

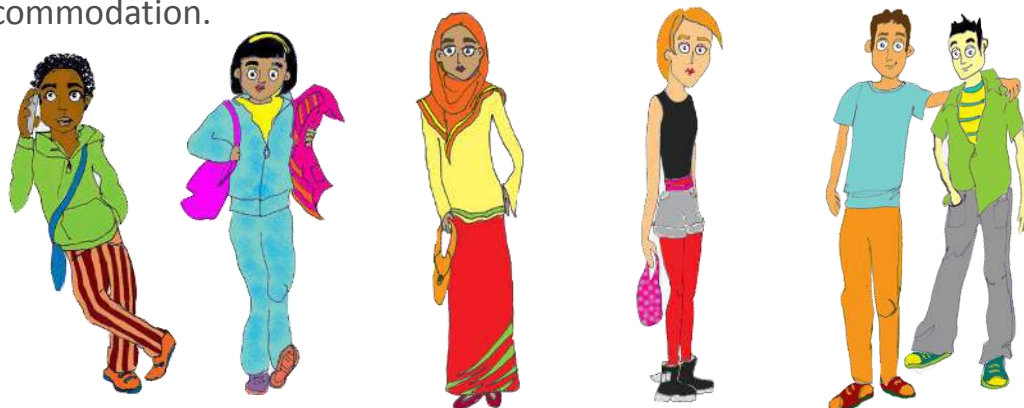
# CHAPTER TWO

## Working with young people from a minority ethnic background

### Introduction

This chapter focuses on working with young people from a minority ethnic background. It presents demographics relating to minority ethnic communities, explains the varying needs and issues that young people from minority ethnic backgrounds may face and it offers practical advice on including culturally diverse young people. It concludes with a list of contacts and resources that will help you in your work.

In the Republic of Ireland, under the **Equal Status Act 2000** and the **Equality Act 2004**, it is unlawful to discriminate against a person on the grounds of their race (ethnicity, skin colour or national origin), or religious belief, in the provision of goods and services, education, sports, access to public facilities and accommodation.



In Northern Ireland the **Race Relations (NI) order 1997**, makes it unlawful to discriminate on the grounds of colour, nationality, ethnic origin, national origin and membership of the Irish Traveller community

## Terminology<sup>i</sup>

This resource has been developed to be used by youth workers on the island of Ireland. At times it is necessary to make distinctions between our two jurisdictions and we had to choose a terminology to reflect this. We have chosen for the most part to use Northern Ireland (NI) and Republic of Ireland (ROI). At times we also use North and South. Additionally, for clarity, where information is significantly different we have used coloured boxes:

Republic of Ireland and Northern Ireland

An **Ethnic Group** is a group that regards itself or is regarded by others as a distinct community on the basis of shared characteristics such as language, religion, nationality or traditions. We are all members of an ethnic group.

**Culture** is the way in which ethnicity is expressed. It includes the customs, values, behaviours and means of communication by which we belong to a community.

**Minority Ethnic** refers to a culture or ethnicity that is identifiably distinct from the ethnic majority. This may include people who have been long established in Ireland, people who are naturalised Irish citizens or British, or people who have recently arrived.

**Ethnic Majority** refers to the predominant ethnic group in society (e.g. White, Irish, Celtic, Christian, and settled).

**Migrant (or Immigrant)** refers to people who have themselves, or through their parents, chosen and planned to live abroad in order to work and/or study. If they are residents of the European Union (EU) they can live in Ireland or the UK without a visa. Some EU nationals need work visas to work in Ireland or the UK (e.g. Bulgarians and Romanians). Migrants from outside the

European Economic Area (EEA) must have a visa/permit to work, live or study in Ireland or the UK. Various permits are available depending on each person's circumstances. Those who do not have a visa are called **Undocumented Migrants** (sometimes referred to as Illegal Migrants).

**Refugees** have been compelled to leave their country of origin because of a well-founded fear of persecution. They are granted rights similar to Irish and British residents i.e. the right to work, to social welfare, to claim citizenship etc. (Refugees have not had the opportunity to financially and psychologically prepare for life in a new country).

**Asylum seekers** are people in the process of applying for refugee status. This is a legal process that can take several years. Refugee status may be granted depending on the merits of the case and the ability of the person to show that they have a well founded fear of persecution in their country of origin. Those who are refused can apply for leave to remain or subsidiary protection.

**Interculturalism** is an approach aimed at achieving social harmony in a multi-ethnic society. It actively promotes dialogue, understanding, co-operation, collaboration and respect between and within all cultural and religious groups in society. It supports the idea that residents will develop their communities together.

**Other common terminology** used to refer to people from minority ethnic backgrounds includes: Black and minority ethnic (BME), foreign-nationals, non-Irish nationals, new communities, new-Irish, black, third country national, people from overseas, international people, people from diverse cultures, etc.



Terms that should **not** be used are: ‘non-national’ as it denies a person’s own nationality; ‘coloured’ and ‘half-caste’ as they are associated with apartheid and the colonial era.

### REMEMBER

**Identity and ethnic identity in particular, is self-defined and open to change. Therefore, we should not assume someone else’s ethnicity on the basis of limited information, nor should we assign an ethnicity for someone without asking them how they like to be described. People from minority ethnic backgrounds increasingly prefer to describe themselves in terms of their new identities, their mixed identities or their national identity. So terms such as African-Irish, Polish-Northern Irish, Nigerian-British, Indian-Irish, Black-Irish will become more commonly used. This should be encouraged as it denotes a sense of belonging in a community as much as a personal identity. For this reason we use the term minority ethnic background to acknowledge the changeable but still concrete nature of a person’s ethnic identity.**

## Demographics

The demographical data for young people from minority ethnic backgrounds varies considerably throughout Ireland.

### Demographics for the Republic of Ireland

Nearly 10% of young people aged 0-24 were identified as non-Irish in the 2006 census; this percentage is growing.

#### Growing cultural diversity

An increasing number of young people from a minority ethnic background identify as being part Irish i.e. having a dual nationality. Those in the 0-14 age range are three times more likely to identify in this way compared to those aged 15-24 (15,224 and 5,625 respectively in census 2006).

Mixed relationships (i.e. Irish and a minority ethnic partner) are becoming more widespread in contemporary Ireland so working with children of dual nationality or dual ethnicity will become the norm. Many of these children will describe themselves as Irish and may not mention their dual ethnicity. For this reason, it is considered good practice to ask what the ethnic identification of young peoples' parents are, as well as what languages are spoken at home, because the parents' culture or migrant status may play a significant part in the identity of the young person you are working with - even where the young person has described themselves as Irish. First and second generation Irish children are fast becoming the most significant group in Ireland.

Census data indicates that more than a quarter of all black people living in the Republic of Ireland were born in Ireland. A third of the black or black Irish community in Ireland is under the age of ten.

The table below gives the 7 largest ethnic or cultural groups in the **Republic of Ireland**

Aged 0-14 (CSO 2006)	Aged 15-24 (CSO 2006)
<ul style="list-style-type: none"> <li>• UK (&gt;15,000)</li> <li>• Irish Travellers (&gt;9,000)</li> <li>• Poland (&gt; 4,000)</li> <li>• Nigeria (&gt; 4,000)</li> <li>• USA (&gt; 3,000)</li> <li>• Lithuania (&gt;2,000)</li> <li>• Philippines (&gt; 1,000)</li> </ul>	<ul style="list-style-type: none"> <li>• Poland (&gt; 17,000)</li> <li>• UK (&gt; 11,000)</li> <li>• Lithuania (&gt; 6,000)</li> <li>• Irish Travellers (&gt; 4,000)</li> <li>• Latvia (&gt; 3,000)</li> <li>• China (&gt; 2,000)</li> <li>• Slovakia (&gt; 2,000)</li> </ul>

## Demographics for Northern Ireland<sup>ii</sup>

Figures for Northern Ireland are considerably different: The 2001 census shows that only 0.85% of the Northern Ireland population is considered from minority ethnic communities. However, in the last 8 years this has changed considerably. Northern Ireland Statistics and Research Agency (NISRA), estimates that the figure for migrants alone (Polish, Lithuanians, Latvians, Estonians, Hungarians, Estonians, Czechs, Slovaks, and Slovenians) was approximately 30,000 at the end of 2007. It appears that Polish, Lithuanian, and Slovaks comprise the majority of applicants<sup>iii, iv</sup> However, NISRA presents some limitations to accurately measuring inward migration to Northern Ireland; the National Statistics Centre for Demography suggests the actual number of migrants is likely to be considerably higher.

In addition to migrant workers, The Refugee Action Group (RAG) estimates that there are around 2,000 refugees living in Northern Ireland (RAG 2007). It is extremely difficult to obtain accurate numbers on asylum seekers in Northern Ireland as numbers are collected for UK as a whole. The Information Centre about Asylum and Refugees (in December 2008) estimated that 195 (including dependents) were in dispersed accommodation support in Belfast.<sup>v</sup>



## Cultural diversity among young people attending schools and universities in Ireland (North and South) <sup>vi</sup>

- In 2011 32,013 young people from 163 different countries outside of Ireland were registered in Irish post-primary schools. Exact figures aren't available for primary level, however, the Department of Education and Skills estimates that 10% of the primary school population are non-Irish (approximately 46,000)
- In Northern Ireland in 2011 7,465 young people are registered as being from an ethnic minority in primary and post-primary education. 30% attend schools in the Belfast Area
- Approximately 70% of children from migrant backgrounds registered in Republic of Ireland schools did not have English as their first language. The DES provided English language support to 21,000 pupils in 2008/9
- In the North 2,142 young people in post-primary and 4,660 in primary education did not have English as their first language. The top 7 languages of pupils 11-18 years old requiring English as an Additional Language (EAL) support in 2008 were Polish, Lithuanian, Cantonese, Portuguese, Filipino, Slovakian, and Latvian
- Demographics vary significantly throughout the country. For example, primary school registrations of young people from minority ethnic backgrounds varies from 0% to 99%
- Approximately 8.3% of students in third level colleges in the Republic of Ireland are from countries outside Ireland and 10% of students in Universities in Northern Ireland are International Students

## Language diversity in Ireland (North and South)

It is important to know the principal languages spoken in homes in Ireland.

Apart from Polish, Latvian, Lithuanian and Slovakian the following are some of the main languages spoken:<sup>vii</sup>

Principal minority languages spoken in Ireland	Principal countries in which these languages are spoken
French	France, Belgium, Congo, Rwanda, and several North and West African countries
Russian	Russia, Lithuania, Latvia, Estonia, Ukraine and other former USSR states
Portuguese	Portugal, Brazil, Angola, East Timor
Yoruba, Ibo (Igbo), Hausa, Fulani, Pidgin English	Nigeria (there are over 200 languages spoken in Nigeria including English as the official language )
Mandarin and Cantonese	China
Spanish	Spain, South America (except Brazil)

In order to determine how inclusive your youth group is it is appropriate to collect data on the ethnicity and languages spoken of those that are attending. Information on how best to do this is set out later in this chapter.



## Needs and issues for young people from minority ethnic backgrounds

For newly arrived immigrants settling in a new country can be a difficult process. It may take years, even a generation or two to develop a real sense of belonging in a new country. Your organisation can help young people who have experienced migration to make that transition. This includes the opportunity to make friends and reduce social isolation, to increase their proficiency in English, to be acknowledged for themselves and not stereotyped by their status or their ethnicity (migrant, refugee, asylum seeker, Nigerian, Polish, Muslim etc.) and to have a break from family responsibilities. Moving involves facing many life changes and challenges for families including finding employment, securing accommodation, registering in schools, learning a new language and adjusting to life in a new culture.

Many people struggle to find the help and relevant information they need to settle in their new country. Often there is so much information, or conflicting information, making it difficult to filter out what is important and what is factual. More often the informal networks that might be used by the majority culture to convey information are not available to newcomers. Parents are unlikely to trust organisations – including youth groups - that have not been personally recommended. These recommendations will be absent if trusting relationships and social networks have not been developed. These relationships will be harder to establish for people who do not have good English or are not confident speaking English.

### Language and cultural heritage

Younger members of a family will usually pick up a new language much quicker than their parents and some parents may never learn the new language. Because of this, young people are often expected to interpret and



translate for their parents when accessing services such as housing, health, employment, education, youth organisations etc. This can inadvertently result in role-reversal where parents become more dependent on their children and children take on more responsibility than would otherwise be the norm. In the context of youth work, low English proficiency can create barriers, especially where youth workers want to inform parents about youth work activities and subsequently need to seek permission from parents for children to attend activities etc.

Inter-generational differences can be an additional issue for immigrant families. Parents may expect or hope that their children will adopt the traditional values and roles of their country of origin. Meanwhile young people will face pressures to adopt the values and roles of their local peer group. Families often fear that their children will lose their culture and values. As a consequence parents may be inclined to limit their children's involvement in youth organisations because they fear their children will adopt social practices that they do not like.

Some young people will strongly connect with and maintain the culture, language and values of their parents while others will choose to adopt aspects of local culture at the loss of much of the culture, language and values of their parents. Other young people will display aspects of both cultures and adopt a bi-cultural identity. Research shows that this third option contributes to a greater long term success for young people and it is this model that intercultural youth work seeks to embed. <sup>viii</sup> Your organisation can do a lot to help young people integrate into Ireland by doing activities that value both the cultural heritages present within your group (including the languages spoken at home) alongside understanding and valuing 'Irish', 'Northern Irish' or 'British' cultural values, norms and traditions. This is also invaluable for Irish young people in your group who equally need to integrate in a culturally diverse Ireland.



## Parental concerns

Just like other families, parents are concerned for the safety of their children. This can be intensified amongst families who have migrated because they may not have had the opportunity to develop trusting relationships with local people who could explain these to them.

### Other parental concerns include:

- **Unfamiliarity with the Irish/UK concept of youth work. Youth work differs considerably in other countries**
- **Lack of awareness of the existence of local projects and clubs and what they do**
- **Unfamiliarity with the practical aspects of joining a youth project**
- **Different cultural perspectives on acceptable behaviour for young people**
- **Fear for the safety of their children getting to and from youth groups**
- **Fear for the safety of their children in social groups (such as facing racism, isolation)**
- **Concerns over financial issues**
- **Fear that youth group activities will get in the way of school work**
- **Fulfilment of responsibilities that young people may have in the home**

## Young people's concerns

Young people themselves may also have fears. Some may not feel very comfortable in social situations. Social codes of behaviour will differ from those in school so new skills will have to be developed. This can be more difficult if young people have low English language proficiency. For many it can be very difficult to join a new group without having a friend or trusted person present. Young people may fear being perceived as 'different'. Many will have experienced racism or discrimination. Most will not understand the

geographical limitations that some youth organisations work within. This can be especially difficult where established social networks cross geographical boundaries. Other rules may also be confusing. For example, many young people will not understand the system of being put on a waiting list to get a place in a group and may see it instead as a polite rejection.

## **Separated Children Seeking Asylum, Asylum Seekers and Refugees**

Some young people arrive in Ireland without family members.

In the **Republic of Ireland** if they are under 18 they are placed under the care of the Health Service Executive (HSE). If they are seeking asylum (known as separated children seeking asylum), they will stay in care until their 18<sup>th</sup> birthday when they must enter the adult direct provision system. Then referred to as aged-out minors they are not entitled to continue in education beyond the Leaving Certificate so many find themselves with nothing to do while their asylum applications are being processed. Meanwhile, the institutional conditions of direct provision can have a devastating effect on their potential and aspirations.

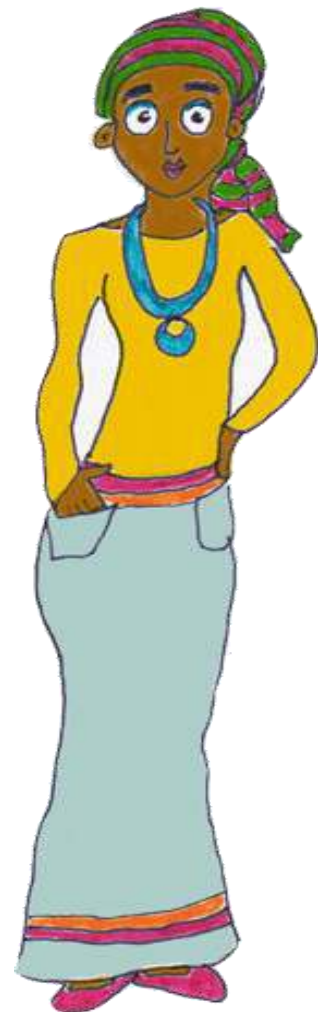
In **Northern Ireland** separated children seeking asylum are particularly vulnerable. If their asylum application fails, the Government will seek to identify appropriate facilities in the country where they came from so that they can be returned. Failing that, they are given discretionary leave to stay for 3 years or until they reach 17.5 years of age (whichever is the shortest).

For all asylum seekers the stresses of living in a new country will also be compounded by the memory of past traumas that made them flee their countries of origin in the first place. These experiences will have a profound impact on young people's sense of safety and identity, and their ability to trust and develop relationships. Young people may experience anxiety, difficulties in establishing friendships, low self-esteem, survivor guilt, aggressive outbursts or emotional numbness, sadness, withdrawal, sleeping problems, intrusive

thoughts, post-traumatic stress disorder etc. These experiences will severely limit the young person's ability to concentrate, to retain information and to attend activities on a regular basis. Your organisation offers a valuable diversion from these stresses and a chance to be treated as a person in their own right rather than as someone with a particular status.

Young refugees and asylum seekers often require extra assistance in educational support because their previous education may have been disrupted or may even be non-existent. Many of these young people will have missed out on education because they spent a significant part of their childhood in refugee camps or in politically unstable societies.

More information about the educational needs of young refugees and asylum seekers is contained in the Early School Leavers chapter of this Toolkit.



# Developing inclusive youth work with young people from minority ethnic backgrounds

This is what young people have asked youth organisations to do:



## TOP TIPS

A series of **'Top tips'** developed in partnership with young people who are **new to Northern Ireland or from a minority ethnic background** to help create a more welcoming and inclusive youth setting.

**TIP 1**  
**Create a welcoming space**

- ▶ Make your community safe for me
- ▶ Create a safe environment for new people to join you
- ▶ Take pride in the appearance of your community/centre

**TIP 2**  
**Build a trust relationship**

- ▶ Be willing to talk to me
- ▶ Give me a chance and make an effort with me
- ▶ Hear my story

**TIP 3**  
**Take some time to learn**

- ▶ Know that there are a variety of cultures in N.I.
- ▶ Gain knowledge of different ethnic minorities
- ▶ Tell me where to get information

**TIP 4**  
**Adjust your programmes**

- ▶ Provide support (e.g. mentoring or buddy system)
- ▶ Speak slowly – be patient
- ▶ Have materials in my language
- ▶ Encourage me and put yourself in my shoes

**TIP 5**  
**Respect Difference**

- ▶ Don't make people who are different feel uncomfortable
- ▶ Don't make fun of a culture you don't understand

**TIP 6**  
**Challenge Racism**

- ▶ Take abusive comments seriously and challenge negative attitudes
- ▶ Think before you judge me

Organisations involved:  
Shared Futures, Muslim Youth Northern Ireland, Chinese Welfare Association, Artsekte, Public Achievement, Northern Ireland Community of Refugees and Asylum Seekers, Kameleon, Young NCB, Photography: Mohamad Fez Miah

design: www.conradwalecki.com





[www.youthnetni.org.uk](http://www.youthnetni.org.uk) Email: [Info@youthnet.co.uk](mailto:Info@youthnet.co.uk)

This chapter was developed by Anne Walsh (NYCI), Suzanne Lindsay (Foróige) and Ben Ewan (Youthnet) for 'Access All Areas – a Diversity Toolkit for the Youth Work Sector' published by NYCI and Youthnet 2012

## Planning, promoting and delivering a programme to a culturally diverse group of young people

To **plan an effective service** that includes young people from minority ethnic backgrounds you first need to:

- Find out how many people in your local area identify themselves as being from a minority ethnicity or nationality and identify the main countries of origin and languages spoken in your area
- Learn more about the minority ethnic communities in your area such as their religious and cultural backgrounds
- Identify the needs, issues and barriers to youth work that might face people from minority ethnic backgrounds
- Find out about services in your area that work with migrants, refugees and asylum seekers
- Attend regionally based forums where you can meet minority ethnic-led organisations
- Network with local schools and churches
- Prepare your staff and the young people you currently work with by doing cultural awareness and anti-racism programmes
- It is important to focus on how you will ensure opportunities for long-term engagement as one-off projects with no opportunities for continued contact can damage the trust you have built up



To **offer an effective service** for young people from minority ethnic backgrounds in your community:

- **Allow more recruitment time for youth from minority ethnic backgrounds to become involved in your organisation. Developing interagency partnerships is a positive way to reach the target group. Advertise in minority ethnic papers and use the internet to advertise your programme. Translate your basic information and be very specific - explain exactly where and when the group meets**
- **The best way to learn about other cultures is directly from the people themselves – don't be afraid to ask**
- **Don't be too concerned about 'PC' language or new terminology – use what comes naturally but be open to change. Remember it is better to take action rather than not for fear of offending someone. Don't be afraid to make mistakes, see it as a valuable learning opportunity for all**
- **Seek input from available expertise wherever possible. Share your experiences with others. Network with other support services**
- **Consider that young people from minority ethnic backgrounds may not have adequate financial resources to take part in many activities. Transport to and from activities may also be a problem**
- **Do not expect young people to be the representative for their culture. They may not want to be differentiated from others while in a youth group setting**

To **deliver an effective service** to young people from minority ethnic backgrounds in your community

- **Create a welcoming environment – make your community safe for new people to join**
- **Respect difference - have visual imagery in your centres that show you are open to diversity eg. Images of people from different parts of the world, welcome signs in several languages etc.**
- **Make an effort, talk and listen to the young person’s story**
- **Social events can be daunting – social codes may not be known and social language may not be familiar**
- **Be flexible in your programming – explore what activities are the most relevant, translate materials, encourage and be patient**
- **Skill development is often more important to people from minority ethnic backgrounds than having a social outlet**
- **Art, drama, photography, video, music, sports and games work well especially where language proficiency is a concern**
- **Culture proof your activities (ask yourself will it work cross culturally)**
- **Gender issues can arise. Deal with them as sensitively as possible**

The key to meeting the specific needs of the young people is to talk with them and their parents.

**Note:** asking someone about their personal experiences could be considered prying and insensitive and it could bring up very painful memories. Keep questions at a practical level

The following section expands on some of the practical advice outlined above.

## Are you reaching the young people from a minority ethnic background in your community?

To discover if you are reaching the minority ethnic young people in your community you must first know the ethnic identity of the young people already attending your organisation. One way of doing this is by including an ethnic identifier question on your registration form if you use one. A suggested wording is highlighted here:

**What is your ethnic/national identity?** \_\_\_\_\_

[Give your answer as you do to your friends. Examples others have given to this question include Irish, Northern Irish, Irish-Traveller, Polish, Nigerian, Nigerian-Irish, Lithuanian-Northern Irish, Kurdish etc. ]

**What is the ethnic/national identity of your:**

Parent/guardian/primary care giver? \_\_\_\_\_

Parent/guardian/primary care giver? \_\_\_\_\_

(This question is asked to record what other cultural influences may play a significant part in your life.)

It is important to tell young people and their parents that the information is collected to help plan inclusive and appropriate youth activities and stress that it is fully confidential and optional. Best practice models indicate that it is appropriate for all young people over the age of 11 to identify their ethnicity for themselves and for parents to choose the ethnicity for younger children. It is important to be present to answer any questions young people or parents may have about filling out this form.

Questions on religious practice are also appropriate, as are questions on the language/s spoken at home. An example of a full registration form that includes the questions a youth group might need is included in **Chapter 1** of Access All Areas.

## Determining the demographics of minority ethnic young people in your community

Having collected data on the group of young people you are working with you should then compare the information with the demographics from your own catchment area and determine if the young people from a minority ethnic background in your area are represented proportionately in your youth group.

One of the best ways to determine if the young people you are working with reflect the ethnic makeup of your community is to compare your data with the statistics from local schools.

In the **Republic of Ireland** this data is collected for Post Primary schools and you can request it from the statistics chapter of the Department of Education and Skills (DES) if you cannot source it directly from your local school/s Principal.

In **Northern Ireland** this information is available from the Department of Education (DENI) statistics and research chapter or directly from your local school. Data is collected for primary and post-primary schools and is broken down into Education and Library Board (ELB) area and also into District Council Area.

See **Chapter 1** of Access All Areas for a more detailed explanation on collating and comparing data on ethnicity.



## Working with other services

Many organisations that work with migrants, refugees and asylum seekers do not have the expertise or capacity to work with young people. As a result young people from minority ethnic backgrounds often miss out on valuable

youth work opportunities.

One way to meet these young people's needs is to develop a partnership with specialist organisations that will be able to provide advice and links to the young people.

In the **Republic of Ireland** contact details for local organisations - including minority ethnic led organisations are available from your County VEC Youth Officer, your local community/ county forum - which is available online – and from the Integration Centre<sup>ix</sup> membership listing. Attending an interagency forum can be a useful way to network with many groups, including minority ethnic led groups.

In **Northern Ireland** minority ethnic led organisations can be found through [www.makingconnectionsni.org/ethnic minority sector](http://www.makingconnectionsni.org/ethnic_minority_sector). There are also a number of locally based forums.

## **Specialised organisations – working with young people who have experienced torture or trauma**

Young people who have experienced torture or trauma should be engaging with specialist support services. Make sure they are aware of the specialist support services they can access. Meanwhile, it is also important that the young people continue to engage with your youth organisation.

Experiences of torture and trauma can seriously reduce a person's ability to concentrate. It can also affect a person's ability to make clear judgements and set safe boundaries for themselves. Specialised psychosocial support may be needed depending on the young person's personal history – develop relationships with service providers that can offer the appropriate support where necessary

To support someone who has experienced trauma or post traumatic stress the following guidelines are important:

- Do not ask the young person about their past experiences.
- If a young person starts to talk about a past traumatic event bring them gently back into the present moment, to the activity they are doing now. Explain that this space is not a helpful place for them to talk about a past event – that should be done with a qualified person in a safe space
- Some young people who experience trauma may see your engagement with them and your concern as a long term friendship whereas you will see it as a professional service. Explain your role and commitment clearly so that the young person's trust is not broken

## Involving parents

Historically youth organisations have focused on the young person as an individual in their own right and close contact with parents has often been limited. However, to engage with young people from a minority ethnic background it is important to involve parents from the outset to allay their fears. Youth organisations do not exist in many countries so parents can be suspicious of the role and values of youth work. Some families from minority ethnic backgrounds may not allow or may limit their children's involvement in youth organisations.

Always provide clear information to families about the programs you provide. The National Youth Council of Ireland has produced a leaflet which explains youth work and the role of the youth worker. This is a good resource to provide to parents. It is available online on [www.intercultural.ie](http://www.intercultural.ie). Translated versions are also available.

If you are running programs that discuss relationships, sexual health or HIV-AIDS, make sure that you speak to parents or elders in the community. Adapt your programme to the needs and issues of the ethnic diversity within your group, in consultation with parents.

When you work with families from minority ethnic backgrounds you will need to gain the trust of parents. Best practice strategies include:

- Reassure parents of the ethos of your organisation, the safety guidelines you follow and the benefits of youth work
- Have clear information (where possible translated) about your organisation, what activities you run, how they will be run, at what times and where they will be run
- Work closely with local services that already have contact with parents from minority ethnic backgrounds. You may be able to attend a group that parents attend and explain your programme
- Have open days at your organisation for parents where they can meet the youth workers face to face
- Always make a point of introducing yourself and having a chat with parents who visit the centre or drop their children off
- If a young person has not been given permission to attend your programme or to take part in a particular activity offer to meet with their parents in person
- Consider holding parent events such as mother & daughter evenings or father & son events
- Invite parents to get involved as volunteers
- Be aware that in some cultural groups the father or male relative or elder in the faith community may have the final decision-making role
- Be careful to allay parents' concerns about privacy; they may not want to share information about their personal background and they may be wary of traditional 'Irish' curiosity

## Communications – written, verbal and translations

Language barriers can and do exist:

- Many young people will not have strong literacy skills so written communication can prove difficult for them. Introduce written communication gently at first to determine their skill level before relying on it as a communication tool or in activities
- It is always good to give information on meeting times, places and dates in written form as well as verbally
- Repeat instructions if it is not clear that someone has understood
- Don't be afraid to ask someone to repeat themselves if you have not understood what they have said – give your conversations time; ask questions to clarify things but make sure you have understood enough to move the communication forward
- Telephone conversations are usually more difficult for people from minority ethnic backgrounds so they can be reluctant to ring up for information, registration etc. A drop-in service should be provided so that the person can get information and familiarise themselves with your premises
- Translated permission notes for activities would be useful. Consider asking someone relevant in your community to help you translate your current forms

When providing information about your organisation make sure that you avoid jargon wherever possible and provide an explanation for terms that people from minority ethnic backgrounds may not be familiar with such as youth work, participation, volunteerism etc. Do not use acronyms unless you provide an explanation. Proof all your information for its



use of 'plain English'. Try to use short sentences and paragraphs. In promotional material, where possible, include photos of your staff next to their name. Use words such as 'we' and 'you' so that your documents explain things from the reader's point of view.

A useful guide for 'plain English' writing is available at [www.plainenglish.co.uk/files/howto.pdf](http://www.plainenglish.co.uk/files/howto.pdf) and at [www.dest.gov.au/archive/publications/plain\\_en/writing.htm](http://www.dest.gov.au/archive/publications/plain_en/writing.htm)

## Interpreting (verbal communication)

You may work with young people or parents who are not proficient English speakers. If you are communicating through an interpreter it is important to remember:

- **Everyone has a right to confidentiality and professionalism, so do not use children, relatives, friends or unqualified bilingual staff members as interpreters in any conversations that might be personal or sensitive**
- **Use short statements and avoid use of jargon or the vernacular in conversations. If necessary repeat what you are trying to say using different and simpler terms**
- **Interpreting can take place face to face or alternatively over the phone.**
- **Look at the service user and not the interpreter<sup>x</sup>**

## Games and activities

Many youth organisations use fun games as a way of engaging young people and developing teamwork in a group. Many of these activities may not be culturally appropriate for young people from minority ethnic or cultural backgrounds.



You may need to adapt your games or activities so that **they do not**:

- **Contain war-like themes e.g. laser games, paint ball**
- **Contain high challenge activities where young people are asked to take sudden or unexpected risks**
- **Make people feel uncomfortable or ashamed**
- **Make people reveal intimate details about themselves**
- **Contain references to spirits, witches, devils etc. Witchcraft is a very real and powerful belief in many cultures**
- **Lead to a feeling of loss of control e.g. blindfolding**
- **Invade a young person's personal space or involve physical touching e.g. asking people to hold hands or carry each other**
- **Contain surprises that could trigger traumatic memories**
- **Involve camping or hostelling as it could be too close to unpleasant life experiences from the past**

However, many of your activities can be adapted to ensure the involvement of young people from a minority ethnic background. For example, if you are running a physical contact game then split the group into separate groups for males and females. If you are planning to run any activities that involve the things mentioned in the list above take the time to explain the activity in advance and allow young people a choice as to whether to participate.

### **Sports and outdoor activities**

Barriers to participation in structured sport include lack of knowledge about sporting associations especially Irish sports such as hurling, Gaelic football, rounders etc. Another issue for some is the lack of access to a car so transport to activities can



be difficult. Similarly, the cost of participating in structured sport and outdoor activities, such as registration fees, uniform, kit and equipment costs can be too high. Gender issues can also arise. Some cultural groups may see sport as a male only activity or they may associate certain sports to female only or male only activities. Some may have concerns about the dress codes in sporting and outdoor activities.

To increase participation in sport, provide practical support to the young people:

- **Translate information about sports and outdoor activities**
- **Subsidise registration fees and uniforms**
- **Arrange transport or car pooling to events**
- **Introduce a simplified registration process i.e. not too many forms**
- **Network with schools or youth organisations**

## Learning focussed activities

Our education systems often present a way of learning which might be very different from the young person's country of origin. Both formal and non-formal education in Ireland promote a considerable degree of self-motivated learning and critical approaches which may be unfamiliar to some cultural groups who are used to a more instructive, authoritarian and structured learning processes.



## Gender issues

Young women from minority ethnic families often miss out on youth work opportunities because activities are not gender specific. Some families may not allow their daughters to attend activities where young men are present. This may apply to all

activities or just particular activities e.g. swimming. This varies depending on the religious or cultural values of the parents and also on how they interpret and practice their religion.

If you speak to parents about their concerns you may be able to work out a way to adapt your activity. For example if a young woman is not allowed to attend an overnight camp alone you may allow their parent to attend as a volunteer support worker.

Other strategies to promote the access of young women include:

- **Using female tutors and coaches**
- **If your organisation runs activities which require a uniform such as netball or soccer, allow modifications such as long pants instead of shorts or skirts**
- **If you run swimming activities consult on the need for gender specific sessions and also whether all-in-one swimsuits should be the accepted rule for females**

## Tackling racism

Racial discrimination means treating a person in a less favourable way than another on the basis of their ethnicity, skin colour, religion or nationality. Racism is a crime. It is driven by fear of difference and the practice of negative stereotyping.

Racism is a serious concern for many people from minority ethnic backgrounds. Evidence shows that incidents of racism are on the increase in Ireland.<sup>xi</sup> Racism has a major impact on the mental health, sense of identity, sense of self and well-being of young people from minority ethnic backgrounds. Take active steps to prevent and address racism at



your organisation including the development of clear and visible rules, policies and disciplinary procedures.

Actively promote the value of interculturalism and increase the knowledge about different cultural groups at your organisation.

**Ideas:**

- **Take part in special events such as intercultural festivals**
- **Acknowledge and celebrate special cultural days (Eid, Divali, Chinese New Year etc.)**
- **Promote positive images of people from a range of different cultural backgrounds**
- **Challenge Myths (see Myths chapter of this chapter)**
- **Talk to young people about their culture – including Irish/British/Northern Irish - as part of normal conversation**
- **Organise activities for young people that increase their awareness of other cultures. Exchange visits to other groups in your area can be helpful**
- **Take abusive comments seriously and challenge negative attitudes - adopt a no-tolerance approach and create group charters that highlight respect**
- **Ongoing racist issues will need more targeted responses that may include training and/or developing a community-wide interagency approach**
- **Develop an anti-racist policy for your organisation that includes an anti-racist code of practice (template on [www.intercultural.ie](http://www.intercultural.ie))**
- **Develop a 'Reporting Racism' mechanism with other regional services and with your local Ethnic Liaison Gardaí or your local Minority Liaison Officer PSNI (Police Service of Northern Ireland)**

## The role of the Gardaí and the PSNI in reporting racism and community policing

In some cultures authority figures such as police are treated with fear or seen as corrupt. As a result some young people may be fearful of authority figures such as police, security officers and transport inspectors.

There are a number of community policing projects in **Republic of Ireland** which work with people from minority ethnic backgrounds to allay these fears and increase their awareness of their rights and responsibilities with regard to services provided by the Gardaí. There are ethnic liaison Gardaí in many garda stations who will respond to issues raised by people from minority ethnic backgrounds including racist incidents.<sup>xii</sup>

In **Northern Ireland** new legislation came into effect in 2004, enabling the courts to impose tougher sentences for offences defined as ‘hate crimes’. It is deemed to be such an offence where a crime is ‘aggravated by hostility if, either at the time of the offence, immediately before or after its commission, the offender demonstrates hostility to the victim based on the victim’s racial, religious or sexual orientation group, or his/her disability’

Minority Liaison Officers (MLO’s) provide a service across all District Command Units (CDU) in Northern Ireland. These police officers are specifically trained to offer support to victims of racial incidents and to any other victims of ‘hate crime’.<sup>xiii</sup>



# Challenging myths about migrants and asylum seekers

One very practical way of challenging attitudes is to be aware of common myths about young people from a minority ethnic background and have the facts that debunk them. You can use these myths in your youth work activities. You can make sure the people you work with are aware of them. You can enlarge them and put them up for your participants to see or you can use them as part of an activity – such as a walking debate.

## Myths on migration<sup>xiv</sup>

Nearly 85% of all migrant workers are from the EU. EU nationals (except for Romanians and Bulgarians) are free to seek work in Ireland without any restrictions. Migrant workers from outside the EU require permission to work in Ireland. They will either need a green card or a work permit (depending on the job). The number of work permits being issued to non-EU nationals is decreasing considerably.

Since the enlargement of the EU in 2004 there have been more people coming to **Northern Ireland** from abroad than there has been outward migration; a significant proportion of this immigration has been from the Eastern European countries which joined the EU in 2004<sup>xv</sup>

### Myth 1 Migrant workers take jobs from indigenous people

Migrant workers fill many jobs that cannot otherwise be filled such as in medicine, information technology, in hotel industries, agricultural work etc.

- There is always the possibility of displacement in a competitive economy but most available research shows that migrant workers replace rather than displace workers in Ireland and the UK
- Research shows that migrant workers are currently losing their jobs at a higher rate than Irish and British nationals

## **Myth 2 Migrant workers are a drain on the economy**

- Migrant workers expand the economy by allowing businesses to grow and by investing their own skills and money in enterprises
- Migrant workers are vital for our health services, the hospitality sector and many other parts of the Irish economy
- The majority of migrant workers are skilled and educated. This contributes to Ireland's competitiveness and productivity levels
- In the Republic of Ireland non-EU students pay over double the fees of Irish and EU students. Non-EU students cannot access any social welfare benefits even if working
- In Northern Ireland Non-EU students pay 3 – 4 times the fees of British and EU students.
- They contribute both as tax payers and consumers of goods and services

## **Myth 3 Migrant workers bring down wages**

- Wage levels including the minimum wage have consistently risen over the past decade
- Migrant workers should not be blamed for employers who do not pay minimum wage and who violate employment legislation for their own profit
- Migrant workers are involved in campaigning for fair pay and good standards of employment for all workers

#### **Myth 4 Migrant workers are a burden on public services**

- Migrant workers tend to pay more in taxes than they receive in benefits
- Social welfare is important for any worker as a safety net in times of illness or unemployment. Even when migrant workers pay social insurance they can find it hard to access social benefits
- There can be pressure on public services when there are insufficient resources and increased needs (e.g. teachers or language supports) or when waiting lists are already long (e.g. affordable housing lists). This results from public services not being able to keep up with the changing needs of the population and is not the fault of any one group

#### **Myth 5 ‘Illegally’ resident migrant workers should be told to leave**

- There are no official numbers of who is undocumented in Ireland. It is the MRCI’s experience that most migrant workers come to Republic of Ireland legally but become undocumented through no fault of their own e.g. when an employer did not renew their work permit
- Like many Irish emigrants who have found themselves undocumented in the US, undocumented migrant workers living in Ireland are simply trying to make a living and support their family; they do not want to be undocumented
- Many of those who become undocumented have also experienced workplace exploitation, which often involves being owed significant amounts of money in unpaid wages



## **Myth 6 Migrant workers are not interested in being a part of our community?**

- Sports clubs, churches and community associations all over Ireland are experiencing a new lease of life as migrant workers and their families participate and integrate into their local communities
- Migrant workers often speak several languages and given the opportunity would like to learn English. This can be difficult when working long hours and classes are not available at times when workers are free
- Like the Irish experience of emigration, migrant workers generally develop an identification with the country they live in, while retaining a strong attachment to their country of origin
- Our society has undergone huge changes in the past 15 years. Only a part of this has to do with migration. Globalisation, communications, wealth and international travel all shape how we define ourselves as a society

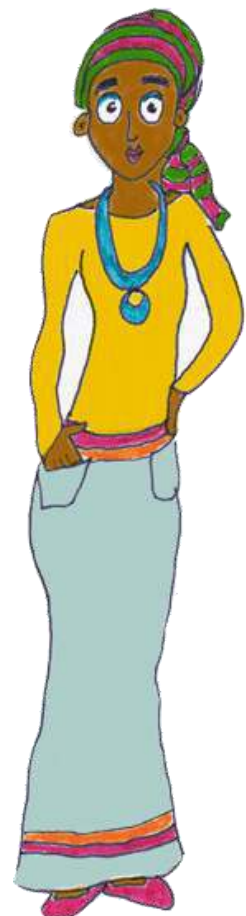
## **Myth 7 Ireland is accepting more refugees and asylum seekers than ever before<sup>xvi</sup>**

- Approximately 1.5% of people resident in the Republic of Ireland have sought asylum at some time. In Northern Ireland 0.1% of the population has sought asylum.
  - The numbers of people applying for asylum has been falling since 2002 with numbers consistently decreasing.
  - Applications for asylum in the Republic of Ireland represent just 2% of the total number of made within Europe each year. The total applications for Northern Ireland represents just 0.05%

- 1% of asylum seekers in the Republic of Ireland received refugee status. This compares with a figure of 16% in the UK for 2009-2010 (A further 8% are granted discretionary leave to remain)
- In 2011 there are approximately 5,800 asylum seekers resident in direct provision centres in the Republic of Ireland, about a third of these are children. In the North, it is difficult to determine as figures are only available for the UK as a whole. Research indicates there are around 100-200 asylum seekers at any given time within Northern Ireland, at least 60% of which are children.<sup>xvii</sup>
- If an asylum application fails applicants can appeal for humanitarian leave to remain or subsidiary protection. Nearly 3000 residents living in direct provision centres have been waiting for a final decision for more than 3 years. In Northern Ireland, asylum seekers are entitled to temporary accommodation until the immigration authorities decide if asylum was claimed 'as soon as was possible'. If they are entitled to support, housing will be provided until their case has been heard.

### Myth 8 Asylum seekers abuse the system<sup>xviii</sup>

- Offensive labels such as 'bogus' have been commonly applied to asylum seekers implying that they do not have genuine cases and they want to access the Irish welfare system. This ignores the fact that a number are recognised as having a genuine fear of persecution and are accordingly given refugee status. Many others receive humanitarian leave to remain because of serious concerns about the harm that might come to them if they were forced to return to difficult political or social situations where violations of human rights are known to exist, or where there is ongoing conflict



Furthermore:

- By law, asylum seekers are not allowed to work although most would like to. Only recognised refugees have the right to work. Many asylum seekers become active volunteers while waiting for decisions on their case
- In Northern Ireland, asylum seekers get support from National Asylum Support Service (NASS) if the immigration authorities decide that they claimed asylum as soon as they arrived. They can't claim benefits or work. Most asylum seekers' accommodation is in deprived areas where research has shown they are more likely to face racial harassment.
- Asylum seekers are not entitled to go on public housing lists. Refugees who cannot afford private housing can apply for housing assistance and will be assessed under the same criteria as Irish/British nationals.

## Checklist 2 - How accessible is your organisation to young people from a minority ethnic background?

This checklist can help you to identify how you can improve your service for young people from minority ethnic backgrounds

### Programme planning and delivery

We make sure our programmes are designed and delivered to consciously include the diverse needs and identities of all young people in the community

#### Our youth group reflects the diversity of the wider community

- |  |            |               |           |
|--|------------|---------------|-----------|
| • Our service/group/club has up to date information about the numbers of young people from minority ethnic backgrounds in our community  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We know which minority ethnic communities are most highly represented in our area  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We collect statistics on the cultural and ethnic background of the young people who use our service  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We compare the ethnic profile in our community to the ethnic diversity in our group/s to see if all ethnic groups are fairly represented (e.g. if 2% of the local community come from an Asian | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

background we would like Asians to represent 2% of our membership)

- |   |            |               |           |
|---|------------|---------------|-----------|
| • We identify the young people from minority ethnic backgrounds in our community who do not use our service | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We have a list of the organisations in our area that represent minority ethnic groups                     | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

### **Our programme responds to the ethnic diversity of the community**

- |  |            |               |           |
|--|------------|---------------|-----------|
| • Our programming is relevant to the diversity of ethnicities and cultures in our area                                       | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our programme is responsive to the specific needs, issues and experiences of young people from minority ethnic backgrounds | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our programme is considerate of different religious needs  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We provide anti-racism, equality, inclusion and intercultural programmes for all young people                              | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our group celebrates cultural days of significance to our members  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

## Public image

### How we present our service to our community

#### We know and actively communicate with:

- |  |            |               |           |
|--|------------|---------------|-----------|
| ➤ Organisations that work with people from minority ethnic backgrounds                           | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| ➤ Organisations that have a good understanding of the needs and issues of minority ethnic groups | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

#### We provide information about our youth group to:

- |   |            |               |           |
|---|------------|---------------|-----------|
| ➤ Young people from minority ethnic backgrounds   | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| ➤ Parents from minority ethnic backgrounds  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| ➤ Organisations that work with people from minority ethnic backgrounds (schools, specialist services etc) | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We work closely with parents to ensure their concerns for their children are met                        | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Information about our youth group is translated   | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our organisation uses an interpreter  | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

- Our organisation has visual imagery in its premises and publications that reflects the ethnic diversity of the community and proactively invites all ethnic groups in the area to join **YES** **PARTLY** **NO**

## Participation

**We make sure we include the voices of young people at all levels of our youth service**

- We consult with young people, parents and organisations about the specific needs and issues for minority ethnic young people in relation to accessing and participating in youth work – including those who do not use our service **YES** **PARTLY** **NO**
- We promote a message of safety and respect and invite the active participation of all young people, including those from different ethnic and cultural backgrounds **YES** **PARTLY** **NO**
- Young people from different ethnicities are involved in decision making in our organisation **YES** **PARTLY** **NO**

## Policies and procedures

### We have a written commitment to deliver an equal and inclusive service

- |  |            |               |           |
|--|------------|---------------|-----------|
| • Mechanisms are in place that protect participants from racism and discrimination                   | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our organisation has a written commitment to anti-racism, equality, inclusion and interculturalism | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

## Professional development

### Our staff and volunteers are trained and supported to deliver an inclusive youth service

- |  |            |               |           |
|--|------------|---------------|-----------|
| • Staff and volunteers receive training on interculturalism, cultural awareness, tackling racism and the issues young people from minority ethnic backgrounds face | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • Our staff, volunteers (and young people) address racist comments or behaviour and model inclusive language   | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |
| • We have staff members or volunteers who come from a minority ethnic background   | <b>YES</b> | <b>PARTLY</b> | <b>NO</b> |

## Useful contacts

### Migrant / Refugee Rights organisations – Republic of Ireland

#### Migrant Rights Centre Ireland

55 Parnell Square West

Dublin 1

**Phone:** 01 - 889 7570

**Fax:** 01 - 889 7579

**Email:** [info@mrci.ie](mailto:info@mrci.ie)

**Web:** [www.mrci.ie](http://www.mrci.ie)

The organisation is concerned with the rights of migrant workers and their families. It provides supports to migrant workers and their families in situations of vulnerability including empowering migrant workers through community work practice achieving policy change.

#### SPIRASI

213 North Circular Road

Phibsboro

Dublin 7

Phone: 01 - 838 9664

Fax: 01 - 882 3547

Email: [info@spirasi.ie](mailto:info@spirasi.ie)

Web: [www.spirasi.ie](http://www.spirasi.ie)

SPIRASI is a humanitarian, intercultural, non-governmental organisation that works with asylum seekers, refugees and other disadvantaged migrant groups, with special concern for survivors of torture. In partnership with others, SPIRASI enables access to specialist services to promote the well-being of the human person and encourages self-reliance and integration.

#### Immigrant Council of Ireland

2 St Andrew Street

Dublin 2

**Phone:** 01 - 674 0202

**Email:** [admin@immigrantcouncil.ie](mailto:admin@immigrantcouncil.ie)

**Web:** [www.immigrantcouncil.ie](http://www.immigrantcouncil.ie)

The ICI is a national, independent non-governmental organisation that promotes the rights of migrants through information, legal advice, advocacy, lobbying, research and training. The ICI is also an Independent Law Centre.

**National Consultative Committee on Racism and Interculturalism (NCCRI)**

**Web:** [www.nccri.ie](http://www.nccri.ie)

The NCCRI was an independent expert body that provided advice and developed initiatives to combat racism and to move towards a more inclusive, intercultural society. The NCCRI website still offers valuable resources on all aspects of racism and interculturalism, including training resources, glossary of terms, advice to service users etc.

**Crosscare Migrant Project**

1 Cathedral Street

Dublin 1

**Phone:** 01 - 873 2844

**Fax:** 01 - 872 7003

**Email:**

[migrantproject@crosscare.ie](mailto:migrantproject@crosscare.ie)

**Web:** [www.migrantproject.ie](http://www.migrantproject.ie)

Crosscare Migrant Project provides information and advocates on behalf of emigrants, returnees and immigrants through its walk-in, outreach, phone and email services, website and publications - including an induction pack.

**Irish Refugee Council**

Second Floor

Ballast House

Aston Quay

Dublin 2

**Phone:** 01 - 764 5854

**Fax:** 01 - 672 5927

**Email:** [info@irishrefugeecouncil.ie](mailto:info@irishrefugeecouncil.ie)

**Web:** [www.irishrefugeecouncil.ie](http://www.irishrefugeecouncil.ie)

The IRC is a membership organisation which is open to individuals and organisations that support the organisation's aims. Their work includes policy, research, networking, information and legal components while the Ennis sub-office deals with the broad range of issues affecting the local refugee community.

**The Integration Centre**

1st & 2nd Floors

18 Dame Street

Dublin 2

**Phone:** 01 - 645 3070

**Fax:** 01 - 677 0061

**Email:** [info@integrationcentre.ie](mailto:info@integrationcentre.ie)

**Web:** [www.integrationcentre.ie](http://www.integrationcentre.ie)

and [www.integratingireland.ie](http://www.integratingireland.ie)

The Integration Centre works with people from immigrant and Irish backgrounds and with state and non-state organisations nationwide to connect communities and advance the integration of people from immigrant backgrounds in Ireland. They coordinate regional networks who provide information on regional activities and co-ordinate regional network meetings.

**Galway Office**

Citizens Information Centre (CIC)

St Augustine Street

**Phone:** 091 - 532 850

**Fax:** 091 - 530 894

**Email:**

[info@integrationcentre.ie](mailto:info@integrationcentre.ie)

The Integration Centre provides an information and advice service through telephone, email and drop-in clinics. This service assists people to understand and access their rights and entitlements.

**Office for the Promotion of Migrant Integration**

Department of Justice and Equality

Dún Aímhígin

6 - 7 Hanover Street East

Dublin 2

**Phone:** 01 - 4748627

**Fax:** 01 - 4748628

**Email:** [info@integration.ie](mailto:info@integration.ie)

**Web:** [www.integration.ie](http://www.integration.ie)

The Office for the Promotion of Migrant Integration is set up to develop, drive and co-ordinate policy in relation to the integration of legally resident immigrants across Government Departments so that immigrants are fully integrated into Irish society. It sees the concept of integration as a complex one and recognises there are many different views as to what constitutes integration.

**Reception and Integration Agency**

Block C

Adrilaun Centre

112-114 St. Stephen's Green

Dublin 2

Phone: 01 - 4183200

Fax: 01 - 4183271

**Email:** [RIA\\_Inbox@justice.ie](mailto:RIA_Inbox@justice.ie)**Web:** [www.ria.gov.ie/integration/](http://www.ria.gov.ie/integration/)

The Agency has responsibility for arranging accommodation for asylum seekers and works with statutory and non-statutory agencies to co-ordinate the delivery of other services (including health, social services, welfare and education) for asylum seekers and refugees. It also supports the repatriation, on an ongoing basis, for the Department of Social and Family Affairs, of nationals of the ten new EU Member States who fail the Habitual Residency Condition attached to Social Assistance Payments.

## Migrant / Refugee Rights organisations – Northern Ireland

### Office of the First Minister and Deputy

#### First Minister (OFMDFM)

Racial Equality Unit,  
Block 5, Knockview Buildings,  
Stormont Estate, Belfast, BT4 3SL

**Phone:** 028 - 9052 2293/ 90522545

**Email:** [race.equality@ofmdfmi.gov.uk](mailto:race.equality@ofmdfmi.gov.uk)

### NI Council for Ethnic Minorities (NICEM)

3rd Floor Ascot House,  
24-31 Shaftesbury Square,  
Belfast, BT2 7DB

**Phone:** 028- 9023 8645/ 9031 96666

Organisation carries out capacity building work, anti-racism training, policy work and campaigning on racial equality issues

### Multi Cultural Resource Centre

9 Lower Crescent,  
Belfast, BT7 1NR

**Phone:** 028 - 9024 4639

**Email:** [info@mcrc-ni.org](mailto:info@mcrc-ni.org)

MCRC works with and on behalf of black and minority ethnic individuals and families through advice and support and by providing frontline services for asylum seekers and refugees

### Northern Ireland Community of Refugees and Asylum Seekers (NICRAS)

NICRAS,  
One Vision Offices,  
129 Ormeau Road, Belfast, BT7 1SH

**Phone:** 028 - 9024 6699

**Email:** [nicras@hotmail.co.uk](mailto:nicras@hotmail.co.uk)

The aims of NICRAS are to support the integration process, campaigning and raising awareness, informing on changes in the immigration law, to organise social and fundraising events and to respond to the changing needs of its members

**Migrant Worker Support Network**

Unit T7, Dungannon Business Park,  
2 Coalisland Road,

Dungannon, Co Tyrone, BT71 6HX

**Phone:** 028 - 8772 9002

**Email:** [tracey@stepni.org](mailto:tracey@stepni.org)

The Migrant Worker Support Network promotes the sharing of ideas, knowledge and resources between organisations and individuals working to support the significantly increased population and developing communities of migrant workers and their families

**South Tyrone Empowerment Programme**

11 Feeneys Lay,

Dungannon,

Co Tyrone, BT71 1TX

**Phone:** 028 - 8772 9002

**Email:** [reception@stepni.org](mailto:reception@stepni.org)

STEP is a not for profit community development organisation based in Dungannon. It provides a range of services including a Migrant Workers Support Programme

**Bryson One Stop Service for Asylum Seekers**

9 Lower Crescent,

Belfast, BT7 1NR

**Phone:** 028 - 9043 9226

**Fax:** 028 - 9032 9539

**Email:**

[info@brysononestopservice.com](mailto:info@brysononestopservice.com)

Bryson Charitable Group has been sub-contracted by the Refugee Council (UK) to provide a service, including advice and support, to destitute Asylum Seekers while they apply for assistance through the new NASS (National Asylum Support Service) provisions

## Islamic organisations - All Ireland

<p><b>Islamic Cultural Centre of Ireland</b>          19 Roebuck Rd          Clonskeagh, Dublin 14          (ICC have a youth programme)  <b>Phone:</b> 01 - 208 0000  <b>Email:</b> <a href="mailto:info@islamireland.ie">info@islamireland.ie</a>  <b>Web:</b> <a href="http://www.islamireland.ie">www.islamireland.ie</a></p>	<p><b>Islamic Foundation of Ireland</b>          163 South Circular Road, Dublin 8          (Have a youth football project)  <b>Phone:</b> 01 - 453 3242  <b>Email:</b> <a href="mailto:ifi@indigo.ie">ifi@indigo.ie</a>  <b>Web:</b> <a href="http://www.islaminireland.com">www.islaminireland.com</a></p>
<p><b>Ahul Bait Islamic Cultural Centre</b>          Bawn House          Milltown Road, Dublin 6  <b>Phone:</b> 01 - 260 4497  <b>Email:</b> <a href="mailto:abohasan@eircom.net">abohasan@eircom.net</a></p>	<p><b>Irish Council of Imams in Ireland:</b>          Contact through the Islamic Cultural Centre of Ireland or the Islamic Foundation of Ireland.</p>
<p><b>Belfast Islamic Centre</b>          38 Wellington Park, Belfast BT9 6DN          (Have a youth programme MYNI)  <b>Phone:</b> 028 - 9066 4465  <b>Email:</b> <a href="mailto:info@belfastislamiccentre.org.uk">info@belfastislamiccentre.org.uk</a>  <b>Web:</b> <a href="http://www.myni.org.uk/">www.myni.org.uk/</a></p>	<p>BIC serves the whole of society including Muslims and also non-Muslims when they desire to learn about faith, people, cultures and traditions of Muslims</p>
<p><b>NIMFA – Northern Ireland Muslim Family Association</b>          7 Rugby Road, Belfast, BT7 1PS  <b>Phone:</b> 028 - 9031 5784</p>	<p>NIMFA is a Muslim community organisation whose aims are to serve the Muslim community by organising various events such as celebrations, workshops, outings and other religious as well as social activities. NIMFA also serves as a place of worship and has a school (Hikmah School)</p>

## Regional and local services – Republic of Ireland

<p><b>Clare</b></p> <p><b>Clare Immigrant Support Centre</b> Unit 13 Carmody St Business Park Carmody St Ennis <b>Phone:</b> 065 - 6822026 <b>Email:</b> <a href="mailto:cisc@eircom.net">cisc@eircom.net</a> <b>Contact person:</b> Orla Ní Eilí</p>	<p><b>Cork</b></p> <p><b>NASC (the Irish Immigrant Support Centre in Cork)</b> Enterprise House 35 Mary Street, Cork <b>Phone:</b> 021 - 4317411 <b>Email:</b> <a href="mailto:info@nascireland.org">info@nascireland.org</a> <b>Web</b> <a href="http://www.nascireland.org/">www.nascireland.org/</a></p>
<p><b>Dublin</b></p> <p><b>AkiDwA - African Women's Network</b> 29 Gardiner Place, Dublin 1 <b>Phone:</b> 01 - 814 8582 <b>Email:</b> <a href="mailto:akidwa@eircom.net">akidwa@eircom.net</a> or <a href="mailto:info@akidwa.ie">info@akidwa.ie</a> <b>Web:</b> <a href="http://www.akidwa.ie">www.akidwa.ie</a></p>	<p><b>Africa Centre</b> 9c Abbey Street Lower Methodist Church Building Dublin 1 <b>Phone/Fax:</b> 01 - 865 6951 <b>Email:</b> <a href="mailto:info@africacentre.ie">info@africacentre.ie</a> <b>Web:</b> <a href="http://www.africacentre.ie">www.africacentre.ie</a></p>
<p><b>Dun Laoghaire Refugee Project</b> <b>Email:</b> <a href="mailto:dunlaoghairerefugee@ireland.com">dunlaoghairerefugee@ireland.com</a> Drop-in centre Monday night Dun Laoghaire Community Training Centre (DLCTC)</p>	<p><b>Kerry</b></p> <p><b>Tralee Refugee Support Services Drop-In Centre</b> 7 Ashe Street, Tralee <b>Phone:</b> 066 - 7185311 <b>Mobile:</b> 086 0772559 <b>Email:</b><a href="mailto:traleerefugeeservices@eircom.net">traleerefugeeservices@eircom.net</a> <b>Web:</b> <a href="http://www.trss.wetpaint.com">www.trss.wetpaint.com</a></p>
<p><b>Galway</b></p> <p><b>Galway Migrant Services</b> <b>Phone:</b> 091 - 533033 <b>Office Mobile:</b> 086 6020580 <b>Web:</b><a href="http://www.gcp.ie/communityDevelopment.htm">www.gcp.ie/communityDevelopment.htm</a></p>	<p><b>Galway Refugee Support Group</b> Unit 8, No 2 The Plaza Offices (above Argos &amp; Lidl) Headford Road, Galway <b>Phone:</b> 091 - 779083 <b>Web:</b> <a href="http://www.grsg.ie">www.grsg.ie</a></p>

<p><b>Limerick</b></p> <p><b>Doras Luimni</b></p> <p>Mount St. Vincent O'Connell Ave, Limerick</p> <p><b>Phone/Fax:</b> (061) 310 328</p> <p><b>Email:</b> <a href="mailto:info@dorasluimni.org">info@dorasluimni.org</a></p> <p><b>Web:</b> <a href="http://www.dorasluimni.org/">www.dorasluimni.org/</a></p>	<p><b>Mayo</b></p> <p><b>Mayo Intercultural Action (MIA)</b></p> <p>Social Services Centre Castlebar, Co. Mayo</p> <p><b>Phone:</b> (094) 904 4511</p> <p><b>Mobile:</b> 086 3483414</p> <p><b>Email:</b> <a href="mailto:miamayo@eircom.net">miamayo@eircom.net</a></p>
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Please note: this list is not in any way exhaustive. For a list of many more organisations in your area consult: your local VEC Youth officer and your Community Forum and [www.integrationcentre.ie/Our-Network/Members.aspx](http://www.integrationcentre.ie/Our-Network/Members.aspx)

## Regional and local services – Northern Ireland

<p><b>Southern Area</b></p> <p><b>BELONG</b></p> <p>Unit T1 Dungannon Business Park 2 Coalisland Road Dungannon Co Tyrone, BT71 6JT</p> <p><b>Phone:</b> 028 8772 2154</p>	<p><b>Antrim</b></p> <p><b>Ballymena Inter Ethnic Forum</b></p> <p>40 Glendun Park Ballymena Co. Antrim, BT43 6ES</p> <p><b>Phone:</b> 028 - 2564 8822</p> <p><b>Fax:</b> 028 - 2565 1035</p> <p><b>Email:</b> <a href="mailto:admin@bief.org.uk">admin@bief.org.uk</a></p>
<p><b>Craigavon</b></p> <p><b>Craigavon Intercultural Programme</b></p> <p>16A Mandeville Street Portadown, Craigavon BT62 3NZ</p> <p><b>Phone:</b> 028 - 3839 3372</p>	<p><b>Czech and Slovak Association of NI</b></p> <p><b>Email:</b> <a href="mailto:roman.vilkovic15@gmail.com">roman.vilkovic15@gmail.com</a></p> <p><b>Strabane Ethnic Community Association</b></p> <p><a href="http://www.seca.org.uk/">www.seca.org.uk/</a></p>

<p><b>Latinoamerica Unida</b> C/O 9 Lower Crescent, Belfast BT9 1NR <b>Phone:</b> 028 - 9024 4639 <b>Email:</b> <a href="mailto:info@latinoamericaunidad.org.uk">info@latinoamericaunidad.org.uk</a></p>	<p><b>African Community Support Organisation NI</b> C/O 9 Lower Crescent, Belfast BT9 1NR <b>Phone:</b> 028 - 9024 4639</p>
<p><b>Chinese Welfare Association</b> 1 Stranmillis Embankment, Belfast, BT7 1GB <b>Phone:</b> 028 - 9028 8277 <b>Fax:</b> 028 - 9028 8278</p>	<p><b>Indian Community Centre</b> 86 Clifton Street, Belfast, BT13 1AB <b>Phone:</b> 028 - 9024 9746 <b>Email:</b> <a href="mailto:info@iccbelfast.com">info@iccbelfast.com</a></p>
<p><b>Polish Association NI</b> <b>Email:</b> <a href="mailto:olalojek@yahoo.com">olalojek@yahoo.com</a> (Aleksandra Lojek-Magdziarz) <b>Email:</b> <a href="mailto:maciek@polishassociation.org">maciek@polishassociation.org</a> (Maciek Bator)</p>	<p><b>Foyle Multicultural Forum</b> <b>Phone:</b> 028 7137 0989 <b>Email:</b> <a href="mailto:info@foylemf.org">info@foylemf.org</a> <b>Web:</b> <a href="http://www.foylemf.org">www.foylemf.org</a></p>

## Translating and interpreting services – All Ireland

### Forbidden City

**Phone:** 01 - 6174831

### Global Translations Ltd.

**Phone:** 01 - 2960533 / 01 - 2960069

### Lionbridge International

**Phone:** 01 - 2021200

### The Irish Translators' and Interpreters' Association

**Phone:** 01 - 8721302

This association keeps a register of members, which contains names of individual members and their languages of proficiency.

**Word Perfect Translations Ltd.**

Phone: 01 - 8262649

**DCU Language Service**

Phone: 01 - 700 8077

Fax: 01 - 700 5011

Email: [interpreting@dcu.ie](mailto:interpreting@dcu.ie)

**Connect NICEM (Northern Ireland)**

Tel: 02890 319666

Web: [www.nicem-interpreting.org.uk](http://www.nicem-interpreting.org.uk)

## Resources

**National Youth Council of Ireland (NYCI)**

Intercultural Resources can be requested from NYCI or downloaded from [www.intercultural.ie](http://www.intercultural.ie).

Activity based publications on intercultural themes are available on:

[www.youthdevd.ie/resources/download\\_publications](http://www.youthdevd.ie/resources/download_publications)

**Central Statistics Office**

[www.cso.ie](http://www.cso.ie)

See the following detailed reports based on ethnic or cultural background [www.cso.ie/census/census2006results/volume\\_5/vol\\_5\\_2006\\_complete.pdf](http://www.cso.ie/census/census2006results/volume_5/vol_5_2006_complete.pdf)

**NISRA**

[www.nisra.gov.uk](http://www.nisra.gov.uk)

## Education

**AIM (Accessing Intercultural Materials)** is a resource developed by the Department of Education and Science for newcomer parents and students, policymakers, and educators. It is an information web portal on immigrants and education, containing information, and links to:

1. Information on the Irish education system
2. Resources available for intercultural education
3. Organisations and institutions (both Irish and international) conducting educational research on migration

It is available online at:

[www.education.ie/home/home.jsp?pcategory=10856&ecategory=51922&language=EN](http://www.education.ie/home/home.jsp?pcategory=10856&ecategory=51922&language=EN) and [www.integration.ie/website/omi/omiwebv6.nsf/page/usefullinks-irish-DepartmentEducationportal-en](http://www.integration.ie/website/omi/omiwebv6.nsf/page/usefullinks-irish-DepartmentEducationportal-en)

**The National Adult Literacy Agency**

[www.nala.ie/](http://www.nala.ie/)

**The Dublin Adult Learning Centre**

[www.dalc.ie/](http://www.dalc.ie/)

**City of Dublin Vocational Education Committee**

[www.cdvec.ie](http://www.cdvec.ie)

**NIACE/Basic Skills (promotes adult learning)**

[www.niace.org.uk](http://www.niace.org.uk)

## Information on countries and cultures of origin

### General

<http://cultural.profiles.spirasi.ie/> this is a portal site designed to bring you via the country/ethnic group of your choice to several different cultural profiles on that country/ethnicity.

‘Cultural Booklet’ compiled by Joseph Nyirenda. (2009) Available from the Roscommon Integrated Development Company.

The following CSO report highlights the highest populations of non-Irish residents in Ireland and gives a full breakdown of their living circumstances in Ireland [www.cso.ie/census/documents/NON%20IRISH%20NATIONALS%20LIVING%20IN%20IRELAND.pdf](http://www.cso.ie/census/documents/NON%20IRISH%20NATIONALS%20LIVING%20IN%20IRELAND.pdf)

### On conflict zones

European Country of Origin Information Network

[www.ecoi.net](http://www.ecoi.net)

Human Rights Watch

[www.hrw.org/](http://www.hrw.org/)

The International Crisis Group (ICG)

[www.crisisgroup.org/home/index.cfm](http://www.crisisgroup.org/home/index.cfm)

## Training

### National Youth Council of Ireland (NYCI)

NYCI offers Intercultural Training programmes in:

- Intercultural awareness and cultural competency
- Tackling racism
- Policy development and implementation
- Developing intercultural programmes
- Embedding diversity in youth work

## Other training bodies (ROI)

<p><b>Cascade Training Consultancy</b>  <b>Contact person:</b> Anne O'Carroll  <b>Phone:</b> 087 768 2690  <b>Email:</b> <a href="mailto:cascade@iol.ie">cascade@iol.ie</a>  <b>Web:</b>  <a href="http://www.cascadetrainingconsultancy.com">www.cascadetrainingconsultancy.com</a></p>	<p><b>Impact Global</b>  Transformation through communication, specialists in Intercultural Training for Trainers.  <b>Contact person:</b> Donal Lynch or Lisa Mauro-Bracken  <b>Phone:</b> +44 (0)208 144 0550  <b>Email:</b> <a href="mailto:lisa.bracken@impactglobal.eu">lisa.bracken@impactglobal.eu</a>  <b>Web:</b> <a href="http://www.impactglobal.eu">www.impactglobal.eu</a></p>
<p><b>Kensika Monshengwo</b>  (training consultant with NCCRI for 8 years - specialises in Interculturalism Anti-Racism Awareness Training and Training for Trainers)  <b>Phone:</b> 086 - 820 1165  <b>Contact person:</b> Kensika Monshengwo  <b>Email:</b> <a href="mailto:info@training-intercultural.com">info@training-intercultural.com</a>  <b>Web:</b> <a href="http://www.training-intercultural.com">www.training-intercultural.com</a></p>	<p><b>PARTNERS Training for Transformation</b> (specialises in training adult groups)  24 Northbrook Road, Dublin 6  <b>Phone:</b> 01 - 667 3440  <b>Email:</b> <a href="mailto:partners@eircom.net">partners@eircom.net</a>  <b>Web:</b>  <a href="http://www.trainingfortransformation.ie/">www.trainingfortransformation.ie/</a></p>
<p><b>Show Racism the Red Card</b>  (specialise in training young people and training for trainers)  Carmichael Centre for Voluntary Grps  North Brunswick Street, Dublin 7  <b>Phone:</b> 01 - 828 0018  <b>Contact person:</b> Garret Mullen  <b>Email:</b> <a href="mailto:info@theredcard.ie">info@theredcard.ie</a>  <b>Web:</b> <a href="http://www.theredcard.ie">www.theredcard.ie</a></p>	<p><b>LIR Anti-Racism Training and Education</b> (specialise in training school groups)  11 Meath Street, Dublin 8  <b>Phone:</b> 01 - 473 6975  <b>Email:</b> <a href="mailto:info@lirtraining.ie">info@lirtraining.ie</a>  <b>Web:</b> <a href="http://www.lirtraining.ie/">www.lirtraining.ie/</a></p>

## Other training bodies (NI)

<p><b>TIDES Training – General Office</b>  7a Weavers Court,  Linfield Road,  Belfast,  BT12 5GH  <b>Tel:</b> (028) 9043 8180  <b>E-mail:</b> <a href="mailto:info@tidestraining.org">info@tidestraining.org</a></p>	<p><b>Northern Ireland Council for Ethnic Minorities (NICEM)</b>  3rd Floor, Ascot House, 24-31 Shaftesbury Square, Belfast BT2 7DB  <b>Tel:</b> (028) 9023 8645 / (028) 90319666  <b>Web:</b> <a href="http://www.nicem.org.uk/what-we-do/anti-racism-training">www.nicem.org.uk/what-we-do/anti-racism-training</a></p>
<p><b>SEEDS</b>  2-4 Shipquay Place  Derry~Londonderry  BT48 6HD  <b>Tel:</b> 028 71370989  <b>Web:</b> <a href="http://www.seeds.ie/">www.seeds.ie/</a></p>	<p><b>National Children’s Bureau</b>  DIANI - NCB Northern Ireland  2nd Floor, Albany House  73-75 Great Victoria Street  Belfast, BT2 7AF  <b>Tel:</b> <a href="mailto:fmilligan@ncb.org.uk">fmilligan@ncb.org.uk</a>  <b>Web:</b> 02890 891730</p>

## Useful Reading Resources

An Garda Síochána. *Your Police Service in Intercultural Ireland*. Dublin: An Garda Síochána

Berry, John. W (2008) *Globalisation and Acculturation*  
[www.sciencedirect.com/science](http://www.sciencedirect.com/science)

CDYSB. 2009 *Essential Guidelines for Good Youth Work Practice Toolkit*.  
[www.cdysb.ie](http://www.cdysb.ie)

Council of Europe, Croft, T., Crolla, V. & Mida-Briot, B. (2003) *T-Kit on Social Inclusion* Strasbourg: downloadable from [www.salto-youth.net/tkitinclusion/](http://www.salto-youth.net/tkitinclusion/)

Dublin City Centre Citizens Information Service & Partners (2009) *Find Your Way – A Guide to Key Services in Dublin City Centre*. Dublin: Dublin City Centre Citizens Information Service

HSE. *A HSE Guide to working with Interpreters* (word document)  
<http://handbook.muh.ie/admin/120907%20Guidance%20in%20Using%20Interpretation%20Services.doc>

HSE. *Health Services Intercultural Guide: responding to the needs of diverse religious communities and cultures in healthcare settings*

Immigrant Council of Ireland (2011) *Paths to Parental Leadership Toolkit*

Irish Rural Link, Egan, A., (2009) *Reaching Out – Information and Resources for Rural Community and Voluntary Groups*. Westmeath: Irish Rural Link

Migrants Rights Centre (2009) *Tools for Social Change – A Resource Guide for Community Work with Migrant Workers and their Families in Ireland*.  
[www.mrci.ie](http://www.mrci.ie)Dublin: MRCI

Migrants Rights Centre (2006) *Realising Integration*. Dublin: MRCI

University College Cork Ní Laoire, C., Bushin, N., Carpena-Mendez, F. & White, A. (2009) *Tell me about yourself – Migrant Children’s Experiences of moving to and living in Ireland* Cork: UCC <http://migration.ucc.ie/children/>

NYCI, Mauro-Bracken, L. (2009) *Report on Consultations for an Intercultural Strategy in Youthwork*. Dublin: NYCI

NCCRI (2007) *Useful Terminology for Service Providers* [www.nccri.ie](http://www.nccri.ie)

NCCRI (2007) *Key Considerations for Service Providers* [www.nccri.ie](http://www.nccri.ie)

NCCRI *Seeking Advice and Redress against Racism* [www.nccri.ie](http://www.nccri.ie)

North Eastern Board NI Inclusion and Diversity Service resource for teachers  
[www.education-support.org.uk/teachers/ids/](http://www.education-support.org.uk/teachers/ids/)

NWICN (2008) *Opening Doors - The Intercultural Toolkit for Service Providers in the North West Inner City Dublin*: North West Inner City Network (NWICN)

NYCI, Mc Crea, N. (2003) *Steps Toward Inclusion*. Available to download on  
[Steps Towards Inclusion 2003.pdf](#)

Ombudsman for Children's Office "*Dublin. Your City/Our City: A guide compiled by Separated Children*" and "*All I have to say*" *Separated Children in their Own Words*" [www.oco.ie/](http://www.oco.ie/)

## References

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<sup>i</sup> See [www.nccri.ie/pdf/GovTerminology.pdf](http://www.nccri.ie/pdf/GovTerminology.pdf), Also *Opening Doors: Intercultural Toolkit for service providers in North west Inner City Network (NWICN)*

<sup>ii</sup> *Attitudes to Difference*' NCB NI and ARK YLT, Mar 2010

<sup>iii</sup> *Population and migration estimates NI (2009) Statistical Report*, NISRA

<sup>iv</sup> *Department for Social Development 2006*

<sup>v</sup> *Forced to Flee*. Refugee Action Group

<sup>vi</sup> Statistics sourced from: CSO, Department of Education and Skills and Report and Recommendations for an Intercultural Strategy in Youth Work by Siobhan Lynham. You can find statistics for ROI residents classified by nationality and age group from: [www.cso.ie/statistics/nationalityagegroup.htm](http://www.cso.ie/statistics/nationalityagegroup.htm) N.I. Statistics sourced from Department of Education Northern Ireland. UK – [www.ukcisa.org.uk/about/statistics\\_he.php](http://www.ukcisa.org.uk/about/statistics_he.php)

<sup>vii</sup> For further information on languages spoken in various countries see

[www.infoplease.com/ipa/A0855611.html](http://www.infoplease.com/ipa/A0855611.html) In Northern Ireland see NICEM 'Annual Report 2008-2009' and 'Equality Unit Black and Minority Ethnic and Migrant Worker Mapping Update' Feb 2011)

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- <sup>viii</sup> See Berry, John. W, 2008, Globalisation and Acculturation, available on [www.sciencedirect.com](http://www.sciencedirect.com)
- <sup>ix</sup> [www.integrationcentre.ie](http://www.integrationcentre.ie)
- <sup>x</sup> Guidelines to working with interpreters are available on [www.intercultural.ie](http://www.intercultural.ie), [www.spirasi.ie](http://www.spirasi.ie) and the NWICN Toolkit Opening Doors
- <sup>xi</sup> Annual reports from Garda Ethnic Liaison Division
- <sup>xii</sup> See [www.nccri.ie/pdf/ROI-Guidebook.pdf](http://www.nccri.ie/pdf/ROI-Guidebook.pdf) pgs 28-30 for a list of stations with ethnic liaison Gardaí or contact Community relations chapter, phone 01 - 6663150, fax 01 - 6663801 or email [crimprev@iol.ie](mailto:crimprev@iol.ie) for a confidential service
- <sup>xiii</sup> Policing, Accountability and the Black and Minority Ethnic Communities in NI (2004). Radford, K. Betts, J. Ostermeyer, M. ICR
- <sup>xiv</sup> Sources: Migrant Rights Centre Ireland [www.mrci.ie](http://www.mrci.ie),
- **Migrant Worker** - A migrant worker is a person who is working in a state of which s/he is not a national. A migrant worker can be documented and undocumented.
  - **Work Permit** - A work permit gives permission for a migrant worker to be employed in a specific job. The employer must show that there are no Irish or EU candidates available to fill the position. A work permit is normally issued for two years and can be renewed for three years.
  - **Green Card** – A green card is a type of work permit issued for selected professional areas and for jobs with a salary of €60,000 and over. It is valid for 2 years.
- <sup>xv</sup> Migration and Migrant Workers in NI (2008) ARK, quoting Bell et al, 2004
- <sup>xvi</sup> Sources: [www.nccri.ie/myths.html](http://www.nccri.ie/myths.html) and Sanctuary [www.catholicbishops.ie/refugees](http://www.catholicbishops.ie/refugees)
- <sup>xvii</sup> Geraghty and others(2010), in 'Attitudes to difference', NCB NI and Ark YLT [www.ncp.org.uk/pdf/ATTD\\_web\\_final.pdf](http://www.ncp.org.uk/pdf/ATTD_web_final.pdf)
- <sup>xviii</sup> Source: [www.nccri.ie/myths.html](http://www.nccri.ie/myths.html)