




Equality Commission  
for all



**Libby Kinney**  
Director  
Communications & Promotion

Addressing under-reporting



Equality Commission  
for all



**Commission approach**

- **Develop understanding**
- **Build relationships**
- **Flexibility of services**
- **Change reporting behaviours**

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**Do You Mean Me?**  
Discrimination, attitudes and experience  
in Northern Ireland



**LIVE BROADCAST**  **YouTube**  Broadcast Yourself™

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**Do You Mean Me?**  
Discrimination, attitudes and experience  
in Northern Ireland

Lesbian, gay and bisexual people three times more likely to feel harassed because of their culture.

Black and minority ethnic people twice as likely to report unfairness when accessing a service.

33% of all respondents said they had been harassed or treated unfairly in last three years

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**Do You Mean Me?**  
Discrimination, attitudes and experience  
in Northern Ireland

**Only 21% said they had made some form of complaint**

They were most likely to be:

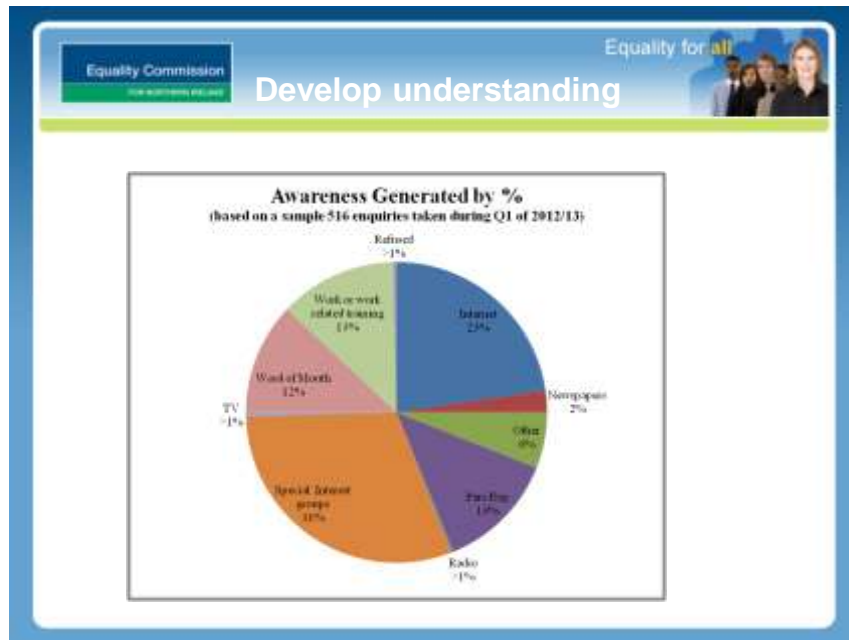
- Aged 30-44 or 45-60
- Have third-level qualifications
- Have a middle-range income
- Live in west of Northern Ireland

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**Reports to the Commission:**

- **3,200 enquiries in 2011-12**
- **Disability – 30%**
- **Race – 8%**
- **Sexual Orientation – 1.5%**





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**Stakeholder events: April – June 2012**

Over 2,200 people at 33 public facing stakeholder events



| Region          | Number of Events |
|-----------------|------------------|
| Co. L'Derry     | 3 events         |
| Co. Antrim      | 4 events         |
| Greater Belfast | 14 events        |
| Co. Fermanagh   | 3 events         |
| Co. Tyrone      | 6 events         |
| Co. Down        | 1 event          |
| Co. Armagh      | 2 events         |

Events included equality awareness sessions, roundtables, information stands and speaking engagements

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**Person-centred approach**

- Network of advisors across NI
- Personal contacts with ECNI advisors
- Remove administrative barriers
- Emotional support
- Not just about legal redress


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## Changing behaviour

### Key reasons for silence

- Embarrassed
- Scared
- Ashamed
- Fear
- Reprisals
- Don't want to be thought of as victims



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## Changing behaviour

### Supporting change in victim behaviour

- *Empowering*
- *Normalising*
- *Validating*
- *Case study 1: Vince's story*



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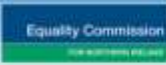
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## Case Study 2: Natasha's story


- Be where they are
- Trusted voices
- Real experience

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## Questions

Contacts:

Libby Kinney – [libkinney@equalityni.org](mailto:libkinney@equalityni.org)

Teresa Moley- [tmoley@equalityni.org](mailto:tmoley@equalityni.org)

Roisin Lavery- [rlavery@equalityni.org](mailto:rlavery@equalityni.org)