

SUPPORTING THE IMPLEMENTATION OF THE NATIONAL ACTION PLAN AGAINST RACISM
AND TOWARDS EU YEAR OF INTERCULTURAL DIALOGUE 2008

A STRATEGY GUIDE

for Community Development Projects, Family Resource Centres & Partnerships





NCCRI



IRELAND EMERGING
CULTURAL DIVERSITY



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Supporting Communities



Family Support Agency



An tAire Leasaithe Párlaiminte, Leasaithe
na Gaeltachta
Department of Community, Rural
and Gaeltacht Affairs

Pobal and the NCCRI offers a special thanks to Siobhán Lynam the author of this Strategy Guide.

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In March 2005, the National Consultative Committee on Racism and Interculturalism (NCCRI) and Pobal, in conjunction with the Family Support Agency and the Department of Community, Rural and Gaeltacht Affairs, hosted a conference to advance the objectives of the National Action Plan Against Racism (NPAR), which had been launched by An Taoiseach and the Minister for Justice, Equality and Law Reform earlier that year. The NPAR fulfils a commitment by the Government to the UN World Conference Against Racism in South Africa in 2001.

The conference drew together representatives from Community Development Projects, Family Resource Centres, Area-Based and Community Partnerships and other organisations engaging in anti-racism and intercultural work. The conference was an important milestone in supporting the work of the organisations and locating the work within the strategic framework of the NPAR. A key conclusion from the conference was the need to develop tools and supports to strengthen the work, during and after the NPAR (2005-2008) as Ireland moves towards an Integration strategy.

The overall focus of this strategy guide is to support Community Development Projects, Family Resource Centres and Partnerships as key players in the development of locally based anti-racism strategies and social inclusion measures to promote diversity. It is hoped that the strategy guide will complement and add value to the work that community development organisations are already engaged in.

- Section 1 outlines the NPAR.
- Section 2 gives an overview of the social and policy context.
- Section 3 presents guidelines for the development of local strategies.
- Section 4 offers a toolkit of practice examples, key principles, and learning arising from the experiences of community development organisations.
- The Annexes offer further resources in the form of useful contacts, a glossary of terms, and an outline of the international legal and policy context.

NCCRI and Pobal would very much like to acknowledge the work of Siobhán Lynam the author of the publication, and Toby Wolfe for his editorial work. We would like to join with the author in particularly thanking all the organisations and individuals – too numerous to mention – who contributed inputs from their work practice and experience. Many thanks to Carina Fitzgerald, NCCRI for final editing.

We would like to thank the Family Support Agency and the Department of Community, Rural and Gaeltacht Affairs for their financial assistance and support in the development of the publication.

Aiden Lloyd, Pobal

Jennifer Wallace, NCCRI

September 2007

Pobal is very happy to be both an initiator and a contributor to this publication and to the conference in Croke Park in 2005 upon which the publication is based. Anti-racism is an important component part of the integration strategies that the state has set itself within the framework of the national agreement Towards 2016 and over the period of the National Development Plan 2007-2013. We in Pobal are fully committed to the implementation of these strategies through the programmes that we manage on behalf of government through a range of Departments and in particular the Department of Community, Rural and Gaeltacht Affairs, the Department of Justice, Equality and Law Reform, and the Department of Health and Children.

In implementing these programmes we in Pobal are acutely aware of the commitment, dedication and pioneering work of community and local development organisations in addressing problems of social exclusion, inequality and disharmony, and of their capability in identifying and responding to new issues and new needs. Throughout the country Partnerships, local community groups and voluntary networks have undertaken valuable work in addressing racism and overcoming xenophobia against a backdrop of developing diversity in society.

It is against this background that Pobal, the Family Support Agency and the NCCRI, in conjunction with the Community Development Programme of the Department of Community, Rural and Gaeltacht Affairs, have produced this resource guide to enable community and local development organisations to take a lead role in the development and delivery of local and regional strategies. In the context of a developing coherence in the implementation of social inclusion, and a growing realisation of the task required to fulfil integration aspirations, the role assigned to the community development and local development sectors is of great importance. Pobal will continue to provide resources, advice, supports and encouragement to local communities in this work through the programmes we manage on behalf of Government.

Dr Tony Crooks
Chief Executive Officer
Pobal

As CEO of the Family Support Agency I am delighted to welcome this important strategy guide for Community Development Projects, Family Resource Centres and Partnerships which I hope will assist communities in developing anti racism strategies and promote social inclusion.

Given the significant increase in the number of migrants living in Ireland in recent years and the importance of groups such as Travellers, this guide is timely in relation to the need to put appropriate support structures in place at a local level. The Strategy Guide will provide an important road map to the many community development organisations working in this context.

The Family Support Agency found the collaboration with Pobal, NCCRI and the Department of Community, Rural and Gaeltacht Affairs most energising and informative and looks forward to continuing this partnership in the future.

In conclusion I would like to acknowledge the work of Siobhán Lynam, Toby Wolfe and all those who contributed to the publication.

Pat Bennet
Chief Executive Officer
Family Support Agency

NCCRI have worked closely to assist in the development and implementation of the National Action Plan Against Racism (NPAR). The NPAR is based on an intercultural framework that recognises that integration is only possible where a broad range of key stakeholders are involved. The NPAR identifies "participation" as one of the five themes and in this context the role of the community and local development sector is critical.

The partnership approach identified in this guide is also consistent with the approach advocated in the NPAR. I would like to acknowledge the role of Jennifer Wallace, the Community Development Support Officer of the NCCRI, in guiding this publication. It is particularly appropriate that this strategy is launched as we prepare for the EU Year of Intercultural Dialogue, 2008. A focus on the community is one of the key themes for the Year. The EU Year will also contribute to the development of a new strategy on integration under the auspices of the Office for Integration.

Philip Watt

Director

National Consultative Committee on Racism and Interculturalism (NCCRI)

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Overview of the National Action Plan Against Racism

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The World Conference Against Racism (WCAR)

The World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance (WCAR) took place in September 2001 in Durban, South Africa, under the aegis of the Office of the High Commissioner for Human Rights. It provided an opportunity for the world to engage, for the first time in the post-apartheid era, in a broad agenda to combat racism.

One of the key commitments entered into by participating States was to develop National Action Plans Against Racism. The WCAR Programme of Action urged States 'to establish and implement without delay national policies and action plans to combat racism, racial discrimination, xenophobia and related intolerance'. It further urged States to 'create conditions for all to participate effectively in decision-making and realize civil, cultural, economic, political and social rights in all spheres on the basis of non-discrimination'.

Planning for Diversity: The National Action Plan Against Racism 2005–2008 (NPAR)

The NPAR was launched by the Irish Government in 2005. It is the fulfilment of a commitment given by the Irish Government at the World Conference Against Racism. Its overall aim is

‘To provide strategic direction to combat racism and to develop a more inclusive, intercultural society in Ireland’.

The NPAR represents the first comprehensive policy statement that commits the Government to actively opposing racism in every area and fostering an intercultural society that welcomes and encourages diversity. It provides the strategic direction to develop a more inclusive, intercultural society in Ireland through reasonable and common-sense strategies that have the potential to receive broad support.

The NPAR is underpinned by an intercultural framework which comprises five key objectives:

1. Effective **PROTECTION** and redress against racism, including a focus on discrimination, assaults, threatening behaviour, and incitement to hatred.
2. Economic **INCLUSION** and equality of opportunity, including a focus on employment, the workplace and poverty.
3. Accommodating diversity in service **PROVISION**, including a focus on common outcomes, education, health, social services and childcare, accommodation and the administration of justice.
4. **RECOGNITION** and awareness of diversity, including a focus on awareness raising; the media and the arts, sport and tourism.
5. Full **PARTICIPATION** in Irish society, including a focus on the political level, the policy level and the community level.

Objectives and Expected Outcomes

Objective 1: Protection

Effective protection and redress against racism, including a focus on combating discrimination, assaults and threatening behaviour, and incitement to hatred.

The expected outcomes under this objective are:

- Effective protection and redress against discrimination through an enhanced equality policy framework.
- A new multifaceted strategy to provide a more effective and coordinated response to racist incidents.
- Effective protection against incitement to hatred.
- Enhancing the role of the Gardaí to provide protection against racism.
- Effective monitoring and analysis of data on racist incidents.
- Anti-Racism and Diversity Plans (ARD) at city and/or county level.
- Participation in policy developments at European and global levels to combat racism.
- Cooperation to combat racism within Ireland on a north/south basis and between Ireland and Britain.

Objective 2: Inclusion

To ensure economic inclusion and equality of opportunity, including a focus on employment, the workplace and poverty.

The expected outcomes under this objective are:

- Inclusion through macro-economic and social policy planning.
- Inclusion through employment rights, responsibilities and workplace policy.
- Inclusion through public service modernisation.
- Inclusion through national plans and programmes that tackle poverty and social exclusion.
- Inclusion of migrant workers, consistent with the requirements of policy on immigration, employment and equality.

- Inclusion through vocational training and employment service strategies.
- Inclusion through the development of a comprehensive approach to social and equality statistics.

Objective 3: Provision

The third objective is primarily concerned with accommodating cultural diversity in service provision. It includes a focus on common outcomes; education, health, social services, childcare, accommodation and the administration of justice.

The overall expected outcomes under this objective are:

- A clear policy on how diverse external customers/key stakeholders will be consulted on policy and service provision on an on-going basis.
- A comprehensive framework of social and equality statistics to meet policy and service provision needs.
- Targeted initiatives focussing on access to key public services for Travellers, refugees and migrants.
- Developing the business case for diversity in the private sector.
- Anti-racism and intercultural training in all Government departments and statutory agencies.
- An intercultural dimension in the Public Service Modernisation Programme as part of the equality/diversity theme.
- A template for service providers to underpin the NPAR.

Objective 4: Recognition

The fourth objective is concerned with enhancing recognition and awareness of cultural diversity, including a focus on awareness raising; the media, the arts, sport and tourism.

The expected outcomes under this objective are:

- Developing the potential of tourism to promote interaction and understanding of cultural diversity.
- Developing the potential of sports and leisure to promote interaction and understanding of cultural diversity.

- Develop the potential of arts/culture policy to promote interaction and understanding of cultural diversity.
- Work with the media to combat racism, promote interaction and raise awareness and understanding of cultural diversity.
- Consolidation and evolution of national anti-racism and intercultural awareness-raising strategies.

Objective 5: Participation

The fifth objective is concerned with enhancing the participation of cultural and ethnic minorities in Irish society, including a focus on the political level, policy level and community level.

The expected outcomes under this objective are:

- Enhanced participation of cultural and ethnic minorities in community and local development.
- An Intercultural Forum to give further consideration to issues related to cultural diversity in Ireland.
- Enhanced participation of cultural and ethnic minorities in policy consultative forums and research.
- Enhanced participation of cultural and ethnic minorities in political processes.
- Ensuring as far as possible that elections are conducted in a manner that does not contribute to racism.

Initiatives to Advance the NPAR

A Strategic Monitoring Group has been appointed by the Minister for Justice, Equality and Law Reform to oversee the implementation of the plan. The individuals appointed to the group are from Government departments, the Social Partners and relevant organisations. The group has available to it an annual budget of €1 million to make targeted interventions to further the strategic goals of the plan. This is in addition to the financial resources committed by individual Government departments and agencies to meet NPAR's goals.

To assist the group in its work, each Government department has nominated a liaison officer for intercultural issues. These officers play a coordinating role between departments and the Strategic Monitoring Group, in monitoring the implementation of departmental commitments under the plan.

The steering group has prioritised a number of initial initiatives to advance the action plan, including:

Research initiatives. The development of a conceptual framework and principles to underpin funding policy for organisations that represent minority ethnic groups; research on racism as a crime, being undertaken by the Centre for Criminal Law in Limerick; and research on considerations for neighbourhood planning, housing provision and estate management policy arising from increased ethnic and cultural diversity, supported by the Department of the Environment and Local Government and managed by the NCCRI.

National Intercultural Health Strategy. An extensive nationwide consultative process is being undertaken by the Health Services Executive. The consultation process is due to be completed by Autumn 2007. The HSE National Consultative Conference on Intercultural Strategy in late 2007 will launch the strategy, present the outcomes of consultations and engage relevant stakeholders on key areas of the strategy.

The Football Association of Ireland (FAI) Intercultural Strategy. The development of the strategy has begun with the appointment of an intercultural officer and a tender process to develop the strategy. Other national sporting organisations are being contacted with a view to employing intercultural officers who can advance the objectives of the NPAR.

Higher education. The NCCRI is working closely with the Higher Education Authority on an initiative focusing on higher education. This includes developing an intercultural campus and the introduction of data collection mechanisms.

Grants Scheme for Sport, Recreation and the Arts. The purpose of the grants scheme in 2005 was for the development of actions, initiatives or projects in the area of sport, recreation and the arts which encourage participation of ethnic minority groups. Applications were invited from sporting bodies, arts bodies, public and voluntary groups, arts and drama groups, community sector groups, schools, youth clubs etc.

Support for the development of Anti-Racism and Diversity Plans (ARD). The NPAR urges those in key policy areas, including at a city and county level to give reasonable consideration to cultural and ethnic diversity when planning, implementing and reviewing the policy and services in which they are engaged. Five plans at city/county level have been developed, including Dun Laoghaire/Rathdown, Co. Louth, Galway City, and others including Dublin City are in progress.

An **Intercultural Strategy for Youth Work** is being developed by the National Youth Council of Ireland with the support of the Department of Education and Science and the National Action Plan Against Racism. The Strategy is being prepared to develop and advance intercultural and anti-racist youth work policy and practice and is adopting a whole system approach to intercultural youth work. The Intercultural Strategy will be published in Autumn 2007

Policing. The first meeting of the National Minority Ethnic Consultative Forum took place in September 2006. District Fora are now being rolled out. The first is being coordinated by Store Street Garda Station in Dublin. Anti-racism and intercultural training is being enhanced for all Garda recruits in Templemore Training Centre and a handbook for all Gardaí on cultural awareness being developed by the Garda Racial and Intercultural Office. The updated "Intercultural Ireland – Your Police Service" was launched in July 2007. This is a source of information for all minority ethnic groups in Ireland, on understanding the role of the Gardaí and the services they provide. It outlines the role and approach of the Garda ethnic liaison officers.

The **Anti-Racism Protocol for Political Parties** is being reinforced through the NPAR.

Interpreting services. An initiative regarding standards in and the provision of interpreting services is being undertaken by NCCRI in partnership with the Reception and Integration Agency of the Department of Justice, Equality and Law Reform. The outcome of the study, expected in late 2007 will be a report outlining a clear, workable proposal for Government; primarily focused on a sustainable, long-term solution quality cost effective interpreting and translating services

Schools. The National Council for Curriculum and Assessment (NCCA) has produced intercultural guidelines for primary and second level schools. The NCCA is being supported under the NPAR to conduct regional training sessions on using the intercultural guidelines for school personnel.

Towards 2016

In line with the objectives of the NPAR, within the National Social Partnership Agreement there is an outline of commitments to Employment Rights and Compliance. There is a shared commitment to securing better compliance with legal requirements, underpinned by adequate enforcement. It was agreed that an effective employment rights compliance system should cover:

- The active and responsible contribution of employers, employees and trade unions.
- The education of vulnerable workers.
- The promotion of entitlements, with a special emphasis on workers from overseas.
- Information provision to all employees and employers.
- Substantially strengthened arrangements for inspection.
- Adjudication by the Rights Commissioners, Employment Appeals Tribunal and Labour Court.
- Enforcement of adjudication outcomes.

A major package of measures is outlined in the agreement, including the establishment of a new, statutory office dedicated to employment rights compliance¹; a trebling in the number of labour inspectors from 31 to 90 by the end of 2007; greater coordination among organisations concerned with compliance; new requirements in respect of record-keeping; enhanced employment rights awareness; a new and more user-friendly system of employment rights compliance; increased resourcing of the system; and higher penalties for non-compliance with employment law.

¹ National Employment Rights Authority (NERA), under the aegis of the Department of Enterprise, Trade and Employment.



The Social and Policy Context

A Profile of Ethnic and Cultural Diversity in Ireland

There has been a considerable broadening of cultural diversity in Ireland in recent years with the arrival of significant numbers of migrant workers, international students, asylum seekers and refugees, returned emigrants and visitors from overseas. People from well over 100 countries are now living and working in Ireland.

They have added to the diversity that has always existed in Ireland, which includes the Traveller community, Jewish and Muslim communities and Irish people of Asian and African decent. One of the longest-standing minority ethnic groups in Ireland is the Irish Traveller community. According to the 2006 Census, there are over 22,000 Travellers in Ireland. Traveller representative organisations would estimate the figure to be between 27,000-30,000. The Irish Government's 1995 Report of the Task Force on the Travelling Community identifies Travellers as a distinct ethnic group in Ireland. The Jewish community dates back to the 19th century and the Muslim community in Ireland dates back to the 1950s.

The 2006 Census of Population show that Ireland's population now stands at approximately 4.24 million people, compared with fewer than 4 million in 2002, an increase of 8% in four years. Migration is the dominant factor. On average there were 46,000 more immigrants than emigrants annually over the 2002-2006 period. It is estimated that 14.7% of the current population comprises people born outside Ireland (including those whose parents were Irish). An ethnic breakdown of migrants is available from the Central Statistics Office (CSO), from the detailed results of the 2006 Census.

According to the Irish Refugee Council, in the 5-year period 2001-2005, a total of 38,950 people sought asylum in Ireland under the Geneva Convention, which obliges Ireland as a signatory to the Convention to provide protection to people fleeing persecution. In 2006, 199,850 people sought asylum in European Union countries. Only 2%, of the applications were made in Ireland (4,310 people). There has been a 63% decrease in asylum applications in Ireland since 2002.

On average, 9% of all asylum seekers are granted refugee status on first application, while the remainder appeal the decision or are deported. In the 6-year period 2000-2005, 6,814 asylum-seekers were recognised as refugees. Of these 4,022 (59%) were recognised on appeal.² It takes between six months and five years to go through the asylum process.

² An appeal to the Refugee Appeals Tribunal following a negative recommendation from the Refugee Applications Commissioner. See glossary of terms.

Migration in Irish history

Between the 1840s and the mid-1990s Ireland was a country of net emigration. Tens of millions of people worldwide claim Irish heritage. Irish people left the country for various reasons: they fled for political reasons; they left to serve in the administration of the British Empire; as a punishment for crime they were exiled through forced transportation in the 17th to 19th centuries and to provide labour in the new colonies of the West Indies, America and New South Wales; they fled hunger and disease during the years of the Great Hunger and Famines of the late 19th century; they enlisted as soldiers to fight foreign wars with foreign armies; they ventured as Roman Catholic missionaries to Asia, Africa and Latin America; they left for intercultural experience and adventure as artists and travellers; they emigrated as economic migrants from the 1930s to the 1980s; they travelled as private entrepreneurs seeking business opportunities and new markets. Estimates of the number of illegal immigrants from Ireland currently living and working in the United States often range from 25,000 to 50,000.

See *The Irish Abroad: A Reflection on the Irish Experience of Emigration and Relations between Ireland and Irish Emigrants and their Descendants*. Paper by Alan Dukes, Director General, Institute of European Affairs. Roundtable Conference, Budapest, July 2005. (www.iiea.com/dgcorner.php)

Prior to January 2005, Irish born children were entitled to Irish citizenship. Following the Citizenship Referendum in 2004, it was no longer possible for persons born in Ireland to automatically obtain Irish citizenship. The Minister for Justice, Equality and Law Reform announced a scheme to grant residency to those who were parents of children born in the State before January 2005, who did not have Irish citizenship. A total of 18,000 people were given leave to remain on this basis. This residency has been granted on a temporary basis and is to be reviewed two years after a decision has been made. The applicant must at this stage demonstrate that they have taken steps towards being economically independent in the State in order to maintain residency.

Diversity in the workplace.

Between 1999 and 2005 the number of non-Irish nationals working here has risen to about 8% of the total workforce. A sustained period of economic growth in the 1990s and significant skill and labour shortages meant that the State and employers increasingly looked overseas in order to mobilise sufficient labour to fill vacancies and to sustain economic growth. Irish State agencies established a programme to promote Ireland as a work destination. The recruitment of staff from outside the European Economic Area (EEA) is facilitated through the allocation of work permits and work visas that allow people from non-EEA countries to work in Ireland under strict conditions.

Diversity among students.

Approximately 15% of students in third level colleges in Ireland are from countries outside Europe and North America. The number of English language students to Ireland has increased significantly in recent years, including students from EU countries, in particular, Spain, France and Italy, and an increasing number of non-EU language students, especially from China.

Religious diversity.

Due to inward migration there has been a significant broadening of religious diversity in Ireland in recent years. Between 1991 and 2002, the number of Muslims in Ireland more than quadrupled from 3,900 to 19,000. It is now estimated at around 32,000 people. The number of Orthodox Christians in Ireland grew from 400 in 1991 to almost 20,000 in 2006.³

Diversity amongst different ethnic groups.

While nationals from well over 100 countries are now living and working in Ireland, simply listing the countries does not reflect the reality of cultural diversity. A country like Nigeria, for example, contains three major ethnic groups and more than 240 minority languages and ethnic groups. There is also great diversity amongst different minority ethnic groups on the basis of their gender, legal status, age, marital status, family status, social class, educational attainment, religion, sexual orientation, ability/disability, nationality, ethnicity, skin colour, language, membership of a trade union etc.

³ CSO (Census 2006).

The recent growth in immigration has given rise to a greater awareness of cultural diversity in Ireland. It has challenged all to acknowledge the cultural diversity that has always existed in Ireland, to explore what it means to be Irish and to accept that the generalisation that is called Irish culture hides a great diversity of ways of life. Diversity in language, religious beliefs, food, music, lifestyle, values, ethnicity and, increasingly, skin colour, are a core part of Irish life. They each play a role in contributing to the rich mix that is Irishness.

The majority of people welcome the fact that Irish society is being enriched by the presence and the contribution of people from different cultural, national and ethnic backgrounds. However, developing a more inclusive and intercultural society requires inclusion by design, not as an add-on or afterthought. Accepting and embracing diversity requires changes in legislation, immigration and integration policy, service provision etc. It demands that we challenge traditionally held beliefs, stereotypes and prejudices. It requires us to develop anti-racist practice and to work pro-actively to build an intercultural society.

Racism and its Manifestations

Racism is an ideology of superiority and provides a rationale for oppression of one group over another. Racism is a term used to describe the oppression of or discrimination against people due to a belief in 'racial' or ethnic superiority/inferiority. It is reflected in policy, language, behaviour, everyday activity and relationships between people.

'Racism is a particular form of exclusion faced by minority ethnic groups. It is based on the false belief that some 'races' are inherently superior to others because of their skin colour, nationality, ethnic or cultural background. Racism denies people their basic human rights, dignity and respect. Racism is a multifaceted concept, ranging from small, everyday acts of discrimination, through the barriers and omissions that may be inadvertently established at an institutional level, to acts of threatening behaviour and violence.'

National Consultative Committee on Racism and Interculturalism

Racism occurs when an individual or a group of people consider themselves superior and when they apply a combination of prejudice and power to discriminate against another individual or a group of people whom they view and consider as inferior on the basis of their ethnicity or national origin, skin colour or on the basis of real or imagined physical or cultural difference. It is based on prejudice coupled with the power to act and a belief in the superiority/inferiority of people. What distinguishes racism from discrimination is the ideology of superiority underpinning it. Similarly, ableism is the belief that disabled people are lesser than non-disabled people, and sexism is the belief that men are superior to women.

While most Irish people recognise that racism and prejudice have no place in modern society, the public debate about racism has sometimes been limited to issues around immigration, refugee and asylum policy. A narrow focus on these issues provides an incomplete picture, for instance by reinforcing the mistaken perception that racism is only experienced by

recent migrants and that ethnic and cultural diversity in Ireland is solely a consequence of recent migration. The different forms of racism in Ireland include racism experienced by Travellers on the basis of their distinct identity and nomadic tradition; racism experienced by Black and minority ethnic people on the basis of their skin colour or identity, irrespective of their legal status; as well as anti-Semitism and Islamophobia.

Racism is more than a set of attitudes or prejudices, and can be experienced at a number of levels:

- **Individual racism:** People from minority ethnic groups can be subject to abuse in the form of verbal or physical attacks, attacks on their property etc.
- **Cultural racism:** This happens when the values and/or belief systems of one ethnic group or 'race' are considered inherently superior to those of minority ethnic groups.
- **Institutional racism (or structural racism)** has been defined as 'the collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people'.⁴ Without recognition and action to eliminate such racism it can prevail as part of the ethos or culture of an organisation.

'The Traveller community, as an indigenous minority group, has always suffered disadvantage and discrimination in all fields of life, including education, employment, and access to public and private services. Travellers are commonly denied access to public services such as hotels, restaurants and pubs, and are also victims of violence and harassment, including arson attacks against their property.' behaviour and violence.'

European Commission Against Racism and Intolerance (ECRI) Second Report on Ireland March 2002

⁴ Macpherson, W. *The Stephen Lawrence Inquiry* para. 6.34. London: The Stationery Office, 1999.

Social Inclusion and how it interfaces with anti-racism work
According to Partnership 2000 and the NDP 2000-2006, social exclusion is defined as 'cumulative marginalisation from production (unemployment), from consumption (poverty), from social networks (community, family and neighbours), from decision-making and from an adequate quality of life'.

For Travellers, Black people and other minority ethnic groups, experiences of racism – individual, cultural and institutional – often accumulate and result in multiple forms of marginalisation.

The experience of being excluded can entail feeling powerless and having no say in decisions that affect one's life; having little or no access to power and decision-making; having a sub-standard quality of life; experiencing a lack of worthwhile work; poverty; having poor access to basic services, such as health, education, housing, day care, public transport, legal, recreational, arts and cultural services; and experiencing social isolation.

Where a minority group experiences racism over generations, the risk of social exclusion is particularly high. In Ireland, this is the case for Travellers. In countries that have experienced immigration over many years, it is also the experience of black and other minority ethnic groups. The consequences of past policies and practices, which neither anticipated or prevented institutional racism and social exclusion, can be seen in ethnic ghettos, high unemployment, low school attainment, alienation, violence and crime, and whole generations of adults and children with little opportunity to realise their potential or contribute to society.

Legislation

Irish legislation relating to racism has developed within the framework of EU and international conventions and policies. Annex 2 ([see page 89](#)) gives details of key features of the international context. In Irish law there are three legal provisions for dealing with racism: the Incitement to Hatred Act 1989, the Employment Equality Acts 1998 and 2004, and the Equal Status Acts 2000 and 2004.

The University of Limerick, commissioned by the Department of Justice, Equality and Law Reform and the National Action Plan Against Racism (NPAR) undertook a study into racism and the criminal law, which looks at the effectiveness of the current legislation to combat crime that is motivated by racism. These crimes can range from abusive and threatening behaviour through to assaults and incitement to hatred. In particular the research considered whether the concepts of 'race hate crimes' and 'race aggravated offences' should be considered for adoption into Irish legislation. The report recommends that when a court is determining the sentence to be imposed for any offender, and it appears to the court that the offence was one which was committed with racial or religious hostility, then the court must treat that hostility as an aggravating factor. This would ensure that a clear message is sent out that racist attacks are not tolerated by either society or the law, and that such attacks are punished accordingly without compromising the criminal law in any way

Incitement to Hatred Act 1989

is the only piece of Irish legislation solely devoted to the prohibition of hate crimes. The Act was placed under review in 2000 as no convictions were made under it. Calls have been made to conclude the review and to reinvigorate the Act in order to tackle racism. However, the Department of Justice, Equality and Law Reform in its First Report to the Committee on the Elimination of All Forms of Racial Discrimination (CERD) stated that 'The growing body of case law under the Act suggests that application of the legislation is adapting to the growing problem of racism in Ireland'

Employment Equality Acts 1998 and 2004

The Employment Equality Acts 1998 and 2004, deal with discrimination in employment. The Acts deal with discrimination related to any of nine grounds: gender, marital status, family status, age, race (including skin colour, ethnicity, nationality), religion, disability, sexual orientation, or membership of the Traveller community.

Employment issues dealt with by the Acts include: dismissal, equal pay, harassment and sexual harassment, working conditions, promotion, and access to employment. Full-time, part-time and temporary employees are covered by the Acts. They cover both public and private sector employment, vocational training bodies, employment agencies, trade unions, and professional and trade bodies. The Acts also extend to the self-employed, partnerships and people employed in another person's home.

Equal Status Acts 2000 and 2004

The Equal Status Acts 2000 and 2004 deal with discrimination in the provision of goods and services. Access to and the use of services is covered by the Acts. The Acts deal with discrimination related to any of nine grounds: gender, marital status, family status, age, race (including skin colour, ethnicity, nationality), religion, disability, sexual orientation, or membership of the Traveller community.

The Acts apply to people who: buy and sell goods; use or provide services; obtain or dispose of accommodation; attend at or are in charge of educational establishments. There are separate provisions on discriminatory clubs. Under the Acts 'services' include: banking, insurance, grants, loans, credit or financing; entertainment, recreation or refreshment; cultural activities; transport or travel; a service or facility provided by a club (which is available to the public or a section of the public); and a professional trade or service.

This list is not exhaustive. A broad view of what constitutes a service is taken by the Act. Services provided by the State (HSE, local authorities etc.) are covered, subject to some exemptions. The main exemption is that anything required by Statute or EU law is exempt. This exemption would not cover circumstances where there is an element of choice or discretion as to how the services are provided. There are specific exemptions on the nationality ground in relation to the treatment by public authorities of certain non-nationals.

RECENT DEVELOPMENTS:

Immigration and Residency Bill

In 2005 the Department of Justice, Equality and Law Reform published a discussion document that set out its proposals for an Immigration and Residency Bill. In September 2006, the Government published a Scheme for an Immigration Residence and Protection Bill (otherwise known as a 'Heads of Bill'). This document covers the asylum process, which was excluded from the 2005 discussion document, and proposes a number of changes to Ireland's immigration and protection systems. The heads of bill has been sent to the Irish Human Rights Commission for review and they are expected to report on any human rights implications. It is expected that a Bill will be published in 2007.

Employment Permits Bill

The Minister for Enterprise, Trade and Employment recently published a second Employment Permits Bill and, if enacted, it will govern the issue of all employment permits for nationals from outside the EEA and will put aspects of the administrative arrangements for employment permits on a legislative basis.

Institutions

The Department of Justice, Equality and Law Reform – Equal Status Division

The Equal Status Division of the Department of Justice, Equality and Law Reform is responsible for promoting the development of a more equal society by developing the policy and legal framework to advance equal opportunities, particularly in the area of access to goods, facilities and services. The Division works to promote greater respect for the person and for diversity, equality and cultural difference with a particular focus on implementing a policy to combat racism and to promote an inclusive society. The Division has responsibility for the National Action Plan Against Racism, the Task Force on the Travelling Community and provides financial assistance towards the Traveller Mediation Service operated by Pavee Point Travellers Centre.

The Equal Status Division dialogues with a range of international organisations and represents Ireland at relevant meetings such as European Commission on Racism and Intolerance (ECRI), Specialist Group on Roma, Gypsies and Travellers (MG-S-ROM), Framework Convention for National Minorities, The Fundamental Rights Agency and the Organisation for Security and Co-operation in Europe (OSCE). The Equal Status Division also has responsibility for Ireland's Reports to the Convention on the Elimination of All Forms of Racial Discrimination (CERD).

The Equality Authority

The Equality Authority is an independent, specialist equality body to combat discrimination and to promote equality under the equality legislation. It was established in 1998 under the Employment Equality Act, along with the Equality Tribunal (see below). Its mandate is limited by the scope of Ireland's equality legislation (see above), which governs its sphere of activity. In addition to acting as a public information centre, it contributes to the development of Ireland's equality legislation through research and the elaboration of equality strategies, and also brings strategic test cases to the Equality Tribunal.

The Equality Tribunal

The Equality Tribunal has been established to hear or mediate cases under the equality legislation. It is an independent, quasi-judicial body, established under the Employment

Equality Act 1998. It investigates and decides on complaints of alleged discrimination under both pieces of equality legislation. It is separate from the Equality Authority, and its decisions and mediated settlements are legally binding. Its specially trained Equality Officers, who are independent and impartial in their functions, have wide powers to investigate complaints, and in cases where a complaint is upheld, they have powers to order compensation, redress and/or that a specified course of action be taken. Importantly, the procedure is free of charge. The tribunal offers an innovative way to facilitate access to justice for persons who have experienced discrimination. However, cases can take considerable time to be heard.

The Irish Human Rights Commission (IHRC)

The Irish Human Rights Commission was established in 2000 as a result of the Good Friday Agreement, to endeavour to ensure that the human rights of all people in the state are fully realised and protected, in law, in policy and in practice. Anti-racism constitutes one of its four priorities.

The National Consultative Committee on Racism and Interculturalism (NCCRI).

The NCCRI is an independent expert body, founded in 1998, comprising a partnership of NGOs, Social Partners, State agencies and Government departments. Its role is to inform policy development and seek to build consensus through dialogue in relation to the issues of racism and interculturalism; to promote the understanding and celebration of cultural diversity with Ireland; to establish links with other organisations and individuals involved in issues of racism and interculturalism arising from developments at European and international levels.

INIS

The Irish Naturalisation and Immigration Service (INIS) was established in 2005 'to provide a one-stop-shop approach to migrants'. INIS incorporates the Dept. of Justice, Equality and Law Reform (DJELR) structures that previously dealt with asylum, immigration and citizenship. The Visa Section of the Department of Foreign Affairs also transferred to INIS. An inter-departmental Working Group on Immigration and Asylum has been established by the DJELR. It will work with existing immigration and refugee agencies, including the INIS. The working group will oversee the work of the new Immigrant Unit, established within

INIS 'to promote and co-ordinate social and organisational measures across the spectrum of Government, for the acceptance of lawful immigrants into Irish economic life'.

Office of the Refugee Applications Commissioner

The Office of the Refugee Applications Commissioner (ORAC) is the first instance decision making body in the Irish asylum system. The office was established under the Refugee Act, 1996. Under the Act, the Commissioner is required to investigate each asylum application lodged within the state and to make recommendations to the Minister for Justice, Equality and Law Reform.

The Office of The Commissioner is also responsible for investigating applications by refugees to allow family members to enter and reside in the State. A person granted refugee status in Ireland may apply for Family Reunification under Section 18 of the Refugee Act, 1996. This section of the Act allows for a family member to enter and reside in the State and be reunified with him / her. The Refugee Act confers responsibility on ORAC for the investigation of such applications and to report to the Minister for Justice, Equality and Law Reform, for a decision in each case. The Commissioner is independent in the exercise of his or her functions.

Reception and Integration Agency

The RIA is responsible for coordinating the provision of services to both asylum seekers and refugees, coordinating the implementation of integration policy for all refugees and persons granted leave to remain in the State and responding to crisis situations which result in large numbers of refugees arriving in Ireland within a short period of time. On foot of a Government Decision of 2nd March 2004, the Reception and Integration Agency was also assigned responsibility for supporting the repatriation, on an ongoing basis for the Department of Social and Family Affairs of nationals of the new EU Member States who fail the Habitual Residency Condition attached to Social Assistance Payments. The Department of Justice, Equality and Law Reform plan to eventually incorporate the Reception and Integration Agency into INIS

Office for Integration

A new Office for Integration was established in 2007 under the auspices of Conor Lenihan TD, Minister for State.

The Extent of Racism in Ireland

In 2006, the National Action Plan Against Racism published the results of an attitudinal survey on migration to Ireland updating the findings of a similar survey carried out in 2003. This survey questioned both 'old' Irish and the 'new' migrants to Ireland. The main message coming through from the research is that attitudes towards the new communities living in Ireland since previous baseline data gathered in 2003 are increasingly positive with the majority of respondents agreeing that Irish society has been enriched by new cultures, and with most respondents stating that they have had some experience of the new communities. There was a 20% drop in respondents who see Ireland as being racist now as opposed to 2003. However, this should not allow for complacency.

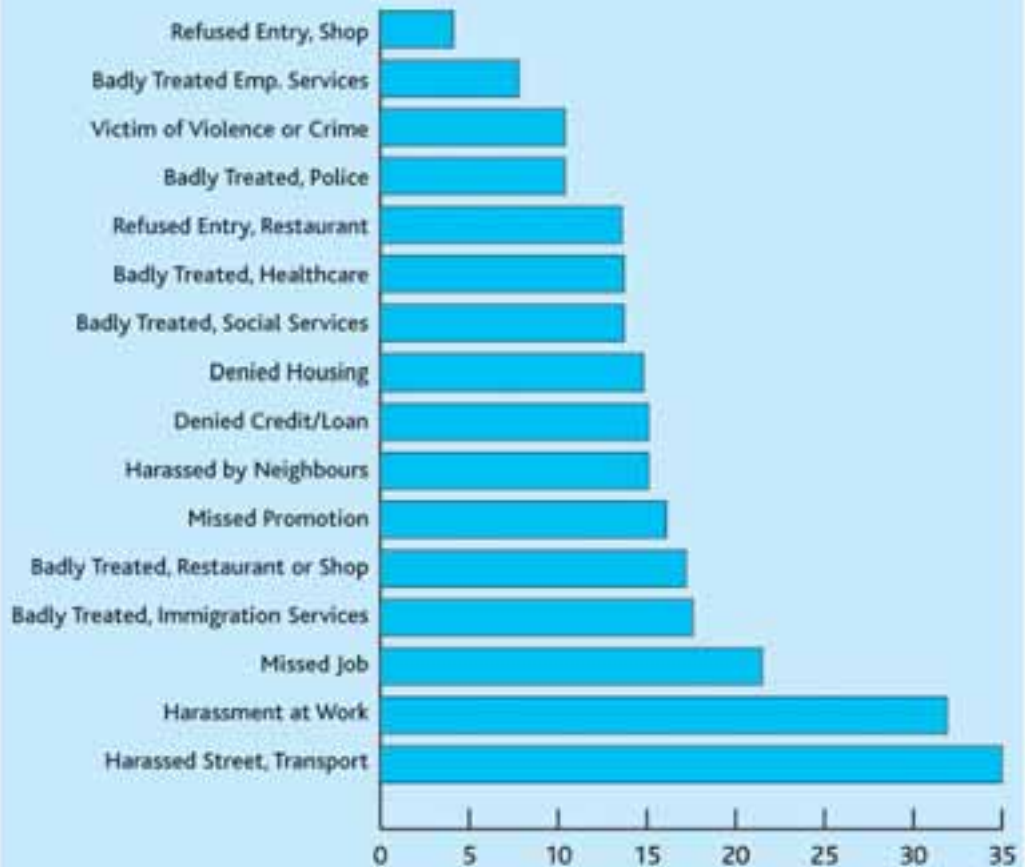
In November 2006, the ESRI published Ireland's first large-scale, nationally representative survey of immigrants' experiences of racism and discrimination.⁵ The survey, which was carried out in six languages, focused on non-EU migrants, in particular work permit holders and asylum seekers. As the table shows, 35% of those surveyed reported that they had experienced harassment on the street or in public places, 32% of work permit holders reported insults or harassment at work and 21% reported discrimination in access to employment. According to the survey, the highest levels of racism are experienced by Black south/central Africans, with 53% reporting that they had experienced harassment on the street or in public places.

The NPAR summarises four different manifestations of racism as:

- Discrimination
- Assaults, threatening behaviour and incitement
- Institutional/systemic forms of racism
- Labelling

⁵ F. McGinnity et al., 'Migrants' Experience of Racism and Discrimination in Ireland', ESRI, 2006.

MIGRANTS EXPERIENCE OF RACISM AND DISCRIMINATION IN IRELAND, ERSI
Percentage of respondents who have experienced discrimination in each domain



Source:
F. McGinnity et al., 'Migrants' Experience of Racism and Discrimination in Ireland', ESRI, 2006.

Discrimination

The Employment Equality Acts 1998 and 2004 and the Equal Status Acts 2000 to 2004 prohibit discrimination on any of nine grounds: gender, marital status, family status, age, race (including skin colour, ethnicity, nationality), religion, disability, sexual orientation, or membership of the Traveller community. Among the nine grounds, the grounds of 'race' and the Traveller community continue to dominate the case-files of the Equality Authority.

During 2006, the ground of 'race' remained the largest category among the case-files under the Employment Equality Acts 1998 and 2004. Complaints about discrimination in employment rose from 43 in 2002 to 115 in 2005 (32% of all case-files) and 103 in 2006 (25.5%) under these Acts. Of all 404 case-files in 2006, working conditions constituted the largest area of application for assistance, followed by access to employment, with dismissal the third largest.

Of the Equality Authority's 366 case-files during 2005 under the Equal Status Acts 2000 to 2004, the most frequent ground after disability was from the Traveller community (88 of all case-files), with the 'race' ground the third largest (41).

The NCCRI has expressed concern about outcomes for people from minority ethnic groups who seek redress against racial discrimination in employment. Research carried out by the NCCRI finds that only 17% of cases of discrimination on the grounds of 'race' from 2000-2005 were decided in favour of the complainant. Half of the successful cases over this period were in favour of British or Australian employees. This might indicate that the mechanisms for effectively bringing complaints are not as accessible to people from other nationalities or minority ethnic backgrounds. NCCRI recommends that existing equality legislation and associated processes and procedures be reviewed to assess access to and outcomes from the process for minority ethnic groups.

Progress on Concluding Observations on Ireland's First and Second Report under the International Convention on the Elimination of all Forms of Racial Discrimination (ICERD), Visit of Follow up Coordinator to Ireland, June 2006.

Assaults, threatening behaviour and incitement

Since 2003, statistics on racially motivated crime have been collected by the Gardai through the Garda PULSE IT system. The development of a standard definition of a 'racially motivated crime' has also helped facilitate data capture.⁶ According to the Garda Annual Report, in 2006 there were 174 racially motivated incidents recorded (compared to 94 in 2005 and 84 in 2004).

It is widely recognised that there is significant under-reporting of racially motivated crime (a problem also faced by police authorities in other jurisdictions). The reasons for under-reporting may include: a reluctance to report crime out of fear that it might jeopardise residency in Ireland, and negative experience by recent migrants to Ireland of police authorities in their country of origin.⁷

The NCCRI voluntary reporting mechanism – *NCCRI Incidents Relating to Racism Reporting System* – provides a complementary source of information and analysis of racist incidents. Established in 2001, the system records incidents reported by NGOs on behalf of the victims, including key organisations working with Travellers, refugees and asylum seekers and migrants, as well as incidents reported directly to the NCCRI by victims. A report of such incidents is prepared every six months and forwarded to the relevant body with statutory responsibility for responding to such incidents.

There were 119 racist incidents reported to the NCCRI during 2005, 65 in 2006 and 54 incidents reported from January to June 2007. The statistics gathered by the NCCRI reveal that racism is experienced regardless of someone's legal status, and attacks are as likely to be experienced by women and women with children as they are by males.

Institutional/systemic forms of racism

The NPAR acknowledges that 'institutional racism and the failure to accommodate diversity is often unintentional and can come about through a lack of understanding, lack of adequate planning or the persistence of the "one cap fits all approach". The outcome of these processes can contribute to failure in or weaker service provision to cultural and ethnic minorities' (NPAR p.59).

⁶ The Garda definition of a racially motivated crime is: 'Any incident, which is perceived to be racially motivated by the victim, a member of An Garda Síochána, a person who was present and who witnessed the incident, or a person acting on behalf of the victim. (An Garda Síochána. Racial and Intercultural Newsletter. Issue No.3) ⁷ Combating Racially motivated crimes through legislation: Recent developments in Ireland and the EU. Watt, P in Spectrum Issue No. 9 NCCRI July 2005.

Institutions need to recognize and take appropriate positive action to accommodate cultural diversity and to ensure that there is no discrimination (direct or indirect) in the provision of services to people because of their colour, culture or ethnic origin. A number of statutory bodies have acknowledged the need to focus on human resources management and service provision and are actively developing awareness-raising programmes, staff training and anti-racism commitments.

Labelling

'The labelling and stereotyping of a whole community occurs through the persistent assertions presented as facts over a considerable period of time, the blaming of a minority community for the broader problems of society and the elevation of the anti-social actions of some members of a community to be the defining characteristics of a whole community.' (NPAR, p.60)

While the impact of labelling is difficult to quantify, it should not be underestimated. For example, the widespread negative stereotypes of Travellers, combined with notions of innate inferiority, are used to legitimate discrimination. Myths and misinformation feed racist discourse; they can fuel or contribute to an environment where assaults, threatening behaviour and discrimination are more likely to occur.⁸ Policy responses to labelling – including efforts to combat myths and misinformation – require the support of a range of key stakeholders including those working in the media.

⁸ In response to myths and misinformation about different minority ethnic groups in Ireland, NCCRI in partnership with different organisations have published a series of Challenging the Myths and Misinformation Booklets on a number of minority ethnic communities such as Travellers, Roma, Migrant Workers, Asylum Seekers & Refugees and the Muslim Community. These are available on the NCCRI website www.nccri.ie



Partnerships, Community Development Projects and Family Resource Centres have a particular expertise in developing and delivering innovative responses to the needs of marginalised groups. They have experience of responding flexibly to social inclusion needs and of empowering marginalised communities. They have a key role in bringing together a wide range of actors and stakeholders in community and local development and in engaging the statutory sector and Social Partners in the design and delivery of holistic strategies for social inclusion at local level.

Within the context of NPAR, they are well placed to contribute to the development of anti-racism initiatives and of local strategies for the inclusion and integration of minority ethnic groups, including Travellers.

Developing a more inclusive and intercultural society is about inclusion by design. It is about creating the conditions for interaction, for developing understanding and respect between cultures. It is about ensuring not only equality of access to social, economic and cultural opportunities, but also equality of participation and outcome. Minority ethnic groups, including Travellers, live in or alongside local communities, and progress requires action at local level.

Many organisations at local level are already working with black and minority ethnic groups including Travellers, asylum seekers, refugees and migrant workers. Much of this work is being undertaken from an anti-racist and intercultural perspective, in compliance with international human rights standards and national Government commitments. Key to the success of the work to date has been the use of a community development approach to social, economic and cultural inclusion.

Community Development and Anti-racism & Interculturalism

A community development approach is characterised by:

- A focus on empowerment and participation of marginalised groups in decision-making processes that impact on their lives and communities.
- A collective rather than an individual approach to tackling problems.
- Social analysis and an understanding of the causes of discrimination, exclusion, poverty and disadvantage, and a commitment to equality and social justice.
- A focus on structural and systemic change, which stems from the belief that it is not enough to treat the symptoms of inequality and exclusion, but that there is a need to address the structures and systems that reproduce inequalities and social exclusion.

Community work is:

- **collective.** It is based on working with and supporting groups of people, enabling them to develop their consciousness, analysis and understanding of the issues that need to be addressed, prioritise what needs to be done, and develop their agenda for change. The collective and participatory approach of community work provides opportunities to recognise commonality in problems and the motivation and opportunity to affect change. Through collective activity, people come to see common problems as objective and open to remedy and in this collective process individuals overcome demoralisation, low self-esteem and social isolation.
- **participatory.** It deliberately brings together individuals and groups who are affected by inequality and poverty and who are excluded from participation in society because of prejudice, discrimination or lack of resources or power.
- **intercultural** in its approach, based on respect and a recognition and accommodation of diversity. It devises strategies to confront racism and sexism, to promote equality

and interculturalism and to accommodate and celebrate diversity. It acknowledges diversity in experiences and cultural approaches, and acknowledges that there are differences amongst members of black and minority ethnic groups on the basis of their gender, legal status, age, marital status, family status, social class, educational attainment, religion, sexual orientation, ability/disability, nationality, ethnicity, skin colour, language, membership of a trade union etc. It engages in intercultural dialogue and devises strategies to promote equality.

- **empowering.** It provides opportunities for people to become critical, creative, active human beings, enabling them to take more control of their lives, their community and their environment. It develops an understanding of the policy context in which decisions are made, resources allocated and services planned and delivered that impact on people's lives. This process makes the link between individual 'private' troubles and public policy.
- **about power-sharing.** It aims to effect a sharing of power to create structures that provide genuine participation and involvement of marginalised groups in decision-making. It facilitates marginalised groups to develop a strong and effective voice and to engage with statutory agencies and with social partnership arrangements at local and national level, to advance their agenda for change. It advocates a process based on mutual respect and equal and genuine partnership between all those involved, to enable a sharing of experience and expertise.
- **about strengthening the organisational capability of excluded groups** and communities, to facilitate them to impact on local and national policy.
- **about organising and working collectively to realise the collective rights of groups.** It mobilises groups and communities to understand and articulate their human rights and to work collectively to realise their collective rights.
- **is about celebrating achievements, showing off, sharing lessons and promoting good practice.** Its achievements can often be forgotten or attributed to public authorities, when new amenities are created or existing ones saved through public pressure or when new groups successfully engage in partnership arrangements after a lot of pre-development work and capacity building.

The starting point for community development is solidarity, not charity, working with those whose rights are being denied, ignored or challenged. Solidarity also implies that, while Travellers or asylum seekers or migrant workers may not be currently present in a given local area, community organisations will nevertheless take up their issues and advance their rights in broader based strategies.

Developing an Anti-Racism and Intercultural Strategy

1. Become familiar with the framework of the National Action Plan Against Racism
 2. Adopt a whole organisation approach
 3. Build alliances and networks
 4. Acknowledge diversity in all its forms
 5. Focus on the most marginalised and vulnerable groups
 6. Create possibilities for interaction
 7. Profile the experiences, needs and concerns of minority ethnic groups locally, including Travellers
 8. Define and monitor the specific forms of racism experienced in the local area.
 9. Engage in capacity-building of minority ethnic groups to engage collectively
 10. Ensure a policy dimension in the work.
 11. Engage in Improving Services to Minority Ethnic Groups
-

Developing an Anti-Racism and Intercultural Strategy

Lessons from work to date at local, national and international level suggest that a strategic approach to anti-racism and intercultural work requires organisations to:

1. Become familiar with the framework of the National Action Plan Against Racism (NPAR).

The NPAR provides Partnerships, CDPs and FRCs with a framework for developing anti-racism strategies. The five key themes of the NPAR are protection, inclusion, provision, recognition and participation ([see page 12-15](#)). The NPAR framework allows for existing work on the ground to be enhanced and new initiatives to be developed. It should be remembered that the plan is not an end in itself – both national and local strategies are required to implement it.

2. Adopt a whole organisation approach.

Create the conditions to advance action against racism and to develop an intercultural perspective within your organisation.

- Provide training and awareness-raising on racism/anti-racism and intercultural practice for all staff, management and working groups of your organisation. This is the first stage in breaking down the institutional racism which arises when cultural differences are not acknowledged or accommodated and needs are not responded to appropriately. See the 'Steps to Tackle Racism and Promote Interculturalism at an Institutional Level' on page 66.
- Engage with local groups in the awareness-raising process. Include black and minority ethnic groups, including Travellers in this process.
- Develop and agree equality and anti-racism and intercultural policies and codes of practice. A sample code of practice is presented on page 50. Foster anti-racist codes of practice in public, private and community sector organisations.

- Incorporate the aims and objectives of the NPAR into strategic plans, programmes of activities and each area of your organisation's work.
- Ensure an equality and intercultural perspective in all projects and programmes. See the '*Checklist for Planning and Evaluation*' on page 53.

3. Build alliances and networks.

Promote and adopt a partnership approach to devise appropriate strategic responses and for the development of a Local Action Plan Against Racism.

Bring together the key actors: local community organisations with a focus on anti-poverty, inclusion and equality work; asylum seeker and refugee support organisations; minority ethnic community organisations; relevant statutory agencies and bodies, especially those who have already made commitments within the NPAR (e.g. the HSE and the Gardaí); Citizens Information Centres; and the Social Partners: trade unions, employers and – in rural areas – farming organisations. Work to generate a co-ordinated and coherent approach across the service providers. See the '*Guidelines for Anti-Racism Diversity Plans*' (page 69), '*Lessons from the Galway City Anti-Racism Strategy*' (page 70) and from the establishment of a local anti-racism and intercultural network in Ballymun on page 64.

4. Acknowledge diversity in all its forms.

Acknowledge the different situations and needs of black and minority ethnic groups, in particular the different circumstances arising from differences in legal status, e.g. asylum seekers, refugees, those with leave to remain because of their Irish-born children, unaccompanied asylum-seeking minors, EU and EEA migrant workers, migrant workers with work permits, migrant workers with work visas, undocumented migrant workers, families of migrant workers, and students.

Acknowledge that people's circumstances and needs are further differentiated by gender, class, age, sexual orientation, ability/disability, educational background, ethnicity – including membership of the Traveller community, nationality, skin colour, religious belief, marital status, family status and responsibility for dependants.

5. Focus on the most marginalised and vulnerable groups.

These include:

- Separated children seeking asylum accommodated in direct provision. The Ombudsman for Children expressed concern to the UN Committee on the Rights of the Child that most children in this situation are accommodated in privately owned hostels, which are operated by staff without childcare training and which do not meet the standards of residential centres where Irish children are placed.
- Members of the Roma community- Roma are a diverse ethnic group who primarily live in southern and eastern Europe. Many Roma live a nomadic lifestyle. In last ten years, members of the Roma community have made Ireland their home. They have come to Ireland from across Eastern Europe.
- Many of the approximately 18,000 people who have been granted leave to remain in Ireland on the basis of having at least one Irish-born child. This residency has been granted as a form of temporary leave to remain and is to be reviewed after two years. Applicants must at this stage demonstrate that they have taken steps towards being economically independent in the State in order to maintain residency. This brings key challenges for Government agencies in respect of support for integration. The NCCRI has proposed that an action plan consistent with the NPAR should be developed to address the needs of this vulnerable group. Local Partnerships and community organisations have a key advocacy role in this regard. 6,000 of those given leave to remain are lone parents. They are a particularly vulnerable group who have very specific needs in terms of meeting the economic viability criteria, as well as a wide range of other needs relating to family support and integration.
- Migrant workers engaged in what have been defined as '3 D' jobs – dirty, difficult and dangerous – and who often work in isolation.
- Spouses of migrant workers who are denied the right to work under the work permit system, who are economically and socially dependent on their spouses, often living in isolated circumstances, without English language supports, and who may experience or are at risk of domestic violence. They may face deportation if they leave their spouse.
- Undocumented workers, who are particularly at risk of racism, poverty and social exclusion.

6. Create possibilities for interaction.

Create a space for people to meet who are isolated.

Target the most marginalised in gender sensitive and culturally sensitive ways. Create spaces for people to meet who are isolated. This can happen around their most pressing needs.

Many community organisations and local Partnerships have organised information nights on rights and entitlements for migrant workers. Such events not only address migrant workers' concerns but also provide opportunities for interaction, inclusion and the identification of opportunities for follow-up and collective action. See the case study on '*Making Initial Contact*' on page 61.

Promote intercultural dialogue and explore communication strategies to promote interaction between and amongst different ethnic groups. Acknowledge the multicultural population and the potential for mutuality of learning.

Groups and community organisations have generated all sorts of opportunities for interaction. International sporting events such as the World Cup have provided the opportunity to invite migrant workers, asylum seekers and refugees to contribute to a local community newsletter or local newspaper articles on their community locally or the progress of their national team in the event. Intercultural 'table quizzes' and musical entertainment have provided opportunities for interaction, social activity and intercultural dialogue, with informal translation of the quiz questions.

7. Profile the experiences, needs and concerns of black and minority ethnic groups locally, including Travellers.

Engage them in the process. Explore and define needs that should be placed on the local development and community development agenda vis-à-vis inclusion, participation, protection, recognition and provision. See the case study on '*Traveller Economic Inclusion*' on page 75.

Begin the process of information and data collection. See '*Data Sources to Support Evidence-Based Planning*' on page 55.

8. Define and monitor the specific forms of racism experienced in your local area.

- Undertake local research and engage immigrant communities in the process so that local experiences of racism (both individual and institutional) can be monitored and appropriate responses promoted.
- Establish a system for recording racist incidents in the local area.
- Encourage the reporting of all racially motivated crimes to the Gardaí.
- Engage with the Garda Intercultural Forum in the region to improve the investigation and prevention of racist crime.
- Report racist incidents to the NCCRI. The NCCRI correlate Racist incidents on a six monthly basis. *Annex 3 (page 93)* provides an example of the NCCRI Racist Incidents Report Form.
- Monitor the local media (*see page 73*)

9. Engage in capacity-building of minority ethnic groups.

Capacity-building should aim to enable groups to engage collectively in defining issues, and to analyse their own situation so that they can engage in the development, organisation and evaluation of programmes and policies that affect them.

Generate opportunities to promote greater understanding of systems and procedures so that minority ethnic groups can influence the policies that impact on their lives. Engage other partners and adopt an intercultural approach in the process. See '*Equipping Women with Community Development Skills and Anti-Racism Skills*' on page 78.

10. Ensure a policy dimension in the work.

Identify and document the lessons and policy issues arising in your work. Present the issues and findings at a local and national level. Link with and feed into national organisations with a responsibility for promoting and advancing action against racism and advancing interculturalism e.g. the Strategic Monitoring Group of NPAR, NCCRI and relevant NGOs such as the Migrant Rights Centre Ireland, the Immigrant Council of Ireland, Pavee Point, the National Traveller Women's Forum and the Irish Traveller Movement.

11. Engage in Improving Services to Minority Ethnic Groups.

Recognise and take appropriate positive action to accommodate cultural diversity and to ensure that there is no discrimination (direct or indirect) in the provision of services to people because of their colour, culture or ethnic origin. Remember accurate communication is prerequisite for quality service provision. Gather information (gender disaggregated) on the needs and aspirations of minority ethnic members of the community including members of the Traveller community. See case study from Mayo Intercultural Action on page 59. Design actions and services specific to their needs, where this will enhance access to and outcomes from work with these groups or where this will address culturally specific needs and a history of discrimination. See '*The Local Employment Service (LES): Ensuring Appropriate Service Delivery to Migrant Workers*' ([Page 81](#)).



Toolkit for Local Anti-Racism Strategies

A.

A sample Anti-Racism/Intercultural Code of Practice

Anti-racism code of practice of (name of organisation)

(Name of organisation) recognises that racism is an issue at all levels of Irish society. Our commitment to anti-racism is part of our wider commitment to equality and social inclusion.

(Name of organisation) understands racism is a particular form of exclusion faced by minority ethnic groups. It is based on the false belief that some “races” are inherently superior to others because of skin colour, nationality, ethnic or cultural background. Racism denies people their basic human rights, dignity and respect.

(Name of organisation) is committed to this code of practice because:

- Racism is a problem in Irish society and we are challenged to demonstrate an intolerance of racism and a solidarity with those who experience it.
- Our community is multi-ethnic and multi-cultural and cultural difference challenges us to do things differently if we are to create positive outcomes for all.
- As in wider society, there is potential for racism in our own community and we seek to do what we can to prevent this from finding fertile ground.
- As with all organisations, there is potential for racism in our own organisation and we seek to prevent this potential being realised.
- We are actively committed to advancing the objectives and the expected outcomes of the National Action Plan Against Racism.
- We are fully committed to adhering to the Equality Acts 1998 and 2004 and the Equal Status Acts 2000 and 2004 and to advancing equality at all levels.

(Name of organisation) commits itself:

To make racism a visible issue through:

- Communicating the anti-racist ethos of our organisation in the mission statement, strategic plans, job descriptions, staff induction manual, organisation’s reports, publications, newsletters etc., and in the symbols and images we use and in the messages we communicate.
- On-going examination of our own ethos so that anti-racism is central to our mission and the assumptions that underlie our work are proofed against racism.

- On-going awareness-raising and training on racism and anti-racist practice for our management and staff (paid and unpaid) and in our inter-project and partnership working arrangements
- Acknowledging the particular oppression of women from black and minority ethnic groups.

To ensure our decision-making procedures are anti-racist through:

- The participation of minority ethnic members of our community including Travellers, in our decision-making structures and the provision of capacity-building supports and mechanisms to ensure this participation is effective.
- Networking with organisations articulating the interests of minority ethnic communities, including Travellers to secure their input to key decisions and plans.
- Assessing all key decisions for their impact on racism and their contribution to positive outcomes for minority ethnic members of the community including Travellers.
- Making anti-racism actions a dimension of all our plans.

To pursue our role as employer in an anti-racist manner through:

- The manner in which jobs are advertised.
- The person specification prepared for jobs.
- Recruitment and interviewing practices.
- Providing opportunities for members of minority ethnic groups to participate in work experience.
- Taking action to create the conditions for favourable employment outcomes for members of minority ethnic communities, including Travellers.

To promote anti-racism and interculturalism in the materials we produce through:

- Ensuring materials produced and published are attractive and accessible to minority ethnic members of the community including members of the Traveller community.
- Developing materials that promote the organisation in a manner that captures our anti-racist commitment.

To develop intercultural approaches to our actions and service provision through:

- Gathering information on the needs and aspirations of minority ethnic members of the community including members of the Traveller community.
- Challenging incidents of racism as they arise within our organisation.
- Designing actions and services specific to minority ethnic members of the community,

including members of the Traveller community, where this will enhance access to and outcomes from our work for these groups or where this will address culturally specific needs and a history of discrimination.

- Tracking, through the collection of data, the take-up by and outcomes for minority ethnic members of the community, including members of the Traveller community, from our actions and services.

To develop relationships with minority ethnic communities, including Travellers and their organisations through:

- Networking and developing partnerships with these organisations in developing our plans.
- Availing of these organisations as sources of information.
- Including these organisations on our mailing lists .
- Resourcing these organisations where appropriate.

To take action in solidarity with minority ethnic communities, including Travellers through:

- Supporting campaigns pursued by these communities and taking up their issues in our campaigns.
- Raising these issues in the various fora where we are involved.
- Advocating anti-racist practice within local and national institutions.

Implementing this code

A post will be allocated within the staff with responsibility for monitoring the implementation of this code and for ensuring it is brought to the attention of staff and the management committee when appropriate.

Staff and management will take responsibility for ensuring information flows to maintain our capacity to implement this code and will take part in anti-racist training when necessary.

B. Checklist for Planning and Evaluation:

Developing an Anti-Racism and Intercultural Dimension

Equality proofing involves taking into account the potential impact of a policy or practice on people from minority ethnic groups, as well as people from other groups who are vulnerable to discrimination. The following questions may be a useful checklist for proofing exercises:

1. Are members of minority ethnic groups and communities, including Travellers, involved in setting the strategic direction of the project/organisation? Are both women and men adequately represented in the planning process?
2. Does the organisation work with a definition of racism that acknowledges institutional racism? Are equality, anti-racism and inclusion agreed values that underpin the work of the organisation? Has an anti-racism code of practice been agreed for the organisation?
3. Have we taken into account the situation, needs and experiences of minority ethnic groups, including Travellers, in planning and evaluation processes?
4. In preparing a plan, what information was gathered and used? Was the information disaggregated on the basis of ethnicity and gender? Where are the gaps in information? What strategies can be put in place to ensure more evidence-based planning and evaluation?
5. Have we taken into account the diversity of situations within minority ethnic communities arising from the different legal status of asylum seekers, refugees, those with leave to remain because of their Irish-born children, unaccompanied asylum-seeking minors, EU and EEA migrant workers, migrant workers on work permits, work visas, undocumented migrant workers, and students?
6. Have we taken into account the diversity within minority ethnic groups, including Travellers, in terms of gender, class, age, sexual orientation, ability/disability, educational background, ethnicity, nationality, skin colour, religious beliefs, marital status, family status and responsibility for dependants?

- 7 Have we developed targeted actions to address racism and the social exclusion of minority ethnic groups, including Travellers?
- 8 Have objectives, targets and timescale been defined for delivery of actions? Have indicators of progress been agreed and outlined? What systems have been put in place to monitor outcomes and to publicise learning regularly?
- 9 Are minority ethnic groups, including Travellers, represented on management/monitoring committees?
- 10 Do external evaluators have a knowledge of racism and of anti-racist and intercultural practice?

C. Data sources to support evidence-based planning

The collection and analysis of data that is disaggregated on the basis of ethnic origin, as well as other grounds on which discrimination occurs, provides a key tool for combating racial discrimination. The table below identifies data categories to use in a comprehensive ethnic profile for organisations working with minority ethnic groups including Travellers.⁹ This can be further complemented by data on age, disability, gender and legal status.

It is important that people from the communities being researched are aware why the data is being collected.

CATEGORY	RATIONALE
Ethnicity	<p>Ethnicity is an essential component in data collection for the purposes of service provision to minority ethnic groups. Some service providers collect nationality alone and not ethnicity, but there are shortfalls to this approach:</p> <ul style="list-style-type: none"> • Nationality does not reflect the ethnicity of vulnerable ethnic groups. For example, recording a person's nationality as Romanian does not indicate whether that person is Roma, and recording a person's nationality as Irish does not indicate whether that person is a Traveller. • People from minority ethnic backgrounds can experience specific forms of racism, including racism based on skin colour. This can be masked by data that identifies individuals as, e.g., British or American. Their ethnicity and the specific barriers associated with that will not be known. • In countries where immigrant communities have been present for some time, members of minority ethnic groups may have acquired the nationality of the country in which they now live. For a country like Ireland that has a short history of immigration, there is a tendency to focus more on nationality than ethnicity, but this will quickly change as increasing numbers of migrants settle here and receive Irish citizenship. <p>Data collection on ethnicity is often done through a series of 'tick-box' categories. It is important that these categories reflect the ethnic make-up of society.</p>

⁹ Developed by the NCCRI with reference to the Equal Opportunity Commission of Western Australia (2005) 'Implementing the Policy Framework for Substantive Equality'.

CATEGORY	RATIONALE
Country of Birth	Nationality can be a useful category. However, as described above, when migrants settle in a new country, they often adopt the nationality of that country, and also may not be well reflected in traditional ethnicity categories (particularly white migrants). For such situations, country of birth can be a useful data collection category, though it will not capture second-generation migrants.
Language	Accurate communication is prerequisite for quality service provision. It is essential that information on language is captured in order to identify client needs. The question asked depends on the service being offered. Some options include: <ul style="list-style-type: none"> • Preferred language? • Interpreter required? • English language support required? (for example for school children)
Religion	It is important to capture people's religion, or lack thereof, as there is substantial overlap between racial discrimination and religious discrimination, and religion can contribute to a person's ethnicity. This is particularly important given the rise of Islamophobia and vulnerability of the Muslim community, especially Muslim women in traditional dress.

Additionally, when undertaking a needs assessment, you could consider the appropriateness of including a range of other survey questions, e.g. on socio-economic background, contacts with various authorities (e.g. police, health care, social welfare, educational institutions); perceived opportunities to participate on an equal basis in society; trust in institutions, or attitudes towards immigration policy.

While surveys of people's experiences of discrimination are subjective, reports of people's experiences are valuable as an indicator, particularly if combined with other kinds of information, such as unemployment statistics, police records, complaints filed etc.

Some Useful Sources of Information and Data

CENTRAL STATISTICS OFFICE

The Central Statistics Office (CSO) is the official organisation responsible for collection, analysis and dissemination of data relating to economic and social activities in Ireland. A population census takes place every five years. Census 2006 was the first census to include a question on ethnicity. Detailed Census 2006 figures were released in mid-2007 and give a clearer picture of ethnic and cultural diversity in Ireland, including a breakdown of people in different areas according to nationality, country of birth, religion, and membership of the Traveller Community. For further information go to www.cso.ie.

DEPARTMENT OF ENTERPRISE, TRADE AND EMPLOYMENT

The Work Permits Section of the Department of Enterprise, Trade and Employment provides data on work permits issued, broken down by nationality, sector, county and company. The information refers only to people working in Ireland who require a work permit or work authorisation visa. It does not reflect migrant workers from EU or EEA countries. For further information go to www.entemp.ie.

RECEPTION AND INTEGRATION AGENCY

The Reception and Integration Agency of the Department of Justice, Equality and Law Reform provides data on asylum seekers and refugees in Ireland. For further information contact the Integration Section of the Reception and Integration Agency, or go to www.ria.gov.ie.

DEPARTMENT OF SOCIAL AND FAMILY AFFAIRS

The Department of Social and Family Affairs has responsibility for issuing Personal Public Service (PPS) numbers. The PPS number is a unique reference number that gives access to social welfare benefits and a range of public services. State agencies that use PPS numbers to identify individuals include the Department of Social and Family Affairs, the Revenue Commissioners and the HSE. The Department of Social and Family Affairs can provide information on the number of PPS numbers issued to people who have recently come to work and live in Ireland. For further information go to www.welfare.ie.

SCHOOLS

In some situations, the number of children from black and ethnic minorities in local schools can give an indication of the ethnic and cultural diversity in the area.

Schools cannot give personal information about individuals attending the schools or their families. However, they sometimes offer an overview of the numbers of different ethnic groups and nationalities attending the schools and the issues faced by these children and their families.

LOCAL HEALTH CENTRES

In some situations, local Health Centres can provide an overview of the type of people who use their services. Local health services vary in the extent to which they gather data by nationality, ethnicity, religion, gender, disability etc. Local services cannot provide information on individuals using the services.

D. Undertaking a Needs Assessment of Immigrant Communities:

Mayo Intercultural Action

Like most counties in Ireland, Mayo has experienced a significant diversification in its population. For a number of years asylum seekers have been located in Mayo under the policy of dispersal and direct provision. Many emigrants have also returned to Ireland having spent many years in the UK and elsewhere. There has also been an increase in the population of migrant workers, both from outside the EEA and from the EU accession states.

However, relatively little information has been gathered to date with regard to the numbers, the situation and the social and economic inclusion needs of these newer communities. Mayo Intercultural Action (MIA) made an application to the Department of Social and Family Affairs and Mayo County Council to do an audit of the needs of asylum seekers, refugees and migrant workers and their families living in the county. Funding was allocated and they formed a Steering Group comprising representatives of MIA, the County Council, the Ballina Family Resource Centre, Community Development Project Kiltimagh, the Asylum Seekers Centre and the Migrant Rights Centre Ireland.

Local consultants were engaged to undertake the audit of needs, using community development and participatory processes. Making contact with asylum seekers was relatively easy given their concentration in direct provision centres, but contact with refugees and migrant workers and their families was more difficult. Some contact was made through workplaces and through local organisations such as the St Vincent de Paul Society, CDPs, Family Resource Centres and churches.

A series of evenings was organised that involved both the provision of information to migrant workers and an opportunity to gather information on their needs. These sessions involved small focus group discussions. Each group was facilitated and asked to consider a few questions in relation to:

- Positive experiences of living in the area
- Negative experiences of living in the area
- Experiences of accessing services
- Experiences in the workplace
- Changes that would help them integrate.

The focus groups gave a clear sense of the issues arising for people; language barriers, difficulties in accessing health services, and negative experiences in the workplace. Positive experiences that were highlighted included the way in which the Citizens Information Centre had taken up issues for migrant workers.

People were happy to be engaged in the process. This form of active research created opportunities for support and networking, and also helped in the identification of potential leaders in the minority ethnic communities who could work with MIA to advance the inclusion of migrant workers and their families.

The findings of the research, which also engaged community and voluntary organisations and statutory service providers, were published by MIA in November 2006. The next stage will engage MIA in negotiations to advance the report's recommendations and to plan partnership-based actions to advance the inclusion of immigrant communities in Co. Mayo.

[Contact details:](#) Mayo Intercultural Action

[Email:](#) miamayo@eirccom.net

E. Making initial contact

While many community organisations have experience of engaging with asylum seekers and refugees in their local area, migrant workers are a more difficult group to contact because many work untypical hours or shift work, work in isolated workplaces e.g on farms or as domestic workers or carers in the private home, and have little or no contact with traditional community infrastructure. However, a number of community organisations, partnerships, and collectives of interested individuals have developed strategies to engage with migrant workers.

One such initiative was developed in Ballina, Co. Mayo, by a network of community organisations, local development bodies, the chamber of commerce, and the church. They organised an information night for migrant workers and their families on their rights, and advertised the event on flyers posted in local shop windows, internet cafes, the local library, ethnic shops and other places frequented by migrant workers. Local migrant workers of different nationalities were approached and asked to translate the welcome notice and invitation to the information night. This involvement provided opportunities for informal networking, the exchange of information and a guarantee that migrant workers would be notified of the event through the grapevine and the range of informal contacts of migrant themselves.

Representatives of four organisations were invited to make a presentation on the night:

- The local HSE Community Welfare Officer (CWO) was invited to speak on the role of the CWO and what s/he could do and not do. The CWO was also asked to give some information on migrant workers' rights and entitlements with regard to health and health services. Experience to date indicates that migrant workers are often not aware of how the Irish health system is structured, are unaware of their rights and entitlements to health care, are afraid to get sick or declare illness for fear of losing their job, and decline to go to a GP because they cannot afford the fee.
- The Citizens Information Centre was asked to speak on what they could provide in terms of information and support. The CIC representative was able to let those in attendance know that if they weren't happy in their place of employment, or if they were having difficulties, they could go to the CIC for information and support.

- The Migrant Rights Centre Ireland was invited to give a policy update, e.g. on changes in the work permit system and rules on family reunification, as well as outlining what the MRCI does.
- A representative of the Employment Rights Information Unit of the Department of Enterprise, Trade and Employment was invited to present information on the employment rights of migrant workers. The unit has a role in providing information on migrant workers' rights.

The evening was highly successful. Migrant workers got clear, practical advice in relation to their most pressing needs. They were introduced to individuals and structures that could support them if they were experiencing difficulty and that could help them to realise their rights. There was also an opportunity to engage in informal conversation and follow up on queries, and for the organisers of the event to hear ideas about how migrant workers might be more central in the organisation of future events.

Tips for initiating contact with migrant workers and their families and facilitating their participation

- Organise events at a suitable time, e.g. evenings and weekends for migrant workers. Sunday is often the most commonly free day, though some minority ethnic groups have Sunday services.*
- Acknowledge the differences in the situation and needs of both women and men and the fact that migrant workers are not a homogenous group.
- Address barriers to participation, e.g. poor public transport and lack of childcare.
- Do not arrange social events in pubs.
- In the initial stage it may not be necessary to pay full commercial rates for translation of leaflets to advertise events. Ask local leaders if they can help in translating flyers that simply say, e.g., 'A welcome night, an information session on migrant workers' rights'.
- Post leaflets and flyers where people meet or go, e.g. the Post Office, shop windows, internet café, local library, local churches.
- If the majority of migrant workers in the town/area speak one particular language, e.g. Polish, try to have some translation. It is important to have some idea of the languages spoken by migrant workers in the area. For non-EEA migrant workers it is possible to begin a rough profile of nationality by checking the DETE website www.entemp.ie
- Get sufficient copies of the free leaflets on migrant workers' rights. These are available in 11 languages from the Employment Rights Information Unit of the Department of Enterprise, Trade and Employment. Check titles on www.entemp.ie/employment/rights/publications.htm
- Invite local CDPs, FRCs or Partnerships to introduce their work and initiatives in support of migrant workers and their families.
- Be strategic, ensure that a community development worker is present at meetings, define opportunities for collectivising experiences, invite people to meet to reflect on the issues that have been raised in previous meetings and to help organise a follow-up as appropriate.

* Migrant workers who work long or untypical hours often cannot access the CIC, the Library or public services that only operate during 'office' hours from Monday to Friday.

F. Building a Network:

Ballymun Intercultural Action

Ballymun Intercultural Group (BIG) is a network of community and statutory groups and individuals living and working in Ballymun who are working to raise awareness of interculturalism and to promote integration in Ballymun. It was set up in 2003, with the onset of regeneration in the area, as there was a forecast that the local population would increase significantly. The indigenous Traveller community was already a significantly marginalised minority ethnic group in the area.

The current membership consists of the Ballymun Partnership, Dublin City Council, St. Margaret's Travellers Community Association, Local Drugs Task Force, Ballymun Job Centre, Ballymun Community Law Centre, Mercy Justice Office, Ballymun Regional Youth Resource, Gardaí, Axis Arts Centre, Dublin City University, Ballymun Men's Centre, Ballymun Regeneration Ltd. and individual residents.

BIG aims to:

- Promote accurate and balanced information relating to asylum seekers, refugees, migrant workers and Travellers.
- Encourage positive communication and understanding among the diverse communities of Ballymun.
- Respond to local issues and highlight issues relating to interculturalism.

Figures from the 2002 census show that there were approx. 15,000 people living in Ballymun. Ballymun Regeneration Ltd. has forecast that the population will double by 2010 and that the ratio of private to public housing will be about 70:30. Between January 2005 and mid-May 2006, 373 non-Irish nationals from 34 different countries registered with Ballymun Job Centre, representing 30% of all registrations in that period. There are approximately 320 Travellers living in Ballymun.

Some of the work BIG has done in the past includes:

- Intercultural events such as coffee mornings.
- Information events such as a series of sessions on 'safe driving in Ireland for Polish and Irish people' which was held in conjunction with the Road Safety Authority and the Polish Cultural and Information Centre.
- Showing information videos such as Doras Luimni's video 'The asylum process in Ireland', which provides balanced information on asylum seekers and refugees for service providers and local residents.
- Disseminating information compiled by the MRCI to service providers so they are aware of current legislation and make information available in other languages where possible.
- Networking with other groups through the Integrating Ireland Network and representation at local networks including Safer Ballymun, Ballymun Community Organisations Network and the Ballymun Partnership structures.
- Directing people to specialist support agencies and national agencies.

The network has always been open to new members and has a fluid structure. Organisations not previously involved have recently expressed an interest in joining the network as their services are being accessed by members of new communities. BIG has tried to maintain the fluid structure through use of a floating chair and holding meetings in different community venues. It holds monthly committee meetings and is in the process of forming a second sub-group to look at other ways of facilitating the participation of minority ethnic groups.

BIG has been supported by Ballymun Partnership in administrative and financial terms and through grants from Dublin City Council, but it has been the commitment of members that has helped see activities through to fruition, as there has been no core funding for staff and there are no premises.

The network has kept the issue on the agenda in its member organisations and in the wider community.

Contact details:	Ballymun Intercultural Action
	c/o Ballymun Partnership, North Mall, Ballymun Town Centre, Dublin 11.
Tel:	01-842 3612
Email:	www.ballymun.org/big_home.html

G. Steps to Tackle Racism and Promote Interculturalism at an Institutional Level

The following checklist identifies steps that can be taken to address institutional racism and promote interculturalism within State Departments and agencies, public authorities and public institutions at both national and local level. More detailed guidelines are available through NCCRI in their publication "*Key Considerations for Service Providers*".¹⁰ The information provided has been taken from this publication.

1. **Policies:** Policies clearly set out an organisation's intentions in a particular area. It is important that the relevant policies are implemented in an organisation to tackle racism and promote interculturalism. Organisations should equality proof their policies to ensure that there is no negative impact on minority ethnic groups and their specific needs have been taken into consideration. In many instances, organisations have adopted an anti-racism and intercultural policy (or an equality policy with a specific anti-racism component)
2. **Anti-Racism and Intercultural Training:** Staff training is essential to ensuring that organisations are operating from anti-racism and intercultural approach. All staff, from front line staff to those responsible for developing policy should have access to anti-racism and intercultural training. Training helps staff and management to be aware of the possible implications on minority ethnic groups of their policies and practices.
3. **Legislation:** The Equality Legislation (The Employment Equality Acts 1998 & 2004 and The Equal Status Acts 2000 and 2004) are important pieces of legislation for government bodies, local authorities and statutory agencies as both employers and service providers. This legislation protects against discrimination in the workplace and in the provision of goods and services on nine discriminatory grounds (gender, religion, family status, marital status, age, disability, sexual orientation, "race" and membership of the Traveller community). Staff and management should be made aware and receive training on the relevant legislation. All policies implemented by the organisation should comply with the equality legislation

¹⁰ NCCRI, *Improving Government Services to Minority Ethnic Groups; Key Considerations for Service Providers*: 2007

Acknowledging the existence of institutional racism

The National Action Plan Against Racism states "There is an increasing recognition of the need to address racism at an institutional/systematic level and to ensure that institutions recognise and make reasonable accommodation of cultural diversity and take appropriate positive action as necessary, including in the areas of human resources management and service provision" (NPAR, page 59)

4. **Languages:** There are over 160 languages spoken in Ireland today. People with limited English language skills deserve the same access to and outcomes from services as everybody else. To ensure equal access and equal outcome, translation and interpretation should be available to people trying to use government and statutory services. A sufficient budget should be allocated to the provision of interpreting and translation services this should include a budget for staff training on how to work with interpreters.
5. **Data Collection:** Data is often used to highlight possible gaps and inequalities in an organisation. Organisations should collect and analyse data on the ethnicity of clients and their staff for the purpose of equality monitoring. Minority ethnic groups should not be signalled out for data collection, it should be applied to all who use the services of the organisation or are employed by the organisation.
6. **Consultation and Engagement:** It is essential that the needs and experiences of minority ethnic groups, including Travellers, are established to ensure an organisation is operating from an anti-racist and intercultural perspective. Organisations should seek the views of minority ethnic groups on service design, delivery and evaluation. Links should be made with organisations representing minority ethnic groups and a budget should be allocated to enable effective consultation.
7. **Mainstreaming:** Mainstreaming is about how an organisation's policies and processes (including service provision) are inclusive of the needs of minority ethnic

groups, including the consideration of these needs in the planning, implementation and review of policies and practices for their impact on minority ethnic groups. Mainstreaming does not mean there is a "one-size fits all" model, but rather an awareness of different needs and thus different models of service organisation and service provision become central to how an organisation operates.¹¹ To ensure that an organisation is taking the right steps towards mainstreaming, it should identify actions, timeframes and resources to address needs, gaps and inequalities identified from consultation and from data collection.

8. **Targeting:** Targeting is about specific policy and service provision priorities and strategies, tailored to meet the particular needs of minority ethnic groups. Actions, timeframes and resources should be identified from main budgets to address the particular needs and gaps identified. Targeting can include positive action measures.
9. **Evaluation:** Evaluation is essential to ensuring successful outcomes. The targets set in relation to a policy or initiative (including service provision) should be monitored in relation to its objectives, timescales for delivery and indicators of progress. Minority ethnic groups should be involved in the evaluation process. Alternative strategies can be identified where actions have not been successful and good practice can be shared.
10. **Benchmarking:** This is similar to evaluation and is a process of setting targets and timescales for the achievement of targets. It is about developing data/statistical strategies through ethnic or equality monitoring to provide the necessary data to establish targets and through which progress can be measured. It is also about measuring progress in areas of social policy.

¹¹ NCCRI, *Improving Government Services to Minority Ethnic Groups; Key Considerations for Service Providers*: 2007

H. Guidelines for Anti-Racism and Diversity Plans

The following guidelines are adapted from the template presented by the Steering Committee for the development of Anti-Racism and Diversity Plans (ARD Plans):

- The ARD Plan should provide a three-year strategy and should prioritise a range of practical measures that can be implemented at local level to reduce racism and to prevent the future growth of racism (at an individual and institutional level).
- The ARD Plan should seek to be consistent with the intercultural framework of the National Action Plan Against Racism, including the five themes of protection; inclusion; provision; recognition and participation.
- The design, implementation and on-going monitoring of the ARD Plan should be underpinned by the principles that underpin the NPAR i.e. inclusion, participation, equality, respect and recognition of diversity, and respect for and adoption of intercultural approaches.
- The ARD Plan should be developed following a wide-ranging consultation and planning process that engages key stakeholders and most especially black and minority ethnic communities – including Travellers – and their organisations.
- The ARD Plan, which could be based on a range of framework-type agreements, should involve a wide range of stakeholders in its implementation, including: local authorities; key service providers; Social Partners and the community and voluntary sector, including those groups representing minority ethnic communities.
- The ARD Plan should identify and prioritise the new systems and practices that will be developed within local authorities, statutory agencies and other key service providers to enhance evidence-based planning and to enhance their capacity to promote equality, combat discrimination accommodate cultural diversity and address institutional racism.

While there is considerable scope for flexible approaches to the design of the ARD Plans, it is envisaged that a typical plan should be action-focused and should contain three main elements:

1. Local and national context in which the plan is located, e.g. international human rights obligations; growing cultural diversity nationally and locally; the fact that racism exists in rural, urban and inner city areas; the benefits of interculturalism; the assertion that racism is unacceptable; the experience of racism at local level (both individual and institutional racism).
2. A strategy and a range of identified measures based around the five themes of the National Action Plan Against Racism: protection; inclusion; provision; recognition and participation.
3. An implementation strategy which outlines the organisational and operational systems and structures for delivering on the ARD Plan, e.g. management structure and steering group; the goals, action areas, objectives of key actions, and time-frame for delivery; outline of the challenges and weaknesses in using an evidence-based planning approach; identification of resources to ensure the delivery of actions, targets and performance indicators; on-going review and consultative processes in relation to the implementation of the plan; review, monitoring and evaluation procedures and structures.

Lessons from the Galway City Anti-Racism Strategy

In March 2005, Galway City Partnership launched the Galway City Anti-Racism Strategy 2005-2008 – *'Towards a City of Equals'* – which brings together Government departments, local development agencies, community organisations and the business sector in a coordinated effort to combat racism in Galway City. It was the first ARD Plan to be implemented under the framework of NPAR. An implementation group was formed to oversee the implementation of the strategy.

Participation of members of minority ethnic communities

The participation of members of minority ethnic communities in the development of the strategy was crucial. From the beginning of the project it was apparent, through the

Advisory Group, that people have different views about what racism is, who experiences it etc. These views allowed the project to develop its own definition of racism, which in turn shaped the way in which local racism would be addressed through the strategy.

It was essential that the process was led by organisations already working with minority ethnic groups and by ethnic communities themselves, to ensure that the strategy was relevant to their experience. The participation of local members of minority ethnic communities also provided the project with an important means of access to local minority ethnic communities when carrying out the research and consultations.

The participation of members of minority ethnic communities in this type of initiative is essential, and is in no way 'tokenistic', as is sometimes purported.

Participation of all stakeholders

From the outset, the project was framed around the principles of participation and consultation. The participation of all stakeholders in the development and implementation of the strategy was viewed as essential. Organisations across all sectors of the city expressed an enthusiasm and willingness to engage in the strategy. Indeed it would appear that many organisations were and are still calling out for assistance in anti-racism and intercultural work.

The participation of local stakeholders in the development of the strategy was ensured primarily through membership of the Advisory Group, but also through a call for submissions, and an anti-racism seminar.

The key sectors

Through the research and consultation process, which included an extensive literature review, a number of sectors emerged as central in challenging racism and promoting interculturalism. These include:

- Law enforcement
- Public awareness-raising
- Youth – through both formal and non-formal education
- Media – both print and broadcast
- Local politics – the need for leadership and 'buy-in'
- Intercultural activities – festivals, workshops etc.

Moving from a commitment to implementation takes time

Preparing the strategy takes time, and this time is essential. In order to validate the strategy, a considerable amount of work was undertaken over an 18-month period (January 2003 to July 2004). This phase of work involved developing an understanding of racism, investigating racism in Galway City, and devising strategic responses.

It was originally anticipated that the strategy would be launched in December 2003 and implementation commence in early 2004. However, it took longer than anticipated to finalise the strategy, gain city-wide agreement on it and secure funding. Identifying funding to implement the strategy in the 2004-2006 period was viewed as an integral part of the development of the strategy itself.

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I. Monitoring and Working with the Local Media

One of the NPAR objectives is 'recognition'. An expected outcome is 'work with the media to combat racism, promote interaction and to raise awareness and understanding of cultural diversity'. The media, print and broadcast, have been responsible for both negative and positive images of diversity and minority ethnic groups in Ireland. In 2002, the Alliance to End Racism in Donegal undertook a study of the portrayal of minority ethnic groups, including Travellers, in the print media to examine where prejudices were developed and maintained.¹²

The research involved a review of the *Donegal Democrat*, the *Derry Journal*, the *Derry People & Donegal News* and the *Tirconail Tribune* over a 12-month period to examine all articles and representations (photographs, cartoons, etc.) that related to minority ethnic groups. They were analysed for their portrayal of minority ethnic groups, the type of issues reported, the level of balance and whether opinions were reported with or without challenge. They were examined to see if they complied with the standards of reporting set by the National Union of Journalists (NUJ),¹³ e.g. the *NUJ Guidelines on Race Reporting*; *NUJ Guidelines on Reporting Issues which Involve Members of the Traveller Community*; and the *NUJ Code of Ethics*. They were then analysed to see if they were racist in style or content or if they could be seen as contributing to racism or prejudice.

It was intended that the research report would be qualitative and would not single out an individual newspaper, editor or journalist. The report would describe and define racism, and inform the reader how the portrayal of minority ethnic groups can construct and reinforce prejudices and discrimination. Recommendations were also made on how the style of presentation could be changed and how stories could be pursued in a way that confronts and challenges racist, prejudicial and discriminatory attitudes.

The report was published and presented to a seminar in Letterkenny attended by over 50 people including journalists from local and national print media and radio, asylum seekers, representatives of Travellers projects, churches, trade unions, HSE, Gardaí, and a range of community and local development organisations. Participative workshops considered and discussed the findings of the report and made recommendations for change.

¹² The Study was supported by the Rowntree Foundation and KNOW Racism Programme. ¹³ At that time, the main guidelines for the media were voluntary guidelines issued by the NUJ. The guidelines advised journalists to minimise the risk that the media can exacerbate inter-community tensions. The 'race reporting' guidelines from the NUJ further state that letters, columns or phone-in programmes should not be used to spread racial hatred.

The NCCRI and the 24-organisation Alliance Against Racism are amongst a range of bodies that expressed concern about irresponsible reporting, a lack of media accountability and the need for an organisation – with appropriate statutory authority – to monitor the press in relation to racism. The Press Council of Ireland and Office of the Press Ombudsman were established in 2007 as an independent regulatory mechanism for Ireland's print media. They will allow a quick avenue of complaint against newspapers for breaching the Code of Practice. For additional information www.presscouncil.ie.

The report, seminar and workshops were seen to make a valuable contribution to opening up discussion on the role of the local media and on the responsibility of journalists to fight racism and promote interculturalism. Many of the newspapers reported the launch and addressed its findings in editorials. Since the publication of the report there has been a perceived increase locally in awareness of Travellers as a minority ethnic group, and in the positive representation of minority ethnic groups.

J. Traveller Economic Inclusion:

Developing a Traveller Employment and Training Strategy at Local Level

Pavee Point works to develop innovative and culturally relevant responses to the social and economic exclusion of Travellers. Census 2002 indicated an unemployment rate of 73% among Traveller men and 62% among Traveller women. Research undertaken by Pavee Point in 2000 – *Jobs Vacancies...Vacant Jobs, Travellers Inclusion in the Mainstream Market* – found that:

- Travellers are very interested in successfully accessing employment – contrary to popular myth.
- Discrimination in the labour market is a big issue. A number of interviewees talked about hiding their identity to gain access to employment.
- Legislation alone will not tackle discrimination – there is a need for pro-active measures and targeted programmes.
- The lack of recognition of existing skills and poor educational levels hinder Travellers' access to sustainable employment.

An analysis of the most common types of work in which Travellers are engaged indicated that Traveller employment falls into two main categories: that provided by the community sector funded through public monies; and low-paid/low-skilled employment.

The 'Traveller economy' is the term used to describe work that Travellers initiate themselves. Economic growth in Ireland and the changing economic climate have brought new opportunities for business development and afford opportunities for the Traveller economy. However, one of the difficulties for Traveller entrepreneurs is that there has been little official recognition of the Traveller economy and the contribution it makes.

Pavee Point has been advocating for mainstream supports for the Traveller economy. One such response was a pilot initiative, supported by FÁS, to improve the participation of Travellers in the labour market in Clare, Galway, Cork and Dublin. Other initiatives developed under the EU Community Initiative EQUAL have been the Pavee Feens Hawkeen (Traveller Men Working) projects in Dublin and Galway, Supporting Women Entrepreneurs Locally in Longford (SWELL), and Craft as a Source of Employment (CASE) in Leitrim.

Evaluations of the EQUAL projects and the FÁS initiative are currently under way. Findings to date suggest that:

1. Self-employment/entrepreneurship should be given greater standing within programmes to address unemployment.
2. Practices and policies in the area of entrepreneurship need to incorporate social inclusion and equality goals. City and County Enterprise Boards need to be guided by a social inclusion and equality perspective in their work, in line with national policy.
3. There is a need for agencies charged with enterprise development to pro-actively engage with and develop the enterprises of untypical entrepreneurs.
4. There needs to be a clear understanding of the levels of discrimination experienced by Travellers.
5. Good quality data that is disaggregated by ethnicity and gender is needed to inform the development and monitoring of this type of employment creation.
6. Training courses should recognise prior training/skills of Travellers and their interests.
7. New training should be provided in a flexible manner that relates to participants' current or potential activities but also seeks to widen their choices and raise their expectations.
8. The issue of Traveller identity and how it is expressed requires discussion. Those engaged in the Traveller economy express the same fears as Travellers seeking other forms of employment – being up-front about your identity results in loss of opportunity/exclusion.
9. Given the nature of exclusion facing Travellers, a rights-based approach is useful.
10. An acknowledgement of cultural diversity and the changing nature of identity should inform the development of any enterprise project focusing on Travellers.
11. A key challenge for Travellers and for mainstream enterprise development that is inclusive of Travellers is the issue of additional income. Secondary benefits and access to medical cards should not be affected when Travellers start up enterprises.
12. Access to mainstream, accredited and marketable training is essential to equality outcomes for Travellers.

Contact details: Pavée Point, 46 Nth Great Charles Street, Dublin 1

Tel: 01-878 0255

Email: pavee@iol.ie

Web: www.paveepoint.ie

Promoting Traveller Economic Inclusion: Checklist for Partnerships, CDPs and FRCs

- Target Travellers as participants in local economic development, ensure that due consideration is given to the particular needs and situation of both women and men.
- Talk with the Traveller community about emerging opportunities at local level.
- Ascertain how to further develop what is already happening in terms of Traveller economic activity.
- If this is not showing potential, identify other possible options and opportunities.
- Identify Traveller women and mens strengths and weaknesses with regard to economic development opportunities.
- Plan how the strengths can be enhanced and the weaknesses addressed.
- Break down existing barriers.
- Feed the lessons arising into policy and practice development.
- Develop a gender sensitive Traveller employment and training strategy.

K. Equipping Women with Community Development Skills and Anti-Racism Skills:

Dublin, North-East Inner City

Cáirde and the Lourdes Youth and Community Services (LYCS) identified a need for flexible and supported training for women in community development skills and anti-racism skills. It was hoped that the training would equip the women to take a lead role in addressing the inequalities experienced both by minority ethnic women and by Irish women in Dublin's north-east inner city. Developing an understanding of the inequalities and challenges faced by both groups was expected to lead to greater dialogue and working relationships between both communities of women. An application to the Equality for Women Measure was successful in acquiring funds for a two-year training programme (Women as Leaders Project).

Cáirde is an NGO working to reduce health inequalities among disadvantaged minority ethnic communities. It operates a drop-in resource centre, provides direct development support to 26 minority ethnic community organisations, supports 10 minority ethnic women's fora and provides on-going support and development to minority ethnic women on an outreach basis. Lourdes Youth and Community Services (LYCS) is a community-based education, training and development project which is concerned with giving participants of all ages in Dublin's inner city the opportunity to become involved in their own development and in the development of their community.

LYCS identified potential leaders through its literacy and computer classes and by proactively targeting other community organisations in the north inner city area. Minority ethnic women were targeted through minority ethnic women's fora supported by Cáirde, e.g. the Arabic-Speaking Women's Group, the Romanian Women's Group, the Somali Women's Group and the Russian-Speaking Women's Group. Minority ethnic community organisations were also contacted with regard to the proposed programme.

The programme was over-subscribed and participants were selected following an interview process. All were disadvantaged women. They were selected on the basis of their perceived commitment to working with their communities, work and volunteer experience, motivation, commitment to social justice, and interest in community development.

In Year 1 both groups of women attended training separately for 1.5 days per week. The minority ethnic women participants focused on analysing their experiences of poverty, social exclusion and racism in the context of community development theory, leading to a FETAC Community Development Award. The Dublin Inner City women focused on their experiences of poverty, social exclusion, and immigration in the context of making the links between local and global issues, citizenship, governance and anti-racism, leading to a FETAC Local and Global Development Award. The two groups met on two occasions: the first for a visit to the theatre to see a play about a woman's experience in a dispersal centre; the second for a structured day on '*Women's Rights as Human Rights*'.

During Year 2 (September 2006 – March 2007) the women worked together for one day a week, allowing women to develop real collaborative relationships thereby breaking down barriers and learn more about their common experiences as women. The programme was action-oriented with the women raising the profile of the interconnected issues of poverty, social inclusion and racism within the north inner city. The participants identified the experiences of both minority ethnic women and indigenous Irish women and fed these into the local policy-making fora (Community Forum, Inner City Organisations Network – ICON, local authority, RAPID, Drugs Task Force etc.)

During Year 2 the participants explored the issues and themes that emerged in Year 1, e.g. childcare, gender inequality, challenges and barriers to women's development, domestic violence, racism and anti-racism. They defined themes to tackle together. The process was organic and they collectively defined and agreed the action. Both sets of women experience communication challenges – members of one group with literacy, the other with language.

Participants prioritised the issues of inequality, health and education, and worked to host a seminar in March 2007 at which they set out their agenda for change. They also developed a publication setting out their experiences of working together and sharing their experiences of inequality. The event was attended by participants' families, members of their local communities, local community organisations, service providers, the media, and President Mary McAleese. The event received significant press coverage with participants being interviewed on RTÉ's Nine O'Clock News, Today with Pat Kenny, Independent News Network and articles in the *Irish Independent* and *Evening Herald* and photograph in the *Northside People*.

Additional resources have been secured for a follow-up policy project on health and education, which will allow for further links be made with local organisations and state

agencies. Cairde and LYCS continue to work with the women in terms of their own progression routes, paying particular attention to supporting women to link with local decision-making structures.

Contact details: CÁIRDE, 19 Belvedere Place (Off Mountjoy Square) Dublin 1.

Tel: 01-855 2111

Email: info@cairde.ie

Web: www.cairde.ie

L. The Local Employment Service (LES):

Ensuring Appropriate Service Delivery to Migrant Workers

Central Dublin has the highest proportion of migrant workers in Ireland. Increasing numbers of migrant workers are attending the Local Employment Service Network (LESN) in the north inner city in particular.

The Dublin Inner City Partnership (DICP) maintains networking links with a range of Dublin-based support agencies and services that assist migrant workers living within the DICP geographical area. The organisations include: the Migrant Rights Centre Ireland, the Immigrant Council of Ireland, the Polish Information and Cultural Centre, SPIRASI and Cáirde. Employment support service issues highlighted to the DICP by these organisations include the need for:

- A comprehensive, local employment-related information service that incorporates data on current employment and equality legislation relevant to migrant workers.
- A referral service to vocational, educational and training service providers to enhance progression into the labour market.
- Liaison with the National Reference Point in the National Qualifications Authority of Ireland in order to improve migrants' awareness of, and access to, the validation of their existing qualifications.
- The provision of, or referral to, employment-related, technical English language classes.
- The provision of short-term Jobs Club-type group support for those who are 'job-ready' but who require, due to orientation difficulties, the soft skills to support progression into the work place.

Following a process of local consultation and internal discussions, the DICP proposed to augment the Inner City Employment Service (ICES) and to incorporate the following:

- A staff training and development programme specifically designed to up-skill existing personnel to enable them to deliver the local components and support elements of the initiative.
- Translation and interpretation services available to ICES staff when required.
- An integrative and outreach approach to working with migrant groups and

migrants to ensure that they have access to the range of inner city support services. If necessary, to carry out research as to how this integration can be achieved.

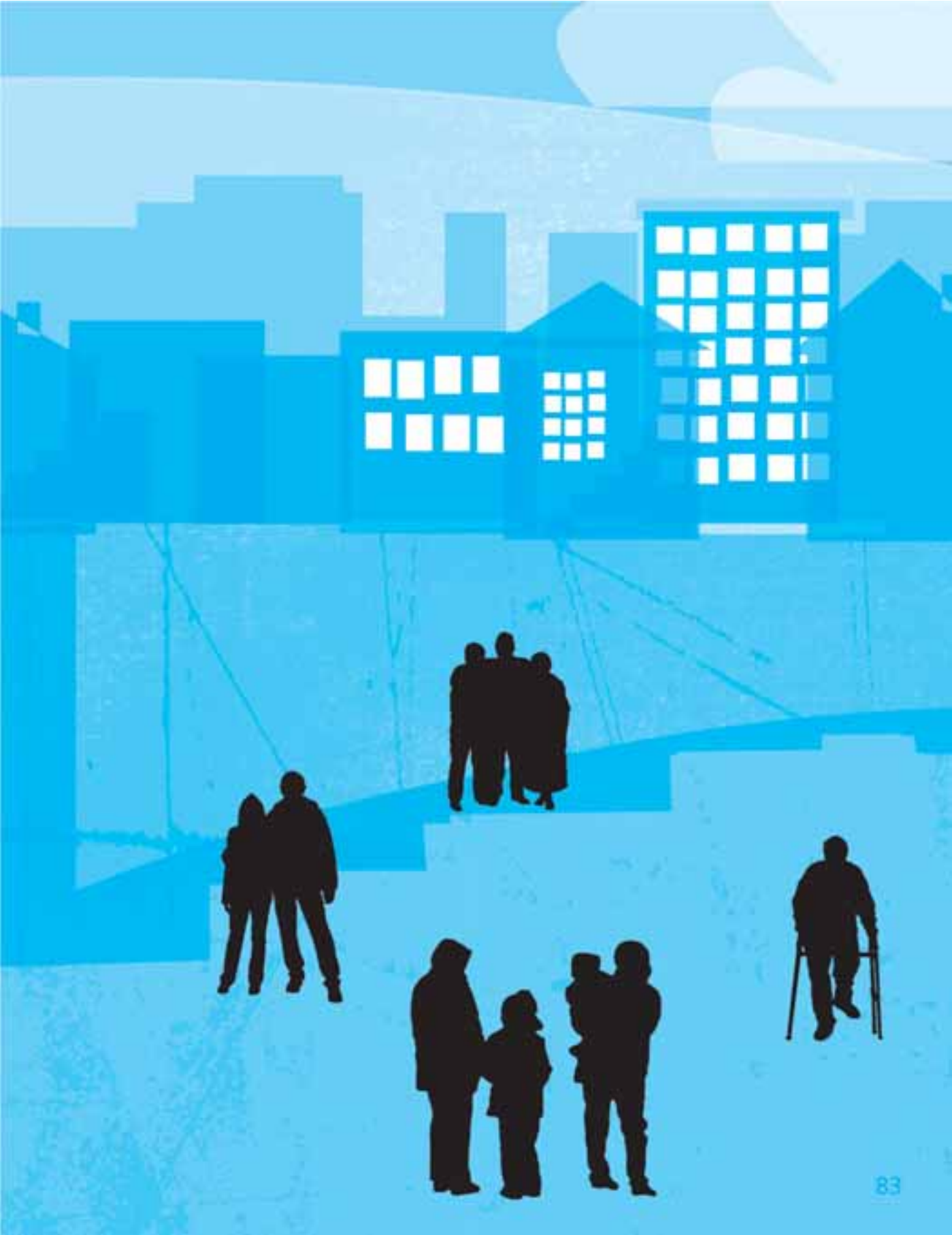
Additionally, for the initiative to add value to the existing DICP employment support service infrastructure, the active cooperation of the local offices of State agencies, primarily D/SFA, FÁS and CDVEC, is required to lever additional funding for mainstream education and training supports for migrant workers.

Contact details: Dublin Inner City Partnership, Equity House, 16-17 Upper Ormond Quay, Dublin 7.

Tel: 01-872 1321

Email: office@dicp.ie

Web: www.dicp.ie



Annex 1¹⁴ Glossary of Terms

Black:

People describe themselves as Black for a number of reasons for example, in relation to their physical appearance, their ancestry as a political term, or all of the above. The word Black can be used to mean 'of African origin'; to mean 'non-white' and include people from Asia for example. Black is not generally considered a derogatory term. In Ireland, the term 'Black and minority ethnic group' is often used.

Coloured:

The word 'coloured' is now considered to be a derogatory term in Ireland and many other countries. It was frequently used in the US in the past and was enshrined in law in South Africa during the apartheid era when the term Coloureds was one of the four main racial groups identified by law (Blacks, Whites, Coloureds and Indians). In general, 'Black' is preferred as a term; in Ireland, it is generally used in the context of 'Black and minority ethnic groups'.

Foreign National/Non-Irish National/Non-National:

These terms are increasingly used in Ireland, particularly in legislative context. Terminology that solely focuses on nationality will become obsolete for most second and third-generation migrants in Ireland. The term 'non national' should be avoided altogether as it is both inaccurate (people have a nationality from their country of origin) and has negative connotations. 'Foreign

national' has most recently been used in draft immigration legislation to refer only to people who are not EU citizens and so using the term to refer to all migrants to Ireland may also cause confusion. 'Non-Irish national' may be least problematic. Where possible the NCCRI prefers the term 'minority ethnic group'.

Minority Ethnic Group:

Also described as 'black and minority ethnic group(s)', this means group(s) whose ethnicity is distinct from that of the majority of the population. The term 'ethnic minority' is used in the UK, but in Ireland 'minority ethnic' draws attention to the fact that there are majorities and minorities, with their own ethnicity. – white Irish people are the majority ethnic group. Although this is the NCCRI's preferred term, one problem with 'minority ethnic group' is that it can infer that people from a minority ethnic background are immediately identifiable with, or wish to be identifiable with a particular group. Service providers should be aware that this is not always the case.

Traveller:

"Travellers are an indigenous minority, documented as being part of Irish society for centuries. Travellers have a long shared history and value system which make them a distinct group. They have their own language, customs and traditions."¹⁵ Travellers may or may not live a nomadic lifestyle. The recognition of Travellers as an

¹⁴ NCCRI, *Improving Government Services to Minority Ethnic Groups; Useful Terminology for Service Providers*: 2007 ¹⁵ Pavee Point, www.paveepoint.ie/pav_culture_a.html

ethnic group is a contested issue. To date the Irish Government has not recognised Travellers as an ethnic group whereas many NGOs, expert and specialised bodies do and they are recognised as an ethnic group in the UK and in Northern Ireland.

Xenophobia:

Fear or hatred of foreigners or people perceived to be from a different ethnic or cultural background.

Approaches to Integration

The concept of integration is a complex one and while there are many different views as to what constitutes integration, it is still part of an ongoing debate in Ireland.

- **Assimilation:** was an unsuccessful policy aiming to absorb minority ethnic groups into the majority community, with an expectation that communities, their needs and their culture would become invisible or would expire. It was applied in countries with a longer history of migration (for example the UK and Australia), but also in Ireland in relation to Travellers. The 1963 Commission on Itinerancy referred to the “absorption” of Travellers into the general community. Assimilation has been largely discredited and has been superseded by concepts of integration, multiculturalism and interculturalism.

- **Multiculturalism:** acknowledges the need for recognition and celebration of different cultures in a society. Multiculturalism differs from one country to another and has had varied success. One criticism has been that it allowed the growth of parallel communities with little interaction between them, whilst glossing over issues such as racism and economic deprivation.

- **Interculturalism:** is essentially about interaction between majority and minority cultures to foster understanding and respect. It is about ensuring that cultural diversity is acknowledged and catered for. “Developing a more inclusive and intercultural society is about inclusion by design, not as an add-on or afterthought. It is essentially about creating the conditions for interaction, equality of opportunity, understanding and respect.”¹⁶

Discrimination

- **Discrimination:** is defined as ‘the treatment of a person in a less favourable way than another person is, has been, or would be treated in a comparable situation on any of the nine grounds which exists, existed, may exist in the future, or is imputed to the person concerned’. There are different types of discrimination covered by the Employment Equality Acts 1998 and 2004 and the Equal Status Acts 2000 and 2004, including indirect discrimination, discrimination by imputation and discrimination by association.

¹⁶ Department of Justice, Equality and Law Reform, (2005) *Planning for Diversity, the National Action Plan Against Racism*, p.38..

- **Discrimination by Association:** This happens when a person associated with another person (belonging to a specified ground) is treated less favourably because of that association.

- **Indirect Discrimination:** happens where there is less favourable treatment in effect or by impact. It happens where people are, for example, refused employment or training not because of explicit discrimination but because of a provision, practice or requirement which they find hard to satisfy. If the provision, practice or requirement puts people who belong to one of the grounds covered by the Equality Acts at a particular disadvantage, then the employer/service provider will have indirectly discriminated, unless the provision is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.

Seeking Refuge

- **Asylum seeker:** An asylum seeker is a person seeking to be recognised as a refugee under the 1951 United Nations Convention Relating to the Status of Refugees, to which Ireland is a signatory. If someone is granted this recognition, they are granted refugee status and are no longer considered to be an asylum seeker.

- **Refugee:** A refugee is a person who has left his/her country and cannot return due to a well-founded fear of persecution on

the basis of their race, religion, nationality, membership of a particular social group or political opinion.¹⁷ In Ireland, membership of a social group includes "...membership of a trade union... membership of a group of persons whose defining characteristic is their belonging to the female or male sex or having a particular sexual orientation."¹⁸ Once a person has refugee status s/he can work without any restrictions.

- **Appealing a decision:** When the Office of the Refugee Applications Commissioner (ORAC) makes a recommendation that a person should not be declared a refugee, the normal position is that he/she may appeal to the Refugee Appeals Tribunal against the recommendation within 15 working days from the sending of the notice. See www.ria.gov.ie/the_asylum_process

- **Leave to Remain:** Also known as 'permission to remain'. This is a statement of the conditions and duration on which a non-EEA citizen is permitted to remain in Ireland. It is given on behalf of the Minister for Justice, Equality and Law Reform in the form of a stamp in the person's passport. The main grounds upon which further permission to remain can be obtained are: for the purposes of employment, to study, to operate a business or as a dependant family member of an Irish or EEA citizen residing in the State. Another type of leave to remain is humanitarian leave to remain, typically granted to an asylum seeker who does not succeed

¹⁷ According to the 1951 United Nations Convention Relating to the Status of Refugees, to which Ireland is a signatory. ¹⁸ Section 1 Refugee Act 1996 (as amended).

in being recognised as a refugee through the asylum process but who is recognised as having humanitarian grounds on which to stay in Ireland.

- **Leave to Remain in Ireland on the Basis of Having an Irish-Born Child:**

Following the Citizenship Referendum in 2004, legislation was passed and it was no longer possible for persons born in Ireland to automatically obtain Irish citizenship. Prior to January 2005, Irish born children were entitled to Irish citizenship. This residency has been granted as a form of temporary leave to remain in the State to those who were parents of children born in the State before January 2005, who did not have Irish citizenship. It is to be reviewed two years after a decision has been made. The applicant must at that stage demonstrate that they have taken steps towards being economically independent in the State in order to maintain residency.

- **Programme Refugee:** A programme refugee is a person who has been invited to Ireland under a Government decision in response to a humanitarian request, usually from the United Nations High Commissioner for Refugees, for the purposes of either temporary protection or resettlement.

Working in Ireland

- **Migrant Worker:** The term 'migrant worker' refers to a person who is to be

engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national.¹⁹

- **Work permits and visas for economic migrants:**

The type of visa required and the administrative procedures that must be followed by an economic migrant coming to Ireland depend upon the nationality of the migrant, the nature and skill level of the work to be undertaken by them, and whether or not the person is an EU citizen. The majority of non-EEA (European Economic Area) nationals working in Ireland do so on temporary forms of permission to work, of which there are two main types: the work permit and the working visa/work authorisation. There are other categories, for example non-EEA students can work up to 20 hours per week.

- **Work permits for non-EEA nationals:**

- Work permits are issued to employers.
- A job must have been advertised through FÁS and it must be proven that the position cannot be filled from within the EEA region.
- The permit is issued for a period of one year. The work permit only gives permission for the person to be employed for a specific job.
- To be legally resident in Ireland, a residency permit (stamp) must be obtained from the Garda National Immigration Bureau (GNIB) or local immigration officer.

¹⁹ Article 2, United Nations International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

- In some circumstances a person can change jobs but only if they can find a new employer who is willing to apply for a work permit and is granted one. Ownership of the work permit is one of the most serious concerns for migrant workers employed in this way.
- Family reunification is limited and at the discretion of the Minister for Justice, Equality and Law Reform. A person on a work permit can apply for family reunification after residing here at least one year. Many applications are refused – amongst a number of reasons – on the basis of earning insufficient income.
- A spouse of a person on a work permit or work visa does not have an automatic right to work. S/he must first find an employer willing to apply for a work permit.
- A person with a work visa/authorisation can change job within their sector (e.g. IT or nursing) without needing to apply for a new visa.
- A person on a work visa/work authorisation can apply for family reunification after residing here for three months.
- Spouses of some visa holders can also work in Ireland.

The Employment Permits Bill 2005 indicates that there will be some changes to the operation of the work permit system in the future. However, fundamental changes are unlikely.

• **Work visas/authorisations for non-EEA nationals:**

- Work visas/authorisations are issued to the employee.
- Applications are made outside the country.
- They can be renewed through the Garda National Immigration Bureau (GNIB).

Annex 2 The Legal, Policy and Institutional Context at International Level

International Labour Organisation (ILO) Convention 111: Discrimination in Respect of Employment and Occupation (1958)

Ratified by Ireland in 1999, this convention deals mainly with discrimination in employment and vocational training. Ireland is obliged to indicate in its annual report what actions have been taken to comply with the policy and what the outcomes of these actions have been.

International Convention on the Elimination of all Forms of Racial Discrimination, 1969 (CERD)

CERD is widely recognised as the principal international instrument in relation to racism, racial discrimination, xenophobia and related intolerance. Although the convention was signed in 1969, Ireland did not ratify it until 2000, when the Equal Status Act 2000 became law.

Art. 1 of the Convention defines 'racial discrimination' as: 'Any distinction, exclusion, restriction or preference based on race, colour, descent, national or ethnic origin with the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights in any field of public life, including political, economic, social or cultural life.'

This definition uses the language 'purpose or effect'. As a consequence, the definition covers not only intentional discrimination, but also laws, norms and practices that appear neutral, but result in discrimination in their impact.

Ireland is obliged to submit a comprehensive report every two years to the CERD Committee that monitors and reviews Ireland's compliance with the convention. Ireland's first report was submitted in 2003. As with other conventions, the UN committee that monitors States' compliance, welcomes 'shadow reports' from NGOs. These shadow reports are based on NGOs' experiences on the ground and their insights and views on how official policy and practice is advancing the rights guaranteed under the convention. They enable the committee to raise issues and discuss pertinent questions with the official Government delegation.²⁰ The committee then prepares Concluding Observations and Recommendations to the State Parties.²¹

As well as submitting implementation reports, States can issue complaints about other States. An important provision in the convention (Art.14) makes it possible for an individual or a group of persons who claim to be victims of racial discrimination to lodge a complaint with CERD against their respective State.

²⁰ See *NGO Alliance Shadow Report 2004*, prepared by an alliance of over 40 independent NGOs working on issues such as anti-racism, community development and human rights. It was also produced as a campaigning and lobbying tool for NGOs working against racial discrimination in Ireland. See also '*Irish Travellers Shadow Report: A Response to Ireland's First and Second Report to the International Convention on the Elimination of all forms of Racial Discrimination*' Pavee Point Travellers Centre 2005, www.paveepoint.ie. ²¹ Conventions and reports of the UN committees are available in alphabetical order on www.unhcr.ch

The Declaration and Programme of Action arising from the World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance 2001 (WCAR)

is the recognition by the international community of the multidimensional nature of racism and the need for a united and committed response at global, regional and national levels.

The UN General Assembly Resolutions 56/266 and 57/195 called for comprehensive implementation and follow up to the Declaration and Programme of Action. The Office of the High Commissioner for Human Rights (UNHCHR) has responsibility for implementing the outcomes of the WCAR, and five eminent experts have been appointed to oversee this process.

EU framework to combat discrimination

For the first time in Europe, common minimum standards for legal protection against discrimination have come into force in all 27 EU Member States. The Race Directive, for the first time in EU law, prohibits discrimination in the access to and the supply of goods and services, including housing. The Race Directive, adopted at EU level in 2000, lays down the framework for combating discrimination on the grounds of racial or ethnic origin, with a view to putting into effect in the Member States the principle of equal treatment. In

Ireland, the Equality Act 2004 put into effect the provisions of this and other EU directives. As part of the process of highlighting the directives, the EU also launched a 'For Diversity - Against Discrimination' Community Action Programme campaign, with its initial focus on the workplace.

EU policy on integration

The European Commission's Communication (*COM (2003) 336 final*) outlines its most recent thinking on integration. The communication focuses on developing a holistic approach to the integration of 'third country nationals' including refugees and migrants, by:

- Reviewing current practice and experience with integration policy at an EU and national level.
- Examining the role of immigration in relation to demographic ageing in the EU and its impact on economic growth.
- Outlining policy orientations and priorities to promote the integration of migrants and refugees.

Following the communication, a broad set of 'integration principles' have now been agreed between Member States which will form a basis for building integration policy in Member States over the coming years.

In November 2005, the European Council (Heads of State and Government of the EU Member States) adopted a programme

for 2005–2009 on strengthening the EU as an area of freedom, security and justice. One of the ten priorities of the Hague Programme is 'integration and maximising the positive impact of migration on our society and economy'. During the next four years, the EU will support Member States to deliver better policies on integration in order to prevent isolation and social exclusion of immigrant communities.

A European Framework on Integration, based on the common principles, is to be established to support greater contact between national authorities and exchange of information on integration. The publication of a Handbook on Integration is being pursued, to provide practitioners (national and local governments, employers, unions, religious bodies, civil society, migrants' associations, media, NGOs) with examples of good practice, with a view to driving the exchange of information and promoting policy initiatives.

The EU has also emphasised the importance of integration being linked to broader EU employment and social cohesion policy including:

- The European Employment Strategy.
- The National Action Plans Against Poverty and Social Inclusion
- The structural funds, EQUAL, URBAN II, and a range of education and programmes.

The EU approach of linking integration policy to broader policy on employment and social cohesion is consistent with the approach advocated in the NPAR.

EU policy is further reinforced through the establishment of the European Refugee Fund (ERF) on foot of a Council decision in September 2000. The aim of the ERF is to support and encourage efforts made by EU Member States in receiving and bearing the consequences of receiving refugees and displaced persons. The fund supports three distinct measures: conditions for reception of asylum seekers, integration of refugees, and voluntary repatriation. The fund, which started in 2000, is now in its second phase. From an EU perspective, the ERF is one of a number of strategic measures geared to the development of an overall Common Asylum Policy.

A framework and funding programme for pilot projects concerning the integration of third country nationals (INTI), was adopted by the European Commission in June 2003. The aim of the INTI programme is to promote dialogue within civil society, develop integration models, seek out and evaluate best practices in the integration field and set up networks at European level.

Monitoring and analysis of racism at European level

The role of the European Monitoring Centre on Racism and Xenophobia (EUMC) is of increasing importance in providing analysis of racism across EU Member States, particularly through its RAXEN network (eumc.eu.int) which has a focus on education, racial violence, employment, legislation and housing. The RAXEN focal point for Ireland is the Equality Authority and the National Consultative Committee on Racism and Interculturalism (NCCRI).

The Council of Europe body ECRI – the *European Commission on Racism and Intolerance* – provides periodic country-by-country reports.²²

²² The second report on Ireland was published in 2002 (www.coe.int/ecri).

Annex 3 NCCRI Racist Incident Report Form

Reporting racist incidents

The NCCRI in partnership with a range of organisations has organised a system for reporting racist incidents. If you have information about what you believe to be a racist incident please fill in the following form and e-mail it to info@nccri.ie

The purpose of this reporting system would be to give indications of the incidents that are occurring and to identify emerging patterns, for example location. It is important to provide as much information as possible on the form.

There should be no information included in the form that would identify the individual victim as this information is not necessary for this reporting system.

The NCCRI would encourage those who feel they have been a victim of a form of racism to report the incident to the Gardai if they feel a crime has been committed.

The Equality Authority can provide advice to people who feel they have been discriminated against on nine grounds, including 'race' and membership of the Travelling Community. They can be contacted at 01 4173333.

Please email this form to: info@nccri.ie

Or post to:

Development and Awareness Officer
NCCRI
Third Floor
Jervis House
Jervis Street
Dublin 1
(0)1 8727621

Reporting Organisation Information

Organisation: _____

Name of the person filling in the form: _____

Date: _____

Victim Information

Please do not include information that would identify the victim e.g. address, name.

Place of residence: City: _____ County: _____

Age: _____ years

Occupation: _____

Gender: Male ☐ Female ☐

Nationality: _____

Legal Status: _____

Ethnicity: *More than one box can be ticked*

Black ☐

White ☐

Traveller ☐

Indian ☐

Chinese ☐

Other (please specify) _____

Information on the incident

Please include all relevant information.

Date and Time of incident:

Location of incident: _____

What happened? _____

Have you reported the incident to the Gardai? Yes ☐ No ☐

Have you reported the incident to another authority? Yes ☐ No ☐

If yes, which one? _____

Which further action is/was envisaged or taken? _____

Character of the incident

Please tick

Access to public places/shops	<input type="checkbox"/>
Accommodation	<input type="checkbox"/>
Attacks/Physical abuse	<input type="checkbox"/>
Education	<input type="checkbox"/>
Entertainment sector/pubs	<input type="checkbox"/>
Government agencies	<input type="checkbox"/>
Health sector	<input type="checkbox"/>
Hostility at place of residence	<input type="checkbox"/>
Job market	<input type="checkbox"/>
Legal	<input type="checkbox"/>
Media portrayal	<input type="checkbox"/>
People wearing offensive badges, insignia or tattoos	<input type="checkbox"/>
Policing issues	<input type="checkbox"/>
Racist comments or other cultural disrespect	<input type="checkbox"/>
Racist graffiti	<input type="checkbox"/>
Racist jokes	<input type="checkbox"/>
Social and personal contact	<input type="checkbox"/>
Transport	<input type="checkbox"/>
Verbal abuse/Name-calling	<input type="checkbox"/>
Workplace	<input type="checkbox"/>
Other	<input type="checkbox"/>

Please return to the address given at the top of the form or mail to: info@nccri.ie

Annex 4 Useful Contacts

Government & State-funded Bodies

Citizens Information Board

(formally Comhairle)

7th Floor, Hume House, Ballsbridge, Dublin 4

Tel: 01-6059000

Email: info@comhairle.ie

Website: www.citizensinformationboard.ie

Function: The Citizens Information Board is the national agency responsible for the provision of information, advice, and advocacy on social services in Ireland.

Department of Community, Rural & Gaeltacht Affairs

– Community & Voluntary Services

Teeling Street, Tubbercurry, Co. Sligo

Tel: 071-9186700

Email: eolas@pobail.ie

Website: www.pobail.ie

Function: The Department funds, and in some cases administers, a range of programmes of support for community development so that socially excluded groups and local communities can be active participants in identifying and meeting their own needs, working alongside statutory agencies and others involved in local development.

Department of Enterprise, Trade & Employment

– Employment Rights Information Unit

Davitt House, 65A Adelaide Road, Dublin 2

Tel: 01-6313131, LoCall 1890-201 615

Email: erinfo@entemp.ie

Website: www.entemp.ie/employment/rights

Function: The function of the Employment Rights Information Unit is to provide information to both employers and employees on entitlements and obligations arising from employment legislation.

Department of Justice, Equality & Law

Reform – Equal Status Division

Bishops Square, Redmond Hill, Dublin 2

Tel: 01-4790271

Website: www.justice.ie

Function: The Equal Status Division is responsible for promoting the development of a more equal society by developing the policy and legal framework to advance equal opportunities, particularly in the area of access to goods, facilities and services. It has responsibility for the National Action Plan Against Racism.

Equality Authority

2 Clonmel Street, Dublin 2

Tel: 01- 4173333

Email: info@equality.ie

Website: www.equality.ie

Function: The Equality Authority is a statutory body. It has a general remit to promote equality under the employment equality and equal status legislation. It provides assistance to people who consider they have been discriminated against in employment and related areas and in access to services on the grounds of gender, age, disability, sexual orientation, membership of the Traveller Community, 'race', religion, family status and marital status.

Equality Tribunal

Clonmel Street, Dublin 2

Tel: 01-4774100

Email: info@equalitytribunal.ie

Website: www.equalitytribunal.ie

Function: The Equality Tribunal is the impartial forum to hear or mediate complaints of alleged discrimination under equality legislation. It is independent and quasi-judicial and its decisions and mediated settlements are legally binding.

Family Support Agency

4th Floor, St Stephen's Green House
Earlsfort Terrace, Dublin 2

Tel: 01-6114100

Email: familysupportagency@welfare.ie

Website: www.fsa.ie

Function: The FSA provides a family mediation service and supports, promotes and develops the Family and Community Services Resource Centres (FRCs). It is a resource for voluntary and community groups and others involved in promoting family well-being. The agency also undertakes research into matters related to its functions and has an advisory role to the Minister of Social and Family Affairs.

Garda Racial & Intercultural Office

– *Community Relations Section*

Harcourt Square, Harcourt Street, Dublin 2

Tel: 01- 6663150

Email: agecard@iol.ie

Website: www.garda.ie

Function: The unit has responsibility for co-ordinating, monitoring and advising all aspects of policing in the area of ethnic and cultural diversity. The unit is responsible for supporting the work of the ethnic liaison officers that are appointed to Garda stations around the country.

Irish Human Rights Commission

4th Floor, Jervis House, Jervis Street, Dublin 1

Tel: 01- 858 9601

Email: info@ihrc.ie

Website: www.ihrc.ie

Function: The IHRC aims to ensure that human rights of all people in the State are fully realised and protected in law, policy and practice. It has a wide range of powers and functions including taking legal proceedings to vindicate human rights in the State and providing legal assistance to persons in this regard. It can conduct enquiries

at the request of an individual and take legal proceedings to vindicate an individual's rights.

National Consultative Committee on Racism and Interculturalism (NCCRI)

3rd Floor, Jervis House, Jervis Street, Dublin 1

Tel: 01-8588000

Email: info@nccri.ie

Website: www.nccri.ie

Function: The NCCRI is an independent expert body that seeks to provide advice and to develop initiatives to combat racism and to work towards a more inclusive, intercultural society in Ireland.

Pobal

Holbrook House, Holles Street, Dublin 2

Tel: 01-2400700

Email: enquiries@pobal.ie

Website: www.pobal.ie

Function: Pobal manages a number of social inclusion and equality programmes on behalf of the Government and the EU. These include the Local Development Social Inclusion Programme, which forms part of the National Development Plan. The focus of the programme is to promote social inclusion and equality through integrated social and economic development. The programme is implemented at local level by Partnership companies.

Reception and Integration Agency

Block C, Ardilaun Centre

112-114 St Stephen's Green West, Dublin 2

Tel: 01- 4183200

Website: www.ria.gov.ie

Function: The Reception and Integration Agency has responsibility for planning and co-ordinating the provision of services to asylum seekers, refugees and persons with leave to remain in the State. It deals with complaints in relation to discrimination in direct provision.

Community & Voluntary Organisations & Partnerships working with Minority Ethnic Groups and Immigrants

Akidwa

Central Missions Building, 9c Lower Abbey Street, Dublin 1

Tel: 01-8148582

Email: info@akidwa.ie

Website: www.akidwa.ie

Function: Akidwa is an NGO which advocates for culturally appropriate service provision for African women living in Ireland.

Africa Centre

Central Missions Building, 9c Lower Abbey Street, Dublin 1

Tel: 01- 8656951

Email: info@africacentre.ie

Website: www.africacentre.ie

Function: The Africa Centre is a voluntary membership organisation that promotes the inclusion and active participation of African communities in Irish society.

Cáirde

19 Belvedere Place, Dublin 3

Tel: 012-8552111

Email: info@cairde.ie

Website: www.cairde.org

Function: Cáirde is an NGO working to reduce health inequalities among minority ethnic groups.

Galway Refugee Support Group

3 The Plaza, Headford Road, Galway

Tel: 091-779083

Email: refugee.galway@ireland.com

Function: Galway Refugee Support Group is committed to the provision of practical supports to refugees and asylum seekers.

Immigrant Council of Ireland

2 St Andrew's Street, Dublin 2

Tel: 01-6458042

Email: info@immigrantcouncil.ie

Website: www.immigrantcouncil.ie

Function: The Immigrant Council of Ireland promotes the rights of immigrants through information, awareness and advocacy.

Integrating Ireland

c/o Comhlámh, 10 Upper Camden Street Dublin 2

Tel: 01 4783490

Email: info@integratingireland.ie

Website: www.integratingireland.ie

Function: Integrating Ireland is a national network of refugee, asylum seeker and immigrant support groups.

Irish Refugee Council

88 Capel Street, Dublin 1

Tel: 01- 8783136

Email: refugee@iol.ie

Website: www.irishrefugeecouncil.ie

Function: The Irish Refugee Council is an NGO whose work includes policy, research, legal, networking and information components.

Irish Traveller Movement

4-5 Eustace Street, Dublin 2

Tel: 01- 6796577

Email: itmtrav@indigo.ie

Website: www.itmtrav.com

Function: The Irish Traveller Movement (ITM) is a national network of organisations and individuals working within the Traveller Community.

Migrants Rights Centre Ireland

55 Parnell Square West, Dublin 1

Tel: 01 8897570

Email: info@mrci.ie

Website: www.mrci.ie

Function: MRCI is a national organisation that provides direct support to migrant workers

and their families throughout Ireland. The MRCI supports migrant workers themselves to be involved in the debates and decision-making processes impacting on their lives.

Nasc

Enterprise House, 35 Mary Street, Cork

Tel: 021-4317411

Email: info@nascireland.org

Function: Nasc, the Irish Immigrant Support Centre, is an NGO that seeks to respond to the needs of immigrants in the Cork area.

National Traveller Women's Forum

First Floor, Unit 4, Tuam Road Centre

Tuam Road, Galway

Tel: 091 771509

Email: ntwf@iol.ie

Website: www.ntwf.net

Function: The National Traveller Women's Forum works collectively to challenge the racism and sexism experienced by Traveller women, and promotes Traveller women's right to self-determination and the attainment of human rights and equality within society.

New Communities Partnership

c/o Cairde, 19 Belvedere Place, Dublin 1

Tel: 01-8552111

Function: New Communities Partnership (NCP) is a partnership of minority ethnic organisations who have come together to support their communities through a strategic alliance with other ethnic groups.

Pavee Point

North Great Charles Street, Dublin 1

Tel: 01- 8780255

Email: pavee@iol.ie

Website: www.paveepoint.ie

Function: Pavee Point is a partnership of Irish

Travellers and settled people working together to improve the lives of Irish Travellers through working towards social justice, solidarity, socio-economic development and human rights.

Refugee Information Service

27 Annamore Terrace, North Circular Road
Dublin 7

Tel: 01- 8382740

Email: info@ris.ie

Website: www.iris.ie

Function: The Refugee Information Service provides free, confidential and independent information, advocacy and referral services to refugees and asylum seekers.

Spiritan Asylum Seekers Initiative (SPIRASI)

213 North Circular Road, Dublin 7

Tel: 01- 8683504

Email: spiro@indigo.ie

Website: www.spirasi.ie

Function: SPIRASI provides a range of services for refugees and asylum seekers, including information, medical and psychological services for survivors of torture, education, and training groups.

Synergy – NCCRI North/South Intercultural Initiative

Bantry House, 3/5 Jocelyn Street, Dundalk
Co. Louth

Tel: 042- 935 2730

Email: joe@nccri.ie

Website: <http://www.nccri.ie/n-s-synergy.html>

Function: Synergy aims to enhance the socio-economic inclusion of black and minority ethnic groups, including the Traveller community, in the border area, with a particular focus on their participation in the planning, implementation and delivery of culturally competent service provision.

