland, Medical Council, Corú): writing and editorial services.

Also, lay member of Mental Health Tribunals, 2006-2010.

NGO sector

- **International Service Ireland:** researched (Burkina Faso) and wrote **Putting the World to Rights** development education publication on UNCRPD, aimed at non-traditional audiences, and designed and delivered workshops on the topic
- **Dóchas** (Irish umbrella organisation for overseas development NGOs): wrote submission on disability inclusion and mainstreaming for Irish Aid strategy review; evaluated work of Disability and International Development working group
- **Arts & Disability Ireland:** strategic planning; evaluated and redeveloped arts-related DET programme and associated publications; trained facilitators; evaluated capacity-building programmes for regional arts sector; writing and editorial services
- **Amnesty International (Ireland):** designed mental health anti-discrimination programme aimed at major employers
- **DESSA** (Disability Equality Specialist Support Agency): devised and delivered DET and other training programmes; provided consultancy services for empowerment programme for parents of disabled children; wrote guidance on inclusive play spaces (2007), physical access (2005); provided other development, facilitation and editorial services

- **Age & Opportunity:** developed methodology for internationalising major festival celebrating creativity in older age, and facilitated major conference on this topic; developed publication on older people and advocacy
- **Society of St Vincent de Paul (SVP):** developed new approach to home visitation services
- **Mitchell + Associates:** provided consultancy support re Dublin Docklands Development Authority Play Space Guidelines (2007) and other disability- and equality-related aspects of landscape architecture guidance and projects
- Various NGOs (e.g. CBM, Irish Cancer Society, Irish Hospice Foundation, Age-Friendly Ireland, Age & Opportunity) and consultancy firms: writing and editorial services.

Creative media work

- **Octagon Films: Inside I'm Dancing:** advisor on disability issues for script, content, design and publicity (film received IFTA for best Irish feature film of 2004)
- **Independent productions: The Music of Silence:** researched, wrote and presented 60-minute documentary on the composer Arvo Pärt (RTÉ Lyric FM); **In From The Margins** (6-part series): series producer (RTÉ television, won a national TV award)
- **RTÉ: Not So Different** (radio series on disability issues): series consultant; arts reviewer and panel member (radio and television); programme consultant.

Previous employment

Held management roles in statutory organisations **National Disability Authority** (Senior Policy and Public Affairs Advisor, 2000-2002) and **National Rehabilitation Board** (Head, Independent Living Services, 1991-2000): produced Ireland's best-practice guidance on access in the built and external environments; developed policy, reports and submissions; undertook management roles related to specialist public access library and information service on disability issues, national service on universal environmental access, information and display centre on assistive technology for people with disabilities; pioneered disability-related national arts policies; developed and delivered DET for the Irish civil service; organised conferences; devised corporate initiatives; wrote corporate annual reports.

During this time also devised and taught final year undergraduate course on social policy and sociology of disability (TCD); developed consultative process for the Commission on the Status of People with Disabilities and provided technical support to its working groups and researchers.

Previously held management and development positions in disability-related NGOs; undertook freelance community and youth work; worked in trade journalism, academic and commercial research.