

# Laurence Bond

## *Curriculum Vitae*

### CAREER HISTORY

#### Director, Irish Human Rights and Equality Commission (IHREC), May 2017 to date

#### (Acting Director from 1st November 2016)

##### ***Key Responsibilities***

- Overall management responsibility for all aspects of a complex professional organisation of 70+ staff
- Ensuring the implementation of the Commission's Strategic Plans
- Leading the preparation of the Annual Workplans and Budgets and ensuring their effective and efficient delivery
- Positively managing key internal and external relationships
- Statutory Accounting Officer for the IHREC Annual Exchequer Vote (c €7.5m)

#### Head of Research. IHREC, January 2016 to May 2017

Reporting to the Director and building from 1 staff in January 2016 to 5 in March 2017 when Research and Policy teams were merged with a combined total of 9.

Annual non-pay budget of c €250k

##### ***Key Achievements***

- Establishing and developing a new Research team and work programme
- Developing and delivering the first IHREC 'Human Rights and Equality Grant Scheme 2016' with a grant fund of €250k
- Promoting equality and human rights budget proofing to the Oireachtas and Government and securing high level D/per engagement to advance this
- Establishing an IHREC-ESRI Research Programme on Human Rights and Equality
- Securing co-operation from the Irish Research Council for a co-funded research call on interculturalism and diversity
- Leading the development of the ENNHRI Economic & Social Rights Working Group

### **Head of Public Engagement, IHREC, January to December 2015**

Reporting to the Director with 9 staff and an annual non-pay budget of c€500k.

#### **Key Achievements**

- Establishing and developing a new 'Public Engagement' team and work programme
- Commissioning and managing a national baseline awareness and attitudes survey on equality and human rights
- Supporting the development by the PE team of a nationwide public consultation for the preparation of IHREC's first Strategy Statement 2016-2018
- Commissioning and managing the implementation of 'Make Rights Real' a national multi-platform public awareness campaign that ran from October to December 2015
- Delivery of promotional events, information publications and equality mainstreaming projects

### **Joint Acting Chief Executive, Equality Authority, April to October 2014**

Reporting to the Board/Interim Commission with c20 Staff and an annual budget of c€3m.

#### **Key Achievements**

- Managing the staff and staff changes through the process of merging with IHRC to form the IHREC
- Addressing the organisational and practical aspects of the merger with all stakeholders
- Ensuring strong financial management and control was maintained as the merger proceeded and the successful transition of financial functions to the IHREC

### **Head of Development, Equality Authority, April 2013 to October 2014**

Reporting to the CEO with 6 staff and an annual non-pay budget of c€300k.

#### **Key Achievements**

- Maintaining a high level of team activity in the context of significant change and uncertainty
- Managing development and delivery of:
  - a training programme on equality for teachers and publication of a training manual
  - a 40-minute e-learning course on *Delivering Equality in Public Services for frontlinestaff*
  - *Roma: One People - Many Lives*, an educational photographic exhibition which was displayed in multiple venues around the country
- Managing completion of work of ESF funded Equality Mainstreaming Unit and showcasing it through publications and a major conference

### **Head of Finance, Equality Authority, June 2009 to October 2014**

Reporting to the CEO, Finance Committee and Board, with 3 finance staff.

#### **Key Achievements**

- Managed all annual budget planning, monitoring and reporting
- Maintained effective financial control
- Delivered annual financial statements which were audited and certified each year by the C&AG

### **Head of Research, Equality Authority, February 2002 to October 2014**

Reporting to the CEO with 2- 4 staff and annual non-pay budgets between c €100k and €350k

#### **Key Achievements**

- Establishing and developing the Equality Authority's highly regarded evidence-based approach to equality
- Developing and managing research on the nature and extent of discrimination and inequality; policy and practice responses to discrimination and inequality in employment and service provision; and the business case for equality and diversity in organisations
- Delivering c 5 published reports per annum
- Planning and managing the 'Equality Studies Unit' (ESU) 2002-2007, an ESF funded technical assistance measure on labour market inequalities facing older workers, people with disabilities, and minority ethnic groups including Travellers
- Promoting the collection of national equality and discrimination data through engagement with the National Statistics Board, the Central Statistics Office (CSO) and Government Departments
- Securing CSO commitment to a national survey of equality and discrimination, and assisting with its development - this is now collected every 4/5 years
- Drafting and promoting key policy submissions such as '*Traveller Ethnicity: An Equality Authority Report*'
- Representing the Equality Authority in key policy fora

### **Policy Analyst, National Economic and Social Forum, June 1999 to February 2002**

In this Assistant Principal (Higher) level position, I was responsible for three specific Forum projects, including researching and writing the relevant reports, as follows:

- *Local Development Issues* Forum Opinion No. 7
- *Alleviating Labour Shortages* Forum Report No. 19
- *Equity of Access to Hospital Care* Forum Report No. 25

### **Self-Employed Policy Consultant, 1994 to 1999**

Consultant to public and civil society organisations including: Combat Poverty Agency; National Economic and Social Forum; South Dublin County Council; Community Platform; Irish National Organisation of the Unemployed; Area Development Management St Vincent de Paul Society; Pavee Point; Community Pillar.

### **Part-time Sociology and Social Policy Lecturer, 1994 to 1997**

Developed and taught mainly undergraduate courses in sociology and social policy in UCD, TCD, the IPA and St. Patrick's College, Drumcondra.

### **Head of Information, Combat Poverty Agency, August 1991 to November 1993**

In this AP level post, with a team of three people and an annual programme budget of c. £100,000, I managed the Agency's information and public education section and played a key role in policy development and promotion.

### **Research Officer, Combat Poverty Agency, June 1990 to August 1991**

This was a HEO level post. As the sole researcher on the Agency staff at this time, I was responsible for day-to-day management of the Agency's research programme with an annual budget of c. £100,000.

### **Research/Policy Officer, Jesuit Centre for Faith and Justice, June 1985 to June 1990**

Educational, research and campaigning activities on unemployment, social welfare, poverty and community development issues.

## **EDUCATION**

Certificate in Human Rights Law, Law Society of Ireland, 2016.

B.A. (Politics and Philosophy), UCD, 1980



**RENEWAL OF THE EXECUTIVE BOARD OF EQUINET – EUROPEAN NETWORK OF EQUALITY BODIES**

**MANDATE 2021 – 2023**

**CANDIDATE NOMINATION FORM**

Please return this form to:

**Anne Gaspard**  
Executive Director  
Equinet Secretariat

By email: [Anne.Gaspard@equineteurope.org](mailto:Anne.Gaspard@equineteurope.org)

**Deadline for nominations: 22 October 2021**

<b>Name of the Equality Body and country</b>	Irish Human Rights and Equality Commission (Ireland)
<b>Name of Candidate:</b> <i>(First name Family Name)</i>	<b>Laurence Bond</b>
<b>Position in the Member organisation:</b>	Director
<b>Contact Email:</b>	<a href="mailto:Laurence.Bond@ihrec.ie">Laurence.Bond@ihrec.ie</a>
<b>Telephone:</b>	<b>00353 1 8589601</b>

Please note that a nomination form will only be considered valid if it includes pages 1 and 2 fully completed and accompanied by a Resume/profile of the candidate in English.

The form also needs to be hand-sign and dated by the nominated candidate and the Head of the Member Organisation (if different).

The Secretariat will also need to receive a picture of the candidate (see page 4 of Elections guide).

**1. My motivation for becoming a member of the Equinet Executive Board:**

*(please explain why you would like to sit on the Equinet Executive Board)*

I was honoured to be elected to the Board in 2017 and again in 2019.

As a Board member, I have worked with Board colleagues and with the Secretariat to effectively support the development of the network and to enhance the role and reputation of Equinet and its member organisations with stakeholders at national and European levels.

I have enjoyed working with an impressive group of colleagues on the Board and in the Secretariat and have learned much from their wide and diverse experience on the challenges and opportunities for promoting equality and equality bodies.

I believe that Equinet - though all aspects of its work - makes a significant contribution to the promotion of equality and the development of the equality infrastructure in Europe. The next two years will see particular challenges and opportunities for Equinet in ensuring that the commitment of the EU Commission to legislate for standards for equality bodies is successfully progressed and implemented.

I would welcome the opportunity to continue to support this work as a member of the Board, to work with colleagues in the coming year on the development of Equinet's next Strategic Plan and to contribute to the Board's ongoing role in guiding the work of the network.

**2. Additional note or other relevant information relating to your application (if any):**

*(any information about yourself and your achievement that you think is important for people who will have to consider the quality of your candidacy)*

I have worked in the Irish equality body for almost 20 years, initially as Head of Research in and also in a range of other roles including periods as Head of Development and Head of Public Engagement. I became Acting Director of the Irish Human Rights and Equality Commission in November 2016 and was appointed Director in May 2017.

Prior to joining the then Equality Authority in 2002 I had worked for many years in research, policy analysis and campaigning in the public sector and in civil society, mainly on issues of poverty, unemployment, equality and social rights.

*Feel free to expand text boxes as you see fit.*

**Date: 22 October 2021**

**Signature of the candidate:**

A handwritten signature in black ink that reads "Lawrence Bond". The signature is written in a cursive style with a large initial 'L'.

**Signature of the Head of the Organisation  
(if different) N/A**

**Please note that your candidacy information will be communicated to all Equinet  
Members prior to the AGM**