



## 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: 23 October 2021**

<b>Name of the Equality Body and country</b>	Commission for the Rights of Persons with Disability Malta
<b>Name of Candidate:</b> <i>(First name Family Name)</i>	Rhoda Garland
<b>Position in the Member organisation:</b>	Executive Director
<b>Contact Email:</b>	rhoda.garland@crpd.org.mt
<b>Telephone:</b>	+356 2226 7677 / +356 9940 8853

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:

I have been a member of the Equinet Board since 2017. I have very much enjoyed my time on this Board and spoken at conferences regarding disability on several occasions. As a disabled activist (I have spina bifida) and Executive Director of the Commission for the Rights of persons with Disability in Malta I have been involved in working in the disability sector in Malta and the UK for many years. I have also worked for the Maltese Ministry responsible for the interests of disabled people writing the first State Report for the UNCRPD.

As a disabled person I am committed to the requirement that the voice of disabled people is heard and it as a result of this that I am putting myself forward to sit on the Equinet Board. It is important that whatever impairment a person may have they are given the opportunity to reach their full potential and this is achieved in part through disabled activism but also as a result of being given the opportunity to provide lived experience to those in power who have the potential to ensure the rights of disabled people are protected and enhanced. The work that Equinet does through its networks and reputation is vital to improve the rights of disabled people achieve full inclusion in society.

I have experience in providing feedback to the Maltese Government with regard to social policy and legislation as well as working with NGOs and DPOs in the disability sector to ensure that their concerns are put forward to the Government in order for solutions to be provided.

I currently work as a member or Chair of the following Boards:

- Malta College of Arts Science and Technology – Governor
- University of Malta Access Disability Support Committee – member
- National Commission for Further and Higher Education Sector Skills Unit – Chair
- Foundation for Social Welfare Services – Director
- Personal Assistance Fund – Chair

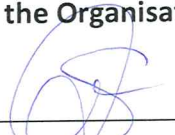
Despite, or perhaps due to, being a Small Island State the disability sector in Malta has a very visible profile and I hope that Malta's inclusion on the Equinet Board will give us the possibility to share our own experiences as well as learn from the experiences of other European countries.

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

The Commission for the Rights of Persons with Disability in Malta is the regulator of the Disability Sector and acts as the Independent Mechanism for the monitoring of the implementation of the UNCRPD.

One of our main achievements in the last 2 months has been to pass the UNCRPD into Maltese law, which gives it the same importance as national legislation and allows us as a regulator a far more powerful role in protecting the rights of disabled people in Malta through enforcement of the articles.

As a southern European state we also have experience of assisting refugees with disabilities to ensure they receive the services and assistance that Malta offers.

<p>Date:</p> <p>18th October 2021</p>	<p>Signature of the candidate:</p> <p>RCA M.</p> <p>Signature of the Head of the Organisation (if different)</p> 
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**Please note that your candidacy information will be communicated to all Equinet Members prior to the AGM**

# Rhoda Garland

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Email: [rhoda.garland@crpd.org.mt](mailto:rhoda.garland@crpd.org.mt)

## Education

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### **University of Malta**

*October 2018*

PhD application in progress.

### **University of Malta**

*October 2012 to June 2015 (part-time)*

MA Disability Studies

### **SAP and Microsoft IT Certifications**

### **ATC Chart, Nottingham, UK**

*March 1994 to November 1995 (part-time)*

CIMA (professional accountancy qualification).

### **Nottingham Trent University, UK**

*September 1989 to July 1993*

BA(Hons) Accounting and Finance,

*September 1987 to July 1988*

Foundation Course in Accounting.

### **Sir William Perkins School, Chertsey, Surrey, UK**

8 O levels including English and Mathematics.

2 A levels in Economics and English Literature.

## Employment

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### **Executive Director**

*Commission for the Rights of Persons with Disability (Malta) October 2015 to date*

- Working towards insuring the implementation of UNCRPD in Malta.
- Responsibility for decisions relating to the Equal Opportunities (Persons with Disability) Act 2000
- Liaising with relevant Government bodies, entities and NGOs to plan and monitor the strategic objectives outlined in the CRPD Business Plan
- To support and advise in the development, monitoring and co-ordination of the National Policy
- To act as a channel of communication between CRPD and various ministries, departments and NGOs, to ensure that the views of disabled people play a central role in decisions taken.
- Responsibility for management of CRPD staff, and day to day running of operations within CRPD
- Board member of Equinet and several Government Boards representing CRPD.

### **Consultant**

*Commission for the Rights of Persons with Disability (Malta) October 2014 to October 2015*

- Providing Administration for EU PROGRESS Project including:
  - Organisation and logistics for Disability Week 2014
  - Administering the courses relating to the project in line with EU requirements
  - Monitoring, approving and recording costs related to the project
- Acting in an advisory capacity and as a personal assistant to the Commissioner
  - Organisation of ad-hoc projects
  - Attending meetings to represent the Commissioner or CRPD

## **Research Analyst UNCRPD Focal Point Office**

*Parliamentary Secretariat for the Rights of Persons with Disability and Active Aging June to Sept 2014*

- Research and writing of Maltese UN State Report for compliance with UNCRPD
- Liaising with ministries / DPOs / NGOs / other entities to gather data

## **IT Related Work**

*IT Consultancy work and business analysis April 2006 to June 2014*

- Work with three IT companies implementing business IT solutions in Maltese companies
- Business Process Re-engineering

## **Financial Analyst Work**

*Business Analysis Contract work in the banking and insurance sectors June 2000 to Dec 2005*

- Project and contract work in financial modelling and insurance in the UK

## **Management Accounting Work**

*Accounting and Finance work in Blue Chip companies in the UK August 1993 to June 2000*

- Companies included The Boots Company, Bass, Rolls Royce, Securicor and Electrocomponents.

## **Personal and Voluntary Work Information**

As a disability activist I was the President of Breaking Limits, a DPO which is run by and on behalf of people with disability in Malta to improve inclusion and awareness of the issues that affect the disability sector. There are a lot of NGO's in the disability sector and one of the aims that Breaking Limits has it to increase co-operation between the NGOs, so that a united voice can be presented to the government.

I have been involved in advocacy work with politicians from all political parties in Malta, highlighting issues and building relationships with the aim of ensuring that when ministers consider policy they are aware of the effects that their policies may have on people with disability. I believe that discussion and reasoned argument is the best way to persuade politicians that proposals should be given due consideration.

In my work with Breaking Limits the improvement of inclusion for people with disability is very important and activities such as sports festivals, which I have been involved in organising, are a good way to both improve the inclusion of people with disability in society and raise awareness of the abilities that these people possess. As the members of Breaking Limits are volunteers it is essential that good teamwork prevails, as we have limited time and I feel in this respect I am a good team player as well as leader.

My career in finance has given me the ability to manage a budget very well as often this is essential to the final result of the project undertaken. I have been in charge of teams and financially in charge of corporate divisions to ensure the smooth running of the organisation within the constraints and objectives given. I am a good 'people person' and have always managed my teams very effectively.

I have extensive experience of managing projects, both within a team as part of an organisation and also when hired as a consultant to design and implement projects on behalf of an organisation.

## **General**

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I enjoy sailing, scuba diving (I hold the PADI Open Water certification), snorkelling and in the past have bred exotic stick insects and lizards. I like to travel and have spent time in Europe, Western and Southern Africa, South-East Asia, The Caribbean and the Canadian Rockies. I also enjoy listening to all kinds of music and making beaded jewellery.