



Taking the Initiative on Intercultural Youth Work

14th April 2008

Seminar Report

As part of European Year of Intercultural
Dialogue 2008 and Intercultural and Anti-
Racism Week 2008

Contents

Introduction	pp 3-4
Rapporteur Report	pp 5-6
World Café Discussion – Summary	pp 7-10
Appendix 1 – Presentation Siobhan Lynam	pp 11-23
Appendix 2 – Presentation Caroline Jones	pp 24-27
Appendix 3 – Presentation Nora Butler/Theresa Elumelu	pp 28-31
Appendix 4 – Presentation Benedicta Attah	pp 32-33
Appendix 5 – Delegate List	pp 34-35

Introduction

The seminar 'Taking the Initiative on Intercultural Youth Work' was organised by the National Youth Council of Ireland (NYCI) to mark Intercultural and Anti-racism Week and is one of a number of NYCI initiatives happening as part of the European Year of Intercultural Dialogue 2008.

NYCI is the representative body for national voluntary youth work organisations in Ireland. It represents and supports the interests of 54 voluntary youth organisations and uses its collective experience to act on issues that impact on young people. It seeks to ensure that all young people are empowered to develop the skills and confidence to fully participate as active citizens in an inclusive society.

NYCI have been working towards an intercultural strategy since March 2006. This was in response to a clear call from youth organisations for support in tackling racism and embracing interculturalism, as a result of the increasing cultural, religious and ethnic diversity, adding to existing diversity in Ireland. In addition to this, specific recommendations in key national plans and strategies such as; the National Youth Work Development Plan, the National Action Plan Against Racism (NPAR), the National Children's Strategy and the National Development Plan, indicated the need for an intercultural strategy. NYCI worked with the Department of Education and Science, including the Minister for Youth Affairs, to secure funding to develop an intercultural strategy; a steering committee was established and NYCI commissioned a consultant to develop the strategy. The consultant, Siobhán Lynam, produced a report with recommendations for an intercultural strategy for youth work. The report was signed off by the steering committee and the Board of NYCI and was endorsed by the National Youth Work Advisory Committee.

The aim of the seminar was to highlight the report and recommendations for an intercultural strategy for youth work and to bring mainstream youth organisations and minority-led organisations working with young people together. The seminar aimed to provide a space for them to share their experiences, the challenges for the future, their fears and to identify the supports needed to engage in good intercultural youth work.

More than 60 people, from mainstream youth organisations, minority ethnic-led youth groups, intercultural organisations and statutory bodies, gathered in the Chester Beatty Library, Dublin Castle for the seminar. The opening address, made by Chinedu Onyejelem, National Ambassador for the European Year of Intercultural Dialogue, highlighted his own experiences of integration in Ireland and his hope for the future. He also pointed out the success of such a strategy will not be seen in one or two years time but in five to ten years time, when we can look for the significant changes that may or may not have taken place in youth work in Ireland.

This was followed by a presentation of the Report and Recommendations for an Intercultural Strategy for Youth Work and a panel discussion which

highlighted national and local mainstream youth service responses to the report, as well as, statutory and minority ethnic responses.

The programme for the day was:

9.45am	Opening remarks Chinedu Onyejelem – National Ambassador for European Year of Intercultural Dialogue 2008
10.00am	Presentation – ‘Towards an Intercultural Strategy for Youth Work’ Siobhan Lynam
10.30am	Panel discussion <ul style="list-style-type: none">• Eddie D’Arcy – President NYCI, Director Catholic Youth Care Questions and Answers
11.00am	Break
11.15am	Panel Discussion <ul style="list-style-type: none">• Nora Butler and Theresa Elumelu – Kerry Diocesan Youth Service• Caroline Jones – City of Dublin Youth Services Board• Benedicta Attoh - Integration of African Children in Ireland, Network (IACI-Network) Questions and Answers
12.00pm	World Café Discussion - Challenges, opportunities and actions for Intercultural youth work
12.45pm	Rapporteur Feedback
12.55pm	Closing remarks and lunch

Rapporteur Report

Niamh McCrea

Johnny Sheehan, co-ordinator with the NYCI's Development Education Programme, set the scene for the day's proceedings by reminding us that 'Taking the Initiative' was the culmination of two years work by NYCI and many other organisations. The process towards developing an Intercultural Strategy for Youth Work began with a seminar in 2006, also held in the Chester Beatty Library, at which representatives of youth organisations from all over Ireland, along with other individuals and organisations engaged in anti-racist and intercultural activities. Here the need for a strategic approach to intercultural youth work was outlined and participants pledged their commitment to the actualisation of commitment 4.4 of the National Action Plan against Racism. Critical support for the development and implementation of the strategy has been secured from the Youth Affairs section of the Department of Education and Science, the National Action Plan against Racism and the One Foundation.

Chinedu Onyejelem, National Ambassador of the European Year of Intercultural Dialogue 2008 and editor of Metro Eireann.

In his opening address to the seminar, Chinedu Onyejelem, welcomed the development of an Intercultural Strategy for Youth Work and offered some personal observations on some of the changes which have taken place in Ireland over the last decade and a half. He noted that there had been a shift in public discourse on migration, from a situation when migrants were routinely demonised in the media and elsewhere to a climate in which migration and cultural diversity are now viewed as both positive and permanent phenomena. He called on Irish people to reach out to, and welcome, their new neighbours and provided a useful reminder to those present that the benchmark of success for an Intercultural Youth Work Strategy will be the extent to which its measures are actually implemented and the degree to which young people from diverse cultural and ethnic backgrounds meaningfully participate in youth work.

Siobhan Lynam, Independent consultant.

Siobhan gave a presentation on the Report and Recommendations for an Intercultural Strategy for Youth Work. Her presentation can be read in full in Appendix one.

Eddie D'Arcy, President of NYCI and Director of Catholic Youth Care.

In a thought-provoking address which drew directly on his experiences as a youth work volunteer and director of a large youth organisation, Eddie D'Arcy outlined what he saw as some of the key challenges facing intercultural youth work. He articulated his belief that the reality of racism will become all the more apparent over the next few years, particularly as the economy goes through a downturn and the division of resources becomes more contentious. He further cautioned against the development of separate services for migrant and Traveller young people and pointed to the need for a pro-active policy on the part of youth organisations in this whole area. In this regard, he welcomed

the initiative of the Irish Girl Guides in recruiting a staff member with specific responsibility for outreach among migrant and minority ethnic communities.

Caroline Jones, City of Dublin Youth Services Board.

Caroline responded to the intercultural strategy from a personal and statutory perspective. Her presentation can be read in full in Appendix two.

Nora Butler and Theresa Elumelu, Kerry Diocesan Youth Services Board

Nora and Theresa outlined intercultural youth work being done at a local level and highlighted the challenges and opportunities they have encountered. Their presentation can be read in full in Appendix three.

Benedicta Attoh, Independent consultant.

Benedicta gave a presentation looking at implementing the strategy from a personal and minority ethnic perspective. Her presentation can be read in full in Appendix four.

Questions and Answers

Three matters were raised during the question and answer session with members of the panel. These related to:

- difficulties in acquiring references and garda clearance for migrant youth workers;
- the need for greater awareness of and services for young migrants with HIV and AIDS and for the stigma surrounding HIV and AIDS to be challenged;
- the role of youth work in preparing young asylum-seekers within direct provision for unplanned movement to accommodation centres in other parts of the country.

Nora Butler from KDYS shared her experience of addressing the question of references for migrant youth workers explaining that the procedure they undertake for all volunteers is to get two independent references and get garda vetting. They also make sure all volunteers with any of their projects are not left alone with children unless they have their certificate in youth and community work. In addition all new volunteers with KDYS also have to undertake youth workers training foundation which gives them an understanding of child protection issues. Caroline Jones from CDYSB pointed out that health promotion, including HIV and AIDS education, was already a feature of youth work and that it was imperative that migrant young people had access to these services.

World Café Discussion

1. What are the challenges and opportunities for Intercultural Youth Work?

Opportunities

It was widely recognised, in the discussion, that there are a wide range of opportunities for intercultural youth work in Ireland. In general, it was pointed out that it can, and does, bring a richness to youth work, develops a high value on diversity and can lead to greater social inclusion. As well as this it offers the chance to challenge stereotypes and break down fears and barriers.

It was frequently pointed out that intercultural youth work offers many different funding opportunities which can of course also be one of the greatest challenges. Many of the suggestions focused on opportunities for youth organisations to get involved, by taking responsibility themselves, they can review existing policies and develop accordingly, work together with other youth organisations and engage in cultural awareness training.

The role of young people was also emphasised, an example of this is that they could represent their own group/ community and provide cultural awareness. This, however, requires building the capacity of young people to allow them to fully engage. This would involve cultural awareness, identity and anti-racism training across the board. Another suggested opportunity for young people was tapping into the arts and local talent to connect young people from different backgrounds. It was also pointed out that at this early stage of development in Ireland, we now have the opportunity to look to other countries experiences, lessons learnt and good practice. Finally the importance of involving parents in the process was also mentioned.

Challenges

While there are a great many opportunities for intercultural youth work there are also numerous challenges to overcome. In general it was felt that there needed to be a long-term commitment to intercultural youth work that was not tokenistic and this would require pro-active steps, for example in recruiting workers/ volunteers from cultural and ethnic minority communities. In addition to this other evidence of long-term commitment requires intercultural programmes to become an integrated part of strategic planning and policy development of organisations. This can lead to a clear understanding of intercultural youth work by all within an organisation. It was felt by some that other challenges may be present in the different types of youth organisations in Ireland. Examples of this are cultural groups like GAA, political groups or faith based groups.

There were also some very practical challenges raised such as language barriers, funding, lack of available literature and young refugees in hostels needing extra funds for travel/out of pocket expenses in order to engage with

youth services. Another issue highlighted in relation to young people was the need to develop in young people an appreciation/ value of their own culture before they can embrace others. There can also be a fear of the unknown and difference which can manifest itself as racism.

The same attitudinal challenges are also true for youth workers, one comment pointed out the need for youth workers to understand religious and cultural differences as what they know/ understand will shape their approach to intercultural youth work. It was suggested that the media often add to these challenges by how they represent young people from ethnic minority communities. This is further impacted by the lack of or limited skills youth workers feel they have to deal with racist incidents when they occur.

Other challenges for youth workers were accessing young people from ethnic minority communities and keeping them involved and when they do become involved the challenge is to understand fully their needs. This, it was felt, is made more difficult by the lack of good, appropriate and translated information available for the young people.

2. What is/could your organisations role be in delivering the Intercultural strategy for youth work?

The suggestions on the role of individuals' organisations reflected much of what was discussed around opportunities and challenges. Many recognised that they could begin the process by getting training, working on policies and generally creating space in their programmes for intercultural work. It was also felt that organisations could begin to connect with other groups, facilitate intercultural events and share their experiences and good practice. There were a few who felt that they could begin to take on more workers/ volunteers from cultural and ethnic minority backgrounds and identify representatives to act as spokespeople. Others identified how they could begin the process of working with their own young people to break down existing barriers and address some of the fears and phobias. Overall it was highlighted that those present could work to keep intercultural youth work on the agenda of their organisations. Finally it was also pointed out that the specific role of NYCI will come into full effect with the appointment of an Intercultural Outreach Worker and an Intercultural Project Officer to support organisations in their work.

3. What support do you require to do effective Intercultural Youth Work?

There were a great many suggestions in relation to the support needed for intercultural youth work. These generally fell into six different categories – training, information sharing, representation, resources, policy and structures.

Training

Almost every group highlighted the need for training/education in areas such as - cultural awareness, cultural mediation and how to address the complexity of the issues that emerge when working with young people on racism. Other

potential areas for training included: -sexual health & cultural values, how to challenge old ideas/ values, understanding and appreciation of the value of youth work and arts as a tool in intercultural youth work.

Information Sharing

Suggestions around the need for and the process of information sharing were twofold – firstly amongst young people from different cultural groups and secondly between organisations. It was suggested that there should be opportunities for young people to engage in informal discussions e.g. sharing experiences of being a young person in 2008, perhaps through an intercultural youth forum.

Secondly for youth organisations, it was felt that there needs to be good communication. This includes dissemination of practical strategies for attracting non-Irish nationals to organisations, the sharing of good practice and information on other services or information to engage with. In addition to this the importance of community awareness and parental involvement was also recognised as central in the success of intercultural youth work.

Representation

Several groups highlighted the role of the media in intercultural youth work. The need for media support to challenge stereotypes and address racism was highlighted. Others also suggested that media spokespeople from cultural groups would also help challenge stereotypes. In addition to this, political support was also thought to be important.

Resources

The most commonly cited resource needed was funding. In order for this to happen it was felt that funders needed a better understanding of intercultural youth work. Practical resources are also needed to do intercultural youth work some suggestions included an intercultural youth centre or using resources in Department of Education and Science e.g. UNESCO desk to introduce programme on intercultural dialogue.

Policy

It was felt that appropriate policy for intercultural youth work was needed both at a national level and in individual organisations. In addition to this there was a call for guidelines for good practice on intercultural work – for both media and all organisations involved and appropriate mechanisms to deal with racism in organisations.

Structures

There were a range of structures outlined that people felt would support intercultural youth work. Internally, it was felt that organisations needed the

buy in and support of management, to create an environment conducive to getting intercultural work started. People also felt they would need ongoing support and supervision in their intercultural practice. Externally, it was suggested that there might be intercultural officers to monitor and evaluate groups involved with the implementation of the strategy and a clear division of roles and responsibilities within the intercultural framework, across the sector. People also requested networking opportunities including being able to meet with the 'top' contact in minority ethnic groups to get buy in and there was a suggestion for a consultative body (possibly established by NYCI) made up of people from different cultural/ minority backgrounds to advise on intercultural youth work.

Appendix 1

Taking the Initiative on Intercultural Youth Work

National Youth Council of Ireland Seminar - Chester Beatty Library, Dublin. 14 April 2008

Presentation by: **Siobhán Lynam**, Independent Consultant - Author of the Report and Recommendations for an Intercultural Strategy for Youth Work

Email: siobhanlynam@iol.ie

The Aim of the Intercultural Strategy for Youth Work

- .To enable the youth work sector to work effectively
- .To be fully inclusive of, and responsive to, the rich cultural diversity that exists amongst young people in Ireland today and to ensure that such diversity is valued and celebrated and positively reinforced for the benefit of all young people and for society as a whole
- .To ensure that young people, volunteers and youth workers from minority ethnic communities and diverse cultures can be assured of opportunities to engage in youth work and have equality outcomes from youth work and youth service provision
- .To contribute to the development of a shared ability and a sense of responsibility to protect all young people and to ensure, for each other, the right to be different and to live free from racism and unfair discrimination

The Intercultural Strategy for Youth Work was initiated by the **National Youth Council of Ireland (NYCI)** and developed with the support of the **Department of Education and Science** and the **National Action Plan Against Racism**.

Its purpose is to advance intercultural and anti-racist youth work policy and practice and ensure that development opportunities in the youth work sector promote equality, and are accessible, culturally sensitive, and appropriate in meeting the needs of all young people, particularly young people from minority ethnic communities and from diverse and different cultures. These young people include:-

- . Travellers,
- . Refugees,
- . Asylum seekers,
- . Minor dependants of migrant workers
- . Young people who are members of new and established minority ethnic communities in Ireland

Report and Recommendations for an Intercultural Strategy for Youth Work 2008-2011

- .Sets out a strategic direction for embedding interculturalism and anti-racism into youth work policy and practice.

• Outlines the vision, aims, strategic objectives and goals of an Intercultural Strategy for Youth Work. It proposes detailed actions that can be undertaken, and outlines performance indicators and impact indicators.

• Developed to support the youth work sector to effectively engage in building a more inclusive, intercultural society in Ireland
Where cultural diversity is welcomed, validated, and viewed as a strength that enriches our society and where racism is effectively addressed

• It fully acknowledges the different and complimentary roles and responsibilities of the various agencies, bodies and stakeholders that contribute to the development of policy and practice in youth work and to the funding and provision of youth work programmes and services, and the collective role they can play in supporting and delivering the Intercultural Strategy. These include NGOs, Community Development Projects, Family Resource Centres, Local Development Partnerships that are outside the 'traditional' youth service.

Why an Intercultural Strategy for Youth Work?

It is one of the measures and expected outcomes of the Government's National Action Plan Against Racism.

Builds on commitments in:-

- The National Youth Work Development Plan 2003-2007
- The National Children's Strategy
- The National Development Plan

Builds on the commitment to and interest in intercultural work in many youth work organisations.

An intercultural youth work practice respects, celebrates, and recognises the normality of diversity in all aspects of human life, promotes equality and human rights, challenges unfair discrimination, and provides the values upon which equality is built.

Process of developing the Strategy

- Establishment of a Steering Group
- A wide ranging consultation -
- Public call for submissions
- Series of discussions with key stakeholders - statutory bodies, youth organisations, community and voluntary organisations and NGOs working with Travellers and other cultural and minority ethnic groups
- Series of specifically targeted Focus Groups (14) in regional locations with :-
 - Young people,
 - Parents,
 - Youth and community leaders and representatives of minority ethnic communities

- Presentations and briefings to the Board of NYCI, VEC Youth Officers, Assessor of Youth Work, NUIM, National Youth Work Advisory Committee to the Minister
- Meetings /consultations with representatives of national youth organisations, national Traveller organisations, organisations advocating on behalf of minority ethnic communities, local development partnerships, refugee support groups, third level education institutes providing professional youth work courses, officials from statutory bodies and funding bodies for youth work and youth services.

Context

- Diversity** in Irish society
- Racism** a reality in everyday life
- Legislative & Policy Context** to address racism, promote inclusion and interculturalism
- Interculturalism, Youth Work & Intercultural Youth Work Practice**

Diversity

In 2006 population just over 4.25 million, the highest level since 1861. An increase of 8% in 4 years. Migration the dominant factor.

- The numbers of non-Irish nationals resident in the State at the time of the Census had increased from 224,000 to 420,000 (+87%) during the period 2002-2006.
- The highest proportion of non-Irish nationals
- 112,548 came from the UK,
- 63,276 from Poland
- 46,962 people described themselves as Asian
- 35,326 from the countries of Africa
- 24,600 were Lithuanian nationals.
- In overall terms non-Irish nationals made up 10% of the usually resident population that indicated a nationality in April 2006.

Diversity among students

- The increased cultural diversity is reflected in school populations, in pre-school, primary and post primary schools with the inclusion of children and young people of many nationalities who are now resident in Ireland.
 - In 2007, over 31,000 children who have come from outside Ireland were registered as students in Irish primary schools. 17,000 were registered in post primary schools.
 - Approximately 60% of the children did not have English as their first language.
- In some large primary schools, non-Irish nationals and children from minority ethnic communities make up 30% of the school population. In some schools

the percentage is significantly higher e.g. in some schools in Dublin 15, 70-80% of students were identified as coming from a minority ethnic background.

• Approximately 15% of students in third level colleges in Ireland are from countries outside Europe and North America.

Diversity in the age structure of the population

• Census data indicates that around 35% of the black or black Irish community is aged 10 or under, which is more than double the national average which shows 14% of the wider population are children aged less than 10 years old.

• More than a quarter of all black people living in Ireland were born in Ireland. 182,000 people living in Ireland who are under the age of 24 were not born in Ireland.

• The Traveller community has a younger age profile than the wider community, 41% of Travellers are under 14 years, compared to 20.1% in the general population

CSO 2006. Census Principal Demographic Results

Racism is an ideology of superiority and provides the rationale for oppression of one group over another. It is reflected in policy, language, everyday activity and relationships between people. Racism is more than a set of attitudes or prejudices, and can be experienced at a number of levels:

- **Individual racism:** People from black, cultural and ethnic minorities can be subject to abuse in the form of verbal or physical attacks, attacks on their property etc.

- **Cultural racism:** 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)** 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'.

(Macpherson, W. The Stephen Lawrence Inquiry para 6.34. London: The Stationery Office, 1999.)

Without recognition and action to eliminate such racism it can prevail as part of the ethos or culture of an organisation.

Intercultural youth work as intercultural education

Intercultural principles concentrate on openness to the other, active respect for difference, mutual comprehension, active recognition and acceptance, validating the cultures present, providing equality of opportunity and fighting discrimination.

“Youth work is concerned not just with the personal development of individual young people (although this is of course a crucial part of its purpose) but with making a contribution to the development of communities and of the wider society” (NYWDA 2003-2007).

The principle aim of intercultural education in youth work is to promote and to develop the capacities of interaction and communication between young people and the world that surrounds them.

Pluralism has to be a component of the education given to all young people (whether they belong to minority groups or not). Pluralism acknowledges the existence in society of groups distinctive in ethnic origin, cultural patterns, political backgrounds etc. These groups are protected by legislation and enabled to maintain their unique cultural identities.

In a pluralist society, a society that is democratic, inclusive and peaceful -

- Minorities are not obliged to forget their cultural references

- Every culture is equally valued

- Support mechanisms are in place to guarantee similar success rates for the young people who belong to minorities as well as majorities

- Minority groups within society, while maintaining cultural differences, share political and economic power.

Challenges & Opportunities

The successful implementation of the Intercultural Strategy for Youth Work provides both challenges and opportunities. These include:-

- Mainstreaming inclusion through intercultural and anti-racist approaches and practice

- Developing systems for the effective protection and redress against racism for young people

- Proactively targeting, and inviting and including young people, volunteers and paid youth workers from cultural and minority ethnic communities including Travellers at all levels in youth work provision

- Commitment of the stakeholders

- Broader collaboration to promote inclusion at local and regional levels

•Evolve youth work related data/statistical systems to make reasonable accommodation of cultural diversity and to take positive action measures

•Funding / commitment of resources

Mainstreaming inclusion through intercultural and anti-racist approaches and practice

•Public policy makers, particularly those engaged in the formulation of youth policy and equality policy, and youth work organisations and youth service providers are being challenged to embed a commitment to interculturalism and anti-racism into their organisational policies and practices so that they can be fully inclusive of young people from minority ethnic communities and diverse cultural backgrounds.

•Active commitment to the inclusion of minority ethnic communities, including Travellers, and anti-racism and intercultural youth work policy and practice should be part of the contents, standards and professional endorsement process of youth work.

•Anti-racist and intercultural practice needs to be part of the criteria for the authorisation and funding of youth work organisations, projects and programmes, in the assessment of youth work and youth services and a requirement of the reporting process.

•The challenge and the opportunity is to include by design, and not as an add on. There has been a tendency to see anti-racism and intercultural work not with the day-to-day reality on the streets in urban and rural areas. The proactive planning for diversity, addressing racism and promoting interculturalism, need to be central to the core policy and practice work in all organisations

Developing systems for the effective protection and redress against racism for young people

Throughout the process of consultation, serious concerns were consistently raised about the level of racism experienced by young people from cultural and minority ethnic groups including Travellers. It was stated that :–

•Racist incidents are not being reported for fear of reprisals, or for fear of drawing further attention to the individual, his or her family or community.

•Racism has come to be accepted as an everyday hazard, to be avoided by not going out in public or participating in social or leisure activity where young people expect to be bullied or attacked on their way home.

•Young Travellers experience individual racism and are subjected to institutional racism particularly in relation to accessing goods and services.

•Many youth workers acknowledged the difficulty they experienced in addressing xenophobia and racism of young Irish people. A major challenge for youth work and youth service providers and for young people and

members of their minority and majority communities is to develop skills and competencies to combat racism and to ensure that there are systems in place that will provide adequate protection and redress for all young people against racism

• There is a need to acknowledge young people with multiple minority identities who can experience both racism and other forms of discrimination e.g. a young Muslim woman may experience racism as well as sexism and Islamophobia, a young gay African may experience both racism and homophobia.

Proactively targeting, and inviting and including young people, volunteers and paid youth workers from cultural and minority ethnic communities including Travellers at all levels in youth work provision

The indications from the consultations that informed the development of the Intercultural Strategy are that:–

• Many minority ethnic communities are not aware of the services or programmes of local youth organisations or of the youth sector.

• Many youth work organisations and service providers have not considered making contact with young people from minority ethnic groups or their communities and often do not consider that they have any responsibility to do so

• It is essential that young people from the age of 10 years are targeted in intercultural youth work practice and provision. The Youth Work Act provides for youth work provision for 10-21 year olds.

• A number of the youth work projects are geographically based and targeted on specific local authority housing estates. A consequence of this very specific geographic targeting is that the youth work project is not inclusive of disadvantaged young people from minority ethnic communities because they are living outside of the local authority housing estate in privately rented accommodation. Similarly, when the youth project is targeted on specific local authority housing estates, young Travellers living in group housing or on halting sites are not included, although it is policy, and the intention of the youth service provision is that it is targeted on disadvantaged young people.

Targeted and outreach strategies are required to target young Travellers and young people from minority ethnic groups, their families, their communities

Positive action is required to target –

• Adults from the Traveller community & adults from other cultural and minority ethnic communities so that they can effectively contribute and work in youth work provision alongside adults from the majority culture

- Cultural and minority ethnic groups, and their organisations, so that they can engage in the design, development and evaluation of inclusive, intercultural youth work provision.
- A focus on, and a targeting on particularly vulnerable and disadvantaged young people is required. These include :-
 - Young Travellers
 - Separated children seeking asylum and living in direct provision
 - Young members of the Roma community – a diverse ethnic group, many of whom live a nomadic lifestyle and who have made Ireland their home in the last 10 years, and who are not as yet integrated into school
 - Young people and children in families granted permission to remain in the State under the Irish Born Children Scheme (IBC/05). 6,000 of those given leave to remain are lone parents - some have difficulty in meeting economic viability criteria and also have other needs v.v. family support and integration.

Commitment of the stakeholders

The successful implementation of the Strategy will depend on:–

- The commitment of stakeholders in the statutory, voluntary and community sectors to work collaboratively and adopt an integrated approach
- Their ability to provide leadership in meeting the serious challenges that need to be faced to develop a more equitable and intercultural society.
- Anti-racism and intercultural competencies of youth workers that are embedded in knowledge and values
- Commitment also required to ensure ownership by minority ethnic groups, including Travellers, and their organisations in the implementation of the Intercultural Strategy.

Broader collaboration to promote inclusion at local and regional levels

- A serious challenge to the various Departments and agencies who provide or aid provision of youth work and out-of -school work with young people, youth service organisations and other community based providers of non-formal education for young people is to collaborate, cooperate and coordinate efforts to develop inclusive intercultural policies and practices at both national and local level to avoid duplication, share lessons, enhance good practice and to contribute to policy development.
- Collaborative working affords stakeholders and policy makers opportunities to engage the most marginalised in an effective local analysis pertaining to inclusion and integration needs, and in defining appropriate responses. It will support efficient and effective programme development, and the identification of appropriate strategies to address racism and to provide protection and redress against racism in local areas.

• Youth workers are central and critical to the successful implementation of the Intercultural Strategy for Youth Work. They need to be encouraged, and facilitated, to meet locally to share experiences, ideas and lessons from practice, to deepen analysis of exclusionary processes and effective inclusion strategies, to identify policy issues arising. Local networking with those engaged in community development and local development work is crucial for the successful implementation of the strategy.

• A youth perspective needs to be brought into local and regional anti-racism and diversity strategies and into the Integration planning being undertaken by local authorities and local development agencies..

Evolve youth work related data/statistical systems to make reasonable accommodation of cultural diversity and to take positive action measures

• The development of statistical and administrative data systems will assist in providing a more comprehensive profile of young people availing of youth work programmes and services as well as providing a picture of ethnic and cultural diversity within the youth service and youth work.

Funding / commitment of resources

• Inclusion by design requires resources. A key challenge is to pursue, secure and put in place the necessary financial resources and supports that will be required to deliver on the objectives of the Strategy.

Intercultural Strategy for Youth Work Strategic Objectives

1. To embed a commitment to interculturalism and anti-racism into organisational policies and practices
2. To ensure effective protection and redress against racism for young people
3. To achieve equality of access, participation, and equality of outcome in youth work and youth services for male and female young people, volunteers and youth workers from cultural and minority ethnic communities, including Travellers.
4. To achieve cooperation and collaboration to ensure integrated approaches to address racism and exclusion and to meet the non-formal educational and developmental needs of young people from cultural and minority ethnic communities including Travellers
5. To ensure continuous quality improvement in intercultural youth work practice and service provision and ongoing policy development

Principles and Values that underpinned the development of the Intercultural Strategy and will underpin its implementation

.Equality respect for the dignity of each person and the right of each person to reach their potential, An acknowledgement of the differences between and amongst young people and that young people's needs and circumstances are differentiated by factors such as gender, class/socio-economic status, caste, sexual orientation, disability/ability, age, marital status, family status and responsibility for dependants, legal status, ethnic origin, skin colour, nationality, political or religious beliefs. Acknowledgement that young people have multiple identities.

.Anti-racism and the promotion of an intercultural youth work practice. Racism is a problem in Irish society, at an individual and institutional level. Anti-racist youth work demonstrates an intolerance of racism

.Participation of young people. Young people from cultural and minority ethnic groups must not be construed as targets for intervention, rather they must be seen like all young people to have the right to participate (in age appropriate levels of responsibility) as active partners in defining, developing, delivering and evaluating learning and development opportunities, as full partners in the development and delivery of all aspects of youth work.

.Acknowledgement of the gender dimension in discrimination and the need for gender sensitive inclusion strategies. The different specific needs, experiences and situation of both young women and men, of girls and boys, and of female and male volunteers and paid staff are given due consideration in the design, development, implementation and evaluation of all youth work programmes and services

.Empowerment of young people to participate fully in their communities and society in a spirit of respect for the dignity and equality of all. This includes enhancing their cultural awareness, knowledge of self as a cultural being, intercultural competencies, so that they can play an active part in promoting and advancing an intercultural society.

.Innovation new systems and practices are designed, tried and tested to enhance capacity to promote equality, to combat racism, xenophobia, and discrimination and to effectively and appropriately accommodate cultural diversity. Innovative and creative media and communications systems used to support communication when language is a barrier.

.Social justice The pursuit of social justice involves identifying and advocating strategies for overcoming structural disadvantage. In the development of a social analysis connections are made between local and global issues.

.Partnership Proactively building collaborative and partnership arrangements at local, regional and national level with key local statutory and non-statutory

service providers, community sector organisations, and with organisations of cultural and minority ethnic groups is considered essential to maximise support and action to advance inclusion, to tackle racism and advance interculturalism through practice and policy development.

The Strategic Approach proposed:-

.A whole system approach

.Mainstreaming - building an intercultural approach into policy planning and service provision. A key focus of the Strategy is on structural change,

.Targeting - developing specific policy priorities tailored to meet the needs of different groups, based on evidence of inequality/disadvantage

.Benchmarking - developing data/statistical programmes through which progress can be measured in meeting targets and timescales

.Engagement - active participation of stakeholders at all levels, and at all stages in the design, implementation and evaluation process.

.Implementation and operation at a national, regional and local level

.National initiatives to embed intercultural approaches in national level voluntary +statutory bodies + organisations. Give support to the local areas + regions to develop practice and demonstration projects, identify policy issues, so as to mainstream the learning

.Models and practice lessons at local level recorded, replicated where appropriate, acknowledgement of differences in inner city, urban and rural experiences.

.North/South and EU dimension - Expand opportunities for further cooperation across the island incl NSETS

.Learn from and contribute to practice and policy development in a broader European context

Three key implementation strategies are proposed

.National coordination of the implementation of the Strategy

.Key role proposed for the National Youth Work Development Unit when established.

.Interim arrangements: Implementation of Strategy will be responsibility of Sub-Committee of NYWAC, supported by a Working Group comprised of experts in equality and intercultural youth work drawn from across the sector, voluntary, statutory and community. The Working Group will draw up and oversee the implementation of the plan. The detailed tasks, assigned responsibilities and timeframes for delivery of the key actions to support the delivery of the Strategy, will be presented in the Implementation Plan, which will be drawn up following negotiation with the various stakeholders and funding bodies.

.A range of partnership initiatives to implement the strategy and achieve its objectives and goals.

.Key stakeholders resourcing and supporting initiatives that will be undertaken at national, regional and local level.

.Research and evaluation to be incorporated fully into the Strategy

.Formative evaluation to be built into the Strategies Implementation Plan from the outset. Ongoing evaluation of the different elements to measure their impact and success against the objectives, progress indicators outlined in the strategy. Learning from the reflection on and analysis of practice to be documented and acted upon to promote successful outcomes. Dissemination of lessons, Identification of policy issues and mainstreaming a key feature of the work.

Next Steps Towards the Publication and Full Implementation of the Strategy

On foot of endorsement by -

.NYCI

.NPAR

.NYWAC

Presentation to the Minister for Youth Affairs at the Department of Education and Science for endorsement.

Take the Initiative now

- Adopt an anti-racism and intercultural code of practice (See Sample code of practice in the Toolkit in the Strategy Guide to Support the Implementation of the National Action Plan Against Racism and Towards the Year of Intercultural Dialogue download from www.pobal.ie)
- Develop contact strategies and engage with minority ethnic communities and the Traveller community and their organisations
- Prepare for the inclusion of in your projects and organisation of young Travellers and young people from minority ethnic groups, volunteers and youth workers.
- Collaborate, co-operate with wider social and development infrastructure in the community, to support more efficient and appropriate policy and programme development, and to advance the interests of young people
- Combine with other youth workers, develop skills, record & share lessons and good practice, deepen analysis of exclusionary processes and effective inclusion strategies, identify policy issues arising
- Feedback/raise the issues and lessons arising in local work so as to impact on policy & practice of national organisations and on Integration policy.

Appendix 2

Taking the Initiative on Intercultural Youth Work

National Youth Council of Ireland Seminar - Chester Beatty Library, Dublin. 14 April 2008

Presentation by: Caroline Jones, CDYSB

When I was first invited to participate in this seminar, I started reflecting on my own involvement and commitments to Intercultural work in Ireland.

My first real input was when I had the role of acting co-ordinator of the European Year against Racism and Xenophobia in 1997. I was quite taken aback to realise that that was eleven years ago. While a lot was achieved within and as a result of that year, perhaps the most notable development was the establishment of the National Consultative Committee on Racism and Interculturalism in 1998.

1997 in my opinion was when we in Ireland began our own intercultural dialogue. There was a desire especially amongst NGO's to move from a 'multicultural' Ireland, that is, a society where we have multiple cultures living in the one place and where it is expected that these minorities just fit into the majority culture and to shift it towards an 'intercultural' society, that is, one that is based on principles of equality rights, values and abilities and perhaps more significantly where there is a commitment to designing societal structures that ensure inclusion.

I moved from here to the Irish Traveller Movement where I worked as the National Traveller Accommodation Officer. In this position I truly began to understand the challenges facing a minority group even though there was very clear and progressive legislation in place. The lack of will at most levels to implement the Traveller Accommodation Act and the abundance of prejudice/racism at both personal and institutional levels ensured that this particular group became more and more isolated and excluded. While without doubt there have been achievements and positive changes for Travellers around equality, equality still remains something that has to be struggled for on a daily basis by Travellers and the organisations working with them.

2008 as you most likely are aware has been designated 'European Year of Intercultural Dialogue'. In the eleven years since the Year against Racism we have achieved amazing things economically and socially, however we still have a long way to go in terms of becoming truly inclusive, whereby the diversity of this island is represented equally at all levels; politically, legally, culturally, socially, economically and educationally.

If we really want to adopt an intercultural approach we have to ensure that we have inclusion by design rather than by accident or as an afterthought. From a statutory perspective within youth work I would like to look briefly at the opportunities we have and the challenges we face.

OPPORTUNITIES

- National level

At a national level we have the Youth Work Act 2001 and the National Youth Work Development Plan 2003-2007.

The Youth Work Act is currently being phased in and has seen the appointment of the National Youth Work Assessor and the employment of Youth Officers by Vocational Education Committees across the country. The operational structures for youth work under this act at county level have not yet been finalised and this therefore provides us with a timely and practical way to ensure inclusion at all levels both design and participation.

National Youth Work Development Plan

One of the key pieces of work named in the Plan, the National Quality Standards Framework for Youth Work is currently in a pilot phase. One of the standards states that 'all youth work provision should in both principle and practise ensure that there is a commitment to proactively encouraging equality, inclusiveness and diversity amongst staff, volunteers and young people.' This coupled with a clear framework for evidencing whether or not the standard is being achieved and what changes need to be made within youth work organisations should ensure that it does happen. The evaluation stage of the pilot offers us a window of opportunity to comment on any relevant changes necessary to make certain once again that at a national level within youth work we are designing a process of equality and inclusiveness.

- Local Level

At a local level Vocational Education Committees now have their Youth Officers in place. Part of the role of the Youth Officers will be to undertake an audit of services for each county and to analyse the youth work need. Once again this process should be designed to ensure that all young people's needs are assessed and that these audits highlight the deficiencies (if any) around inclusivity and equality.

Each VEC had to develop and submit a three-year plan to the Department for approval. This presents a further opportunity to direct from a national level that any such plans must be proofed to ensure that they are inclusive and provide the opportunity for the needs of all young people in the county to be catered for

Programme Development

At project level we have the luxury and the chance to develop programmes to suit the needs identified in our areas in relatively short spaces of time. There are annual and bi-annual reviews and planning processes in most projects and again the opportunities if taken can make sure that the projects operate inclusively and equally.

The City of Dublin Youth Service Board enthusiastically encourages this type of development and employs a programme development officer to initiate specific pieces of work on our behalf in this regard as well as supporting youth projects, clubs and groups to develop their own Programme ideas. Most recently we have piloted a programme with a number of youth projects which looks at identity and intercultural. Young people themselves can be challenged by the changes we have experienced over the last decade and a half and need to be supported into working through this, rather than adopting as factual the stereo typical images that are portrayed to them from other areas of their lives. They need space to understand the changes, reflect on them, understand the value of diversity, and understand the value of equality.

We ourselves will also be embarking on a three-year plan and are committed to ensuring that an intercultural approach is taken in the designing, development, implementation and evaluation of this. As part of this process we have engaged consultants to carry out a detailed data analysis of the city of Dublin as we cover it. We are aware that there are pockets of minorities and ethnic groups that we could miss and so this is an attempt to ensure that any policies developed by the City of Dublin Youth Service Board will be inclusive and based on principles of equality

CHALLENGES

- Understanding of 'Interculturalism'

The words multi-culturalism and interculturalism are often interchanged as if there is no difference between the two. One of the challenges we face is being clear in our definition of interculturalism and having a general acceptance of this definition at national and local, statutory and voluntary levels in the sector.

- We also need to be clear that ethnic minorities, minority groups, may or may not be Irish nationals.
- Implementation of legislation and policies

We can have the most aspirational legislation, standards, practise written down on paper, however if we do not shift from the paper to the actual achievement, then it is pretty much a tokenistic gesture, one that portrays an image that we meet our national, European and international commitments rather than a reality. How many committees, working groups, advisory groups actually have young people participating in their own right, how many minorities or ethnicities are represented on these same committees?

- Adequate resourcing at national and local level for implementation of policies and practise
- Political will at national and local level to progress policy and practise

- Actively engaging and capacity build young people to participate, as a measure to meaningfully include young people, so it is they who actually inform policies that most affect them

- Education and Training

Education is of the utmost importance and something that we have to get right. Experiences across Europe and indeed with the Traveller community in Ireland evidence how getting this wrong compounds exclusion. All opportunities for education and training for youth work should be inclusive and should have specific routes to make certain that minorities and the diversity of ethnicity are represented in both the planning and participation

CONCLUSION

We have opportunities at both national and local level to ensure equality and inclusion, both of which underpin securing an intercultural society, the challenges that we face are not rocket science and with a little bit of joined up thinking we can meet them head on. We have achieved success in securing both legislation and structures to address inequalities, discrimination and exclusion; however the continuing challenge is around the implementation of these policies and resourcing of these structures. It is not good enough, in my opinion, to assume that someone else will do this job, each of us at both a personal and professional level need to take responsibility to continue lobbying for implementation and resourcing of both. To this end I would like to congratulate and thank the National Youth Council of Ireland for the strategy that they have developed, that can provide us all with assistance in our provision of an Intercultural Youth provision.

Appendix 3

Taking the Initiative on Intercultural Youth Work

National Youth Council of Ireland Seminar - Chester Beatty Library, Dublin. 14 April 2008

Presentation by: Nora Butler and Theresa Elumelu, Kerry Diocesan Youth Service

Multicultural Youth Work by KDYS Tralee

Overview of Presentation

- Background to the Kerry Diocesan Youth Service
- Anti Racism & Interculturalism Promotion in Tralee
- Youth Projects in Accommodation Centres
- Photographs of the groups throughout

Background to Organisation

- KDYS Estd. 1971
- Volunteer Organisation
- Affiliated to Youth Work Ireland
- Vision Statement - "To enable young people to gain for themselves the knowledge, attitudes and skills necessary to meet their own and others developmental needs"

Principles Informing Our Work

- Community Development Approach
- Needs Based
- Working 'with' not 'for'
- Participation
- Empowerment

KDYS Strategic Goals 2000-2010

- Raise awareness on issues of Racism and Interculturalism approach among staff, volunteers, service users and the public
- Engage in activities, which welcome and include asylum seekers and refugees into the Diocese

KDYS Activities

- Training: Anti-Racism
 - Young People
 - Staff
 - Volunteers
- Developmental Education
 - One World Week Training
 - 'Welcoming the Stranger' Conference
 - Intercultural Days
- Summer Scheme - Let's Be Friends Annual Summer Scheme

Overview of Youth Projects

- When?
- Volunteers- Who?
- Training
- Progression
- The Groups Aims/Programme
- The Challenges
- The Learning
- The Future

Origins of Work

- 4 Years Ago
- Self-referred Volunteers
- Initially Asylum Seeking backgrounds
- KDYS wanted to create opportunities for these volunteers

The Johnston Marina “Hotel”

Ballymullen Barracks Accommodation Centre

Youth Workers Training: Foundation Level

- Child Protection
- Anti-Bullying
- Drugs Awareness
- Rules of Operation
- KDYS Affiliation Policies
- Necessary Documentation
- Leaders Training
 - Upon completion of 50 hours
 - Volunteer Celebration Awards Night
 - Further Training:
 - Summer Scheme Training
 - Arts & Crafts
 - Facilitation Skills
 - Co-operative Games
 - Drama for Groups

Leaders Forum Event

Who are the group?

- Members currently and previously resident in the Johnston Marina & Ballymullen Barracks Accommodation Centres
- Newly Arrived Immigrant Families to the town
- Aged from 8 years +
- Varying countries of origin....
- China, The Congo, India, Kazakhstan, Kirkisthan , Lithuania, Croatia, Nigeria, Somalia, Pakistan, Zimbabwe, Iraq and South Africa & Ireland

Status of the Group

- Members who have Refugee Status
- Leave to Remain “Humanitarian Grounds”

Awaiting their application to be processed

- Newly arrived from Baghdad and Pakistan
- Legally Resident Immigrants
- Irish Young People

Group Rationale

The rationale for the group is:

- To provide alternative activities to childminding
- To meet new friends
- To learn more about each others cultures including Irish Culture
- To learn new skills
- To have fun
- To offer opportunities for new activities
- To take part in KDYS all inclusive activities

African Drumming Session

How....

- Working in partnership with the community
- Collaboration with centre management
- Support and empowerment of volunteers
- Young people involved in identifying their needs
- Development approach
- Voluntary participation of the members

Challenges being faced

- Initially no funding (Direct Provision)
- Group numbers fluctuating
- Children being 'dropped' off due to a "Crèche Perception"
- Lack of Full References for Volunteers
- Language Barriers
- Closure of Ballymullen Barracks Reception Centre (January 2006, sent to Roscommon, loss of 20 young people 1 Key Volunteer)

Challenges Contd.

- Clash of Cultures 14 yr. Old from Iraq perceiving it is acceptable to hit his sister
- Males and Females were not permitted by parents to mix in certain activities e.g. Water Sports
- Unaware of Religious Observations

Opportunities for the Volunteers

- Pony Trekking in Castlegregory
- Working more inclusively with RIA & One Foundation
- Volunteers from other countries: America, Poland & Ireland
- Intercultural Activities: Parades, Dancing, Drumming etc.
- Ongoing support by KDYS
- Raising of Groups Public Profile

Opportunities for the Group

- Supported by KDYS ongoing basis

- Received Funding from RIA & One Foundation
- Moving to KDYS Premises due to “Crèche Perception”
- Access to Sports Hall, Recording Studio, Computer Suite, Kitchen Facility, Information Service
- Meeting other KDYS Centre Service Users
- Continued support from Johnston Marina Accommodation Centre

Outcomes for Young People and their Leaders

- Positive Role Models
- Ownership of their work through taking on organisational roles
- Opportunities to take part in many activities
- Development of Leadership skills
- Opportunities for an integrated approach

Future

- Continued Work with Group
 - Comhairle Na nOg
 - Kerry Mental Health Assoc.
 - Kerry County Council SIM
 - Gaisce Presidents Award Scheme
 - Summer Scheme Activities
- Woodland Walk

5 Points of Learning.....

- Engage with Volunteers from beginning
- Provide Translation Service during Training (*RIA Child Protection Story Boards*)
- Provide a fun space for the young people
- Religious Practice Observation

Conclusion

- It is hoped that an overview of the KDYS as an organisation has been given
- Attention paid to the Youth Work delivery in Accommodation Centres based in Tralee
- The challenges and opportunities of this delivery were examined
- Proposed work for the future was stated
- 5 Key Points of Learning from a Youth Work Provider Context were cited

Contact: norabutler@kdys.ie or elumtese@yahoo.co.uk

Appendix 4

Taking the Initiative on Intercultural Youth Work

National Youth Council of Ireland Seminar - Chester Beatty Library, Dublin. 14 April 2008

Presentation by: Benedicta Attoh, Independent Consultant

CULTURALLY DIVERSE IRELAND – CHALLENGES

- Draft Strategy is a welcome initiative
- We only have to look around us; almost anywhere we go, to see that the Irish society is changing demographically.
- Look at the local news media for evidence of the challenges this change presents.

The Challenge is for everyone, young and old

- Personally challenging for me because of cultural differences
- Challenging for other immigrants e.g. Bulgarian and Chinese cultures.
- Challenging for indigenous Irish people

General Challenges

- Language
- Racism\Prejudice\Discrimination
- Mannerisms arising from differences in culture
- Food – culturally appropriate
- Racial Profiling
- Access to services e.g. youth services
- Lack of knowledge of rights\entitlements
- Isolation/exclusion
- Lack of understanding

Specific challenges for youth sector

- To make sure this is not a strategy that sits on and warms the shelf and gathers dust
- That the implementation is as inclusive as the consultation process.
- That strategy delivers culturally appropriate youth services
- Effective redress mechanism to include punishment plus compulsory education for perpetrators of racism in the sector.
- Translation of information re youth materials, e.g. literature, etc.
- Integration Officers to deliver the strategy as low participation is due to lack of understanding of content
- Working with families
- Proportional represent in staffing/work force will encourage participation
- Collaboration with orgs like the departments of Integration, Education & Science, ISPC, etc
- While participation is key, the strategy has to ensure that young people particularly from ethnic and culturally diverse backgrounds have the capacity to engage with Govt and other stakeholders in the sector

Trends of racism

NCCRI statistics:

- Jan – Jun 2006: 25 cases
- July - Dec 2006: 40 cases
- Jan - June 2007: 54 cases
- Jul – Dec 2007: 45 cases
- Racist incidents currently on the rise
- Need for a proper response
- Under reporting is a possibility

Integration – what is it?

Integration can mean different things to different people. Let's look at three main approaches to integration:

- Assimilation
- Multiculturalism
- Interculturalism

Assimilation

- For many people, the word integration means assimilation; to assimilate implies to become as similar as the majority ethnic group. *"When in Rome, do as the Romans"* is the popular phrase used in this context, or one size fits all! *If they could just behave like us, the majority, then everything would work out fine for us and them*

Multiculturalism

- In a nutshell, this approach focuses on cultural differences, but does not put emphasis on policies that promotes interaction and shared values

Interculturalism

- Interculturalism is about interaction. It appears to be a more thought out approach. It is about ensuring that cultural diversity is acknowledged and catered for. It is about inclusion for minority ethnic groups by design and planning, not as a default or an add on.

Last word....

- I read this quote recently: Anais Nin wrote: "My friends – some twice my age, others half, some rich, others homeless, some black like me, others Korean, Mexican, Caucasian, have added richness to my life that only variety can bring".

Contact

■Benedicta Atttoh
Independent Consultant
Unit 2 Eimear Court
Market Square
Dundalk, Co. Louth
Mob: 087-9817853
Email: battoh2003@yahoo.co.uk

Appendix 5

Delegate List

Taking the Initiative on Intercultural Youth Work

Monday 14th April – Chester Beatty Library

Name	Organisation
Aidan	Introart
Aileen Mulhern	CDYSB
Aine White	Kildare Youth Service - Naas
Alan Hayes	NYCI
Alison Fox	Co. Wicklow VEC
Ann Condon	HSE Co-ordinator Health Info Programme for Asylum Seekers
Anne Hodgson	Kildare Youth Service - Naas
Anthony Newsome	Introart
Aoife Rush	Trocaire
Benedicta Attoh	Independent Consultant
Bess van Sleuwen	Kildare Youth Project - Athy
Caroline Jones	CDYSB
Casimir Raj	NUI Maynooth
Celine Burke	
Chinedu Onyejelem – Speaker	National Ambassador for EYID
Clodagh O'Brien	NYCI
Conor Mongey	Arts for Peace Foundation
David Moriarty	NYCI
Deiniol Jones	NYCI
Deirdre Healy	Create Ireland
Donna Walsh	NUI Maynooth
Eddie D'Arcy	Catholic Youth Care
Edwina Dewart	Dublin City South Volunteer Centre
Eireann McGrane	Blakestown Mountview Youth Initiative
Eloho Egwuterai	Africa Centre
Emma Fitzsimons	Ballyfermot Youth Service
Emmett Sheerin	NYCI
Funmi Adeyemi	NUI Maynooth
Glen Keating	Pavee Point
Grace Walsh	Volunteer Service Ireland
James Hayden	NUI Maynooth
Janice McGarry	Ballyfermot Youth Service
John Kingsley	Foroige
Johnny Sheehan	NYCI
Julie Amamure	Diaspora Women's Initiative
Ken McCue	SARI
Lisa Mauro-Bracken	Independent Consultant
Liz Loftus	NATC

Logan Ragu	
Madeline Crowe	City of Dublin YMCA
Marie-Claire McAleer	NYCI
Maura Gallagher	LTi Intercultural Training
Niamh Geoghegan	CDYSB
Niamh McCrea	
Nora Butler	Kerry Diocesan Youth Service
Nuala Smith	CDYSB
Orla Doran	Blakestown Mountview Youth Initiative
Patricia Higgins	Canal Communities Intercultural Centre
Paul Brady	Kildare Youth Service – Kildare Town
Philip McKinley	Hard Gospel Project
Sarahjane Jordan	Longford Youth Service
Sinead Carolan	NUI Maynooth
Sinead Harris	Ronanstown Youth Service
Siobhan Lynam	Independent Consultant
Stephen Coyne	NUI Maynooth
Suzanne Lindsay	Integration Project Tallaght Youth Service
Tammy Tallon	Ronanstown Youth Service
Tang Thompson	NUI Maynooth
Theresa Elumelu – Panel	Kerry Diocesan Youth Service
Tony Pratschke	iMEASC
Tony Watene	GAA
Vicky Donnelly	Galway One World Centre
Yemi Ojo	IACI-Network