



Coimisiún na hÉireann um Chearta  
an Duine agus Comhionannas  
Irish Human Rights and Equality Commission

## Disability Advisory Committee – Terms of Reference

### 1. Purpose

The IHREC Disability Advisory Committee will:

- a. assist and advise the Commission on matters related to its function of keeping under review the adequacy and effectiveness of law and practice in the State relating to the protection of people with disabilities
- b. advise the Commission on the fulfilment of its CRPD Article 33 independent monitoring role.

### 2. Membership and Term

The Commission shall, in accordance with S.18, appoint from among its members a 'presiding member' and a 'vice presiding member'. The 'presiding member' shall be the Chair and the 'vice-presiding' member shall be the Vice-Chair of the Advisory Committee.

The Commission may at its discretion appoint other Commission members to the Disability Advisory Committee.

There shall be up to thirteen external Disability Advisory Committee members.

External members shall be publicly recruited from people living in Ireland based on the Role Specification set out below.

The Commission may at its discretion form a panel from any public recruitment process.

The Commission may, at its discretion, co-opt additional members to the Committee where it considers this would assist in the achievement of the aims of the Committee.

A minimum of 10 external members will be disabled persons.

It is noted that CRPD Article 1 states that:

- Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.
- Members of the Disability Advisory Committee will be appointed in the first instance for one term of up to three years. The Commission may, at its discretion, reappoint members for one further term of up to three years.

- Persons who have served two terms will, after a period of [two] years become eligible to enter any future process of recruitment to DAC or to be co-opted at the discretion of the Commission.
- Those members of the Advisory Committee not in receipt of a public salary shall receive an annual stipend from the Commission in recognition of the value of their participation.

### **3. Role Specification**

Individually, all members of the Advisory Committee will meet the Essential Role Requirements, and will participate in the Advisory Committee as individuals rather than as representatives of organisations. Collectively, the members of the Advisory Committee will meet the Technical Expertise Requirements and will represent the diversity of Irish society, including the diversity of persons with disabilities and equality of representation between women and men.

#### *Essential Role Requirements*

##### Commitment to the principles of CRPD stated in Article 3:

- (a) Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- (b) Non-discrimination;
- (c) Full and effective participation and inclusion in society;
- (d) Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- (e) Equality of opportunity;
- (f) Accessibility;
- (g) Equality between men and women
- (h) Respect for the evolving capabilities of children with disabilities and respect for the right of children to preserve their identities

#### *Technical Expertise Requirements*

##### Expertise in the development and practice of the following areas:

- (a) Participation of persons with disabilities within society
- (b) Awareness raising
- (c) Research, data and measurement
- (d) Knowledge of the Convention on the Rights of Persons with Disabilities and the United Nations system pertaining to the Convention

- (e) Intersectionality across the grounds in the Equality Acts, and the experience of poverty.

### **Disability Advisory Committee Procedures**

- (a) The Commission may regulate the procedure and business of an Advisory Committee but, otherwise, an Advisory Committee may regulate its own procedures and business.
- (b) The Advisory Committee will meet a minimum of three times per year.
- (c) The Chair of the Advisory Committee shall convene meetings of the Committee.
- (d) The Chair of the Advisory Committee, in consultation with the Director shall determine the items for the agenda of meetings of the Committee.
- (e) Minutes of each meeting should record attendance and the meeting and should reflect information provided, decisions taken and action items.
- (f) The Commission will provide resources and amend procedures to make reasonable accommodations identified by members who are persons with disabilities in order to maximise their participation.
- (g) The quorum for a meeting of the Advisory Committee shall be the number nearest to but not less than one-half of the number of members of the Committee entitled to be present at the meeting.
- (h) The Advisory Committee shall give written reports to the Commission.
- (i) No meeting of the Advisory Committee shall proceed in the absence of both the Chair and the Vice Chair.
- (j) The Advisory Committee may meet virtually and any member of the Advisory Committee may participate virtually in a meeting conducted wholly or partially using assistive technology (and participation in a meeting in this manner shall be deemed to constitute presence in person at such meeting).

### **Approval**

These Terms of Reference were approved by the Commission at its 52<sup>nd</sup> ordinary plenary session on 19 October 2021.