

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 reaching out and including culturally diverse young people in youth groups. 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, or membership of the Traveller community, 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

Terminologyⁱ

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 (i.e. non-Traveller)).

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 Economic Area (EEA) they can live and work in Ireland or the UK without a visa. 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 with differing entitlements are available depending on each person's circumstances.

Undocumented Migrant is a person without formal immigration papers. People can become undocumented for many reasons. Undocumented migrants are unable to travel home, afraid to report abuse or exploitation, progress in their lives such as attending 3rd level education and are afraid to step out of the shadows. Sometimes undocumented migrants are incorrectly referred to as illegal immigrants. No person can be illegal. Top 5 nationalities of undocumented persons in the Republic of Ireland are Filipino, Chinese, Mauritian, Brazilian, and Pakistan.



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 (the average is currently 2 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 refugee status may be offered leave to remain or subsidiary protection. Those who are deemed to not have a case will receive a deportation order.

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 stresses that residents will develop their communities together.

Travellers are recognised as a minority ethnic group in the Republic of Ireland and Northern Ireland and as such this chapter relates equally to Travellers as to other ethnic groups. This Toolkit also has a separate chapter dedicated to working with Young Travellers – see Chapter 3.

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. These terms are all acceptable in the right circumstances but they may not be liked by some individuals so it is always appropriate to ask.

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; ‘illegal’ as it is dehumanising and inaccurate.

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

Demographics for the Republic of Ireland

Almost 1 in 7 young people (15%) aged 15-24 living in Ireland are minority ethnic with this rising to 16% for those aged 5-14. This represents over 200 different nationalities described in the 2016 Republic of Ireland census.

(Central Statistics Office 2017a:EYO29). Only 7.5% of all 0-14 year olds were born abroad (Central Statistics Office 2017a: EYO20). This demonstrates that the vast majority of minority ethnic children were born in Ireland. Data on ethnicity is critical as it captures diversity that does not appear on nationality or place of birth data sets (i.e. it captures those children who are Irish by birth and nationality but who have a parent or parents from different ethnic backgrounds).

Growing cultural diversity: dual identity

Mixed relationships (i.e. Irish and a minority ethnic partner) are becoming widespread in contemporary Ireland so working with children of dual heritage 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 identity of young people's 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. First and second generation Irish children are fast becoming the most significant minority ethnic grouping in Ireland.

An increasing number of young people from a minority ethnic background also identify as being part Irish when they describe their identity i.e. having a dual nationality. In 2016, 34,761 of those aged 0-14 years old and 14,384 of those aged 15-24 identify as having dual nationality with one of these being Irish. The number of dual nationality citizens has nearly doubled since 2011 in line with increased numbers becoming Irish citizens by naturalisation. (Central Statistics Office 2017: 50).

The table below gives the largest groups of minority ethnic or dual identity Irish young people aged 0-14 and 15-24 in the **Republic of Ireland** (CSO 2017a: EYO24)

Aged 0-14 (CSO 2016)	Aged 15-24 (CSO 2016)
<ul style="list-style-type: none"> • Polish (19,772) and Irish-Polish (6706) • Irish Travellers (12,313) • UK (6,392) and Irish-UK (1,178) • Lithuania (5,882) and Irish-Lithuanian (1,006) • American (1,601) Irish-American (4,332) • Romanian (4421) and Irish-Romanian (975) • Latvian (3,542) and Irish-Latvian (673) • Nigerian and Irish-Nigerian (927 +2,239) • French (906) and Irish-French (1,374) • Indian (1,832) and Irish-Indian (298) • Chinese (1,258) and Irish-Chinese (190) • Brazilian (553) and Irish-Brazilian (405) 	<ul style="list-style-type: none"> • Polish (11,277) and Irish-Polish (215) • UK (9,249) and Irish-UK (2,228) • Irish Travellers (5,705) • Lithuania (4,413) and Irish-Lithuanian (40) • American (1,812) and Irish American (3,595) • Romania (3,711) and Irish-Romanian (314) • Brazilian (2,782) and Irish-Brazilian (154) • French (2,064) and Irish-French (443) • Latvian (2,271) and Irish-Latvian (40) • Nigerian (892) and Irish Nigerian (1,146) • Chinese (1,683) and Irish-Chinese (99) • Indian (932) and Irish-Indian (124)

The demographic data for young people from minority ethnic backgrounds varies throughout the Republic of Ireland but cultural diversity is widespread and is the norm in most towns and villages.

The table below contrasts the ethnic profile of those aged 15-24 and children aged 5-14. For example, the number of younger black or black Irish children is

nearly twice the number in the older cohort and corresponds to the rise of 1% in the minority ethnic figures for the younger age group. A significant number of this younger cohort are, or will soon be, of an age to engage in a range of youth groups.

Ethnic Identity of Young People Aged 5-14 and 15-24 (CSO 2017a: EYO29)

	Age 5-14	Percentage of total population aged 5-14	Age 15-24	Percentage of total population aged 15-24
White Irish	548,636	81.6%	462,994	82.3%
White Irish Traveller	7,996	1.2%	5,705	1%
Any other White background	49,108	7.3%	45,650	8.1%
Black or Black Irish	19,313	2.9%	9,485	1.7%
Asian or Asian Irish	17,488	2.6%	13,350	2.4%
Other incl. mixed background	14,129	2.1%	10,437	1.9%
Not stated	15,654	2.3%	14,684	2.6%
Total	672,324	100.0%	562,305	100%
Minority ethnic percentage		16.1%		15.1%

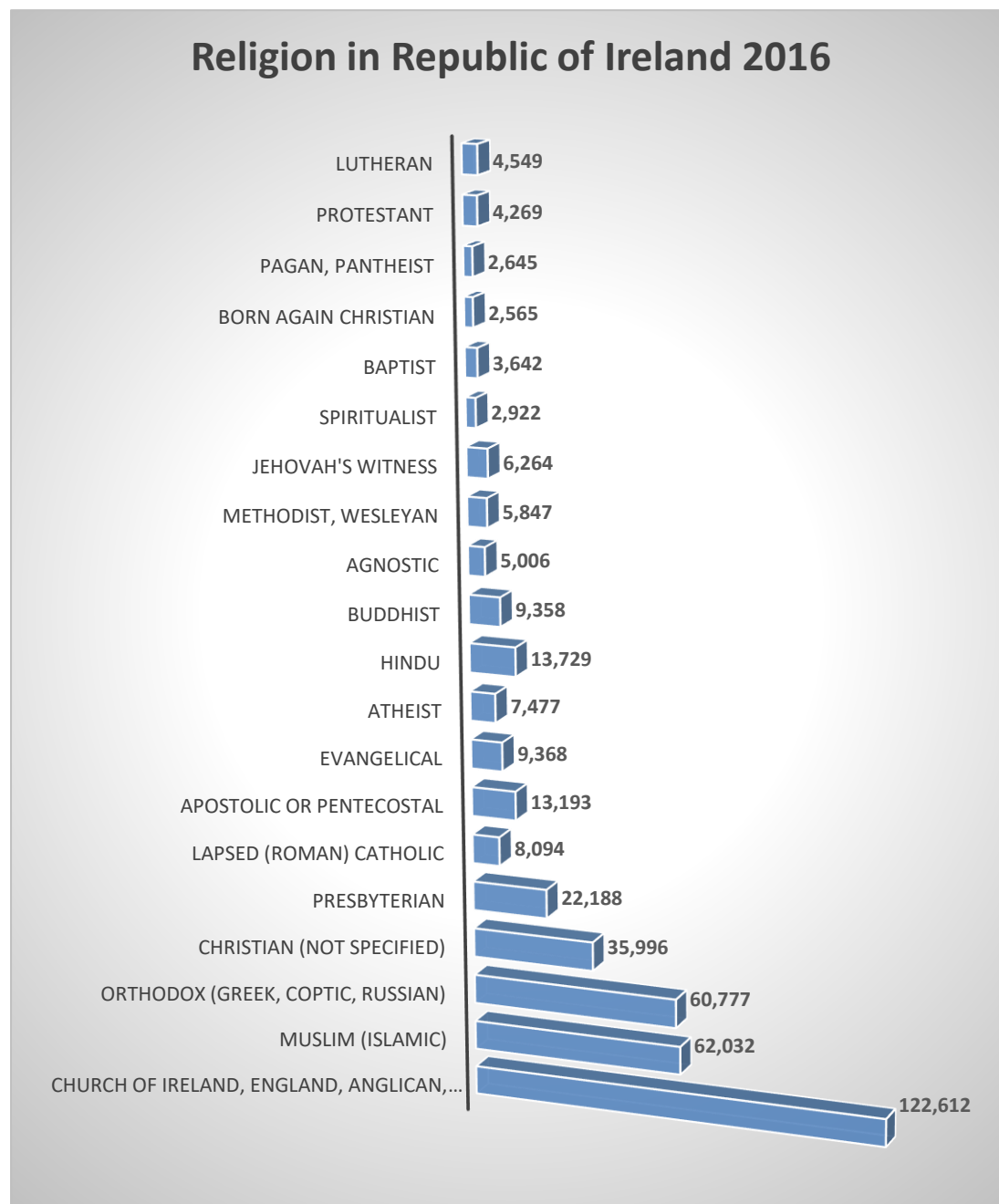
Religious diversity in Republic of Ireland

Alongside changes in ethnic diversity, there is increasing religious diversity in the Republic of Ireland.

- Roman Catholics have decreased to 78.3%. 7.5% of Roman Catholics are from minority ethnic backgrounds with Polish people accounting for the largest number of non-Irish Catholics at 2.8%.
- The second largest group are people with no religion at 9.5% (CSO 2017a: EYO36).
- In 2016 there were 62,032 Muslim people in Ireland, which represents a rise of nearly 29% on the previous census.

- There were 13,193 members of Apostolic and Pentecostal churches of whom nearly 15% are Romanian and 11.5% are African.
- 24% of Africans are Muslim, 21% are Roman Catholic (CSO 2017a: EYO38).

The following graph represents the relative numbers of minority religions in Ireland (CSO 2017a: EYO38).



Demographics for Northern Ireland

The number of foreign nationals living in Northern Ireland had risen to 11% of the population in 2011ⁱⁱ, 4.5% had been born outside of UK or Republic of Ireland; 6.5% were born in the UK or Republic of Ireland. 1.8% were described as non-white. 3% spoke a main language other than English at home. The most significant languages are Polish at 1% (17,700 people), followed by Lithuanian, Gaelic, Portuguese, Slovak and Chinese (NISRA).

In 2015 it was estimated that there were 600 asylum seekers living in supported accommodation in Northern Ireland. The real figure is believed to be higher. This represents 200-300 applications per year of which 35% were refused refugee status or leave to remain. In Northern Ireland, asylum applicants are most commonly from China, Somalia, Sudan, Nigeria and Zimbabweⁱⁱⁱ (Law Centre NI). The Refugee Action Group (RAG) estimated that there were around 2,000 refugees living in Northern Ireland in 2007 (RAG 2007). If approximately 180 receive refugee status per year this figure could now be 3000. In addition, by December 2016, 360 Syrian refugees had been settled with an expectation that this will rise to 2000 over a five year period^{iv} (Embrace NI).

Religious diversity in Northern Ireland

Census 2011 in Northern Ireland showed that 45% of the population were Catholic or brought up Catholic and 48% were Protestant or brought up Protestant, other Christian or Christian-related denominations. Below are the prevalence rates for the main religions:

- 41% Catholic
- 19% Presbyterian
- 14% Church of Ireland
- 5.8% other Christian or Christian-related denominations
- 3% Methodist
- 0.8% other religions and philosophies
- 16.4% recorded no religion or no religion was stated

Cultural diversity among young people attending schools and universities in Ireland (North and South)^v

- In 2011, 32,013 young people from 163 different countries outside of the Republic of Ireland were registered in 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 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)

When planning for inclusion of minority ethnic young people in youth work it can be helpful to know the principal languages spoken in Ireland and where some of the main languages are spoken in the world.

Key languages: Polish, Lithuanian, Romanian, Latvian, Slovakian, Chinese ^{vi}	
Other key languages spoken	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
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 this 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, undocumented, Nigerian, Polish, Muslim etc.) and to have a break, for example from family responsibilities. Moving involves facing many life changes and challenges including finding employment, securing accommodation, registering for education, learning a new language and adjusting to life in a new culture.

‘Your organisation can help young people who have experienced migration to make this transition.’

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.

Family life, language and cultural heritage

Younger people will usually pick up a new language much quicker than their parents and some parents may always struggle to learn English. 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.^{vii} Your organisation can do a lot to help young people to integrate 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/Northern Irish young people in your group who equally need to integrate in what is becoming a more culturally diverse country.

'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.'

Parental concerns

Just like other families, parents of immigrant families 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. 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 proficient English or are not confident speaking English.

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 youth projects and youth clubs and what they do**
- **Unfamiliarity with the practical aspects of joining a youth project or youth club**
- **Different cultural perspectives on acceptable behaviour for young people**
- **Fear for the safety of their children getting to and from youth groups (such as facing racism)**
- **Fear for the well-being of their children in social groups (such as facing exclusion or isolation)**
- **Concerns over financial issues and the cost of activities, membership fees or uniforms**
- **Fear that youth group activities will impact on study time**
- **Concern that youth group activities will clash with family responsibilities such as minding younger children etc.**

Young people's concerns

Young people themselves may also have fears. Some may not feel very comfortable in social situations. Social codes of behaviour may differ from the ones they have become used to in school so new skills may have to be developed. This can be more difficult if young people have low English language proficiency or lack of confidence speaking English. 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 their established social networks cross geographical boundaries – for example they may travel some distance from their residence to attend church or school. 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 way of rejecting them.



Separated children seeking asylum, asylum seekers and refugees

Some young people arrive in Ireland without family members to seek asylum.

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 18th birthday when they must enter the adult direct provision system if they haven't yet received a positive decision on their refugee status. Then referred to as aged-out minors they are not entitled to continue in education beyond the Leaving Certificate, unless they can enter a sponsorship scheme, 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

'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.'

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 minority ethnic young people have asked of youth organisations:



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, Public Achievement, Northern Ireland Community of Refugees and Asylum Seekers, Kameleon, Young NCB, Photography: Mohamed Fez Miah

Youthnet
network for the voluntary youth sector
www.youthnetni.org.uk Email: info@youthnet.co.uk

European Union
European Regional Development Fund
Investing in your future

YESIP

design: www.conciseanddesign.com

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 and updated in 2018

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
- 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 young people 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
- Learn about other cultures directly from the people themselves – don't be afraid to ask, it is the best way to learn
- Do not 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 be aware of the following:

- **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 e.g. images of people from different parts of the world, welcome signs in several languages etc.**
- **Make an effort, talk and listen to what the young person wants to tell you, especially about their culture or country of origin**
- **Attending social events can be daunting for minority ethnic young people – 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 as appropriate, and be patient**
- **Developing new skills is often a key motivator for young people from minority ethnic backgrounds and their parents in getting involved in youth work opportunities**
- **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**
- **Talking to young people and parents directly is the key to understanding and meeting their specific needs and allaying their concerns or issues**

NB: Asking someone personal questions, especially around their migration experience, status or circumstances, could be seen as prying and insensitive. It could bring up painful memories or it could make someone feel ashamed. Only ask questions that you would answer about your own life, and your own cultural background and experiences that you would easily share with others.

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: Parents/guardians?

1) _____ 2) _____

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

What languages do you speak at home? 1) _____

2) _____ 3) _____

If you practise a religion please state? _____

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 confidential (shared only within the organisation) 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 so that you can plan effectively, as are questions on the language/s spoken at home. An example of a full registration form that includes all 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 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 all schools and you can request it from the statistics section of the Department of Education and Skills (DES) if you cannot source it directly from your local schools.



In **Northern Ireland** this information is available from the Department of Education (DE) statistics and research section or directly from your local school. Data is collected for primary and post-primary schools.

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

Working with other services

Many organisations that work with adult 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 migrant support 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 ETB Youth Officer, your local community/county forum - which is available online – and from organisations such as New Communities Partnership^{viii}. 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 the The Northern Ireland Council for Racial Equality^{ix} and 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. At the same time it is 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 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 and the professional relationship can be maintained**

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 programmes you offer. The National Youth Council of Ireland has produced a leaflet which explains youth work, the role of the youth worker and intercultural youth work. This is a good resource to provide to parents and translated versions are available online on www.intercultural.ie.

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 sensitivities 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 and their parents will not have strong literacy skills. Introduce written communication gently at first to determine skill levels before relying on it as a key 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, volunteering etc. Do not use acronyms without explanations of what it stands for. 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 and at 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 ^x**

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 (losing face is experienced differently across different cultures)
- Make people reveal details about their migration story
- 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 e.g. loud noises, activities involving boats (ask first)
- 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 associate certain sports as gender specific. Concerns about the dress codes in sporting and outdoor activities may arise but solutions are usually available.



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**
- **Introduce them to role models from diverse cultures who play sport such as the female soccer group Hijabs and Hat tricks^{xi}**

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 – both North and South - 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 provided are not segregated by gender. 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.^{xii} 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)**
- **Link in with Reporting Racism mechanisms such as www.I-Report.ie and link with your local Ethnic Liaison Gardaí or your local Minority Liaison Officer PSNI (Police Service of Northern Ireland) to report racism**

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 Officers in many Garda stations who will respond to issues raised by people from minority ethnic backgrounds including racist incidents.^{xiii}

In **Northern Ireland** 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 (DCU) 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'.^{xiv}



Challenging myths about migrants and asylum seekers

One very practical way of challenging attitudes is to be aware of common myths about 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 your work colleagues 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 creating opportunities for a group to discuss what they hear and what they believe to be true and providing space for others in the group to present alternative viewpoints that challenge the myths.

Myths on migration^{xv}

Nearly 85% of all migrant workers are from the EU. EU nationals are free to seek work in the Republic of Ireland and Northern 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).

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 since 2004 has been from Eastern Europe^{xvi}.

Myth 1 Migrant workers take jobs from ‘Irish/Northern Irish’ people

Migrant workers fill many jobs that cannot otherwise be filled such as in medicine, information technology, in hotel and catering sector, 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

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 our economy
- The majority of migrant workers are skilled and educated. This contributes to our 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

- It is estimated that there are between 20,000 and 26,000 undocumented in the Republic of Ireland including children. It is the Migrant Right Centre Ireland (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 the Island of 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, North and South, 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^{xvii}

- 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%

- In 2015 only 9.8% of asylum seekers in the Republic of Ireland received refugee status or leave to remain^{xviii}. This compares with a figure of 16% in the UK for 2009-2010 who were granted refugee status and a further 8% are granted discretionary leave to remain
- In 2017 there were approximately 5,000 asylum seekers resident in direct provision centres in the Republic of Ireland, two-fifths (2000) of these are under 25^{xix}. In Northern Ireland, 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.^{xx}
- If an asylum application fails applicants may be offered humanitarian leave to remain or subsidiary protection. Nearly 300 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^{xxi}

- 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 Republic of Ireland 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 | YES | PARTLY | NO |
| • We know which minority ethnic communities are most highly represented in our area | YES | PARTLY | NO |
| • We collect statistics on the cultural and ethnic background of the young people who use our service | YES | PARTLY | NO |
| • 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 background we would like Asians to | YES | PARTLY | NO |

represent 2% of our membership)

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

Our programme responds to the ethnic diversity of the community

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

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 | YES | PARTLY | NO |
| ➤ Organisations that have a good understanding of the needs and issues of minority ethnic groups | YES | PARTLY | NO |

We provide information about our youth group to:

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

- | | | | |
|--|-----|--------|----|
| • 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 | YES | PARTLY | NO |
| • Our organisation has a written commitment to anti-racism, equality, inclusion and interculturalism | YES | PARTLY | NO |

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 | YES | PARTLY | NO |
| • Our staff, volunteers (and young people) address racist comments or behaviour and model inclusive language | YES | PARTLY | NO |
| • We have staff members or volunteers who come from a minority ethnic background | YES | PARTLY | NO |

Useful contacts

Migrant / Refugee Rights organisations – Republic of Ireland

Migrant Rights Centre Ireland

13 Lower Dorset Street,
Dublin 1

Phone: 01 - 889 7570

Fax: 01 - 889 7579

Email: info@mrci.ie

Web: www.mrci.ie

The organisation is concerned with the rights of migrant workers and their families. MRCI supports migrant workers and their families in situations of vulnerability including empowering migrant workers through community work practice achieving policy change. MRCI runs **Young, Paperless and Powerful**, an advocacy and support project for undocumented young people.

SPIRASI

213 North Circular Road
Phibsboro
Dublin 7

Phone: 01 - 838 9664

Fax: 01 - 882 3547

Email: info@spirasi.ie

Web: 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.

Crosscare Migrant Project

1 Cathedral Street

Dublin 1

Phone: 01 - 873 2844**Fax:** 01 - 872 7003**Email:** migrantproject@crosscare.ie**Web:** 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

37 Killarney St,

Mountjoy,

Dublin 1

Phone: 01 - 764 5854**Fax:** 01 - 672 5927**Email:** info@irishrefugeecouncil.ie**Web:** 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. IRC runs a youth group for refugees and asylum seekers.

National Consultative Committee on Racism and Interculturalism (NCCRI)

[www.pobal.ie/Beneficiaries/
EuropeanIntegrationFund/
Pages/Publications.aspx](http://www.pobal.ie/Beneficiaries/EuropeanIntegrationFund/Pages/Publications.aspx)

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 resources on all aspects of racism and interculturalism, including training resources, glossary of terms, advice to service users etc. are all located on the Pobal publications website alongside other useful publications on racism, integration, and interculturalism. Look for the Useful Publications page.

Office for the Promotion of Migrant Integration

Department of Justice and Equality
Floor 2
Bishop Square
Redmonds Hill
Dublin 2

Phone: 01 - 418 3200

Email: info@integration.ie

Web: 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. They administer national funding to promote integration.

Reception and Integration Agency

Floor 2
Bishop Square
Redmonds Hill
Dublin 2

Phone: 01 - 418 3200

Fax: 01 - 4183271

Email: RIA_Inbox@justice.ie

Web: www.ria.gov.ie

The Reception and Integration Agency (RIA) is responsible for the procurement and overall administration of State provided accommodation and ancillary services for applicants for international protection (asylum seekers), and suspected victims of human trafficking. RIA has accessible, up to date and clear statistics on asylum seekers accommodation on its website.

Garda National Diversity and Integration Unit (also known as GRIDO)

Garda Community Relations Bureau, Garda Headquarters
Harcourt Square, Dublin 2

Phone: 01 - 666 3150

Web: www.garda.ie/en/Crime-Prevention/Community-engagement/The-Garda-Racial-Intercultural-Diversity-Office-GRIDO-.html

Migrant / Refugee Rights organisations – Northern Ireland

Racial Equality Unit

The Executive Office Equality Directorate

Racial Equality Unit

Room E4.15, Castle Buildings

Stormont Estate, Belfast BT4 3SQ

Phone: 028 - 9052 8560

Fax: 028 9052 3272

Email: race.equality@executiveoffice-ni.gov.uk

NI Council for Racial Equality (NICRE)

Phone: 028 - 7710 767235

Email: patrick@nicre.org

NICRE is a new organisation involved in advocacy, supporting integration and tackling racial inequality.

Bryson Intercultural

Bryson House

28 Bedford Street

Belfast BT2 7FE

Phone: 028 9043 - 8211

Email: info@brysoninternational.org

Web: www.brysongroup.org

Bryson Intercultural seeks to be a leader in working with and empowering minority ethnic families and their communities in Northern Ireland, including the indigenous Irish Travellers and newly arrived minority ethnic individuals, by promoting and supporting into Northern Ireland.

Northern Ireland Community of Refugees and Asylum Seekers (NICRAS)

143 University St,

Belfast BT7 1HP,

Phone: 028 - 9024 6699

Email: info@nicras.org.uk, also

NICRAS.youthwork@outlook.com

Web: www.nicras.btck.co.uk

NICRAS is a Refugee Community Organisation (RCO) that represents the interests of asylum seekers and refugees. They support integration, raise awareness, inform on changes in the immigration law, organise social and fundraising events and respond to the changing needs of its members

NISMP – Northern Ireland Strategic Migration Partnership

Web: www.migrationni.org/support-organisations

List of organisations which provide information, advice and support for people from migrant and minority ethnic communities in Northern Ireland.

STEP South Tyrone Empowerment Programme

The Junction

12 Beechvalley Way

Dungannon,

Co Tyrone BT70 1BS

Phone: 028 – 8775 0211

Email: info@stepni.org

Web: www.stepni.org/migrant-project-overview.asp

S.T.E.P. Migrant Workers' Support Project offer advice and guidance for Migrant Workers in the Dungannon area.

Stronger Together

c/o STEP (see above)

Phone: 028 – 8775 0211

Email: info@strongertogetherni.org

Stronger Together is a network of over 150 members representing BME Organisations and Groups, BME individuals, Community Sector, Volunteers Sector and Public Service Sector. The three key aims are to:

- Share information and knowledge
- Provide a useful and central shared resource to connect service providers within the sector; and
- Identify new opportunities for partnership and innovation

Islamic organisations - All Ireland

<p>Islamic Cultural Centre of Ireland 19 Roebuck Rd Clonskeagh, Dublin 14 Phone: 01 - 208 0000 Email: info@islamireland.ie Web: www.islamireland.ie</p>	<p>Islamic Foundation of Ireland 163 South Circular Road, Dublin 8 Phone: 01 - 453 3242 Email: ifi@indigo.ie Web: www.islaminireland.com</p>
<p>Ahul Bait Islamic Cultural Centre (Shi'a Muslim Islamic Centre) Milltown Bridge, Dundrum, Dublin 14 Phone: 01 - 260 4491</p>	<p>Irish Muslim Peace and Integration Council 8 Coolmine Industrial Estate Blanchardstown, Dublin 15 Phone: 01 - 5156206 Email: info@impic.ie Web: www.impic.ie</p>
<p>Irish Council of Imams in Ireland Contact through the Islamic Cultural Centre of Ireland or the Islamic Foundation of Ireland.</p>	
<p>Belfast Islamic Centre 38 Wellington Park, Belfast BT9 6DN (BIC have a youth programme MYNI, Muslim Youth Northern Ireland) Phone: 028 - 9066 4465 Email: info@belfastislamiccentre.org.uk Web: http://belfastislamiccentre.org.uk/index.php/youth-group/</p>	
<p>NIMFA – Northern Ireland Muslim Family Association 7 Rugby Road, Belfast, BT7 1PS Phone: 028 - 9031 5784 NIMFA provides services and activities for the Muslim community in NI. It is dedicated to maintaining Islamic culture and values whilst integrating into the wider community. They provide daily prayers, and an Arabic and Islamic school and social activities for children and young people from 4 years to GCSE</p>	

Regional and local services – Republic of Ireland

Clare Clare Immigrant Support Centre Unit 13 Carmody St Business Park Carmody St Ennis, Co Clare Phone: 065 - 6822026 Email: cisc@eircom.net	Cork NASC (Irish Immigrant Support Centre) Ferry Lane, Dominick St, Shandon, Cork Phone: 021 – 450 3462 Email: info@nascireland.org Web www.nascireland.org
Cork New Communities Partnership Cork 107 Shandon Street Cork Phone: 021 - 2399 910 Email: ncpcork@gmail.com Web: www.newcommunities.ie	Dublin Africa Centre 9c Abbey Street Lower Methodist Church Building Dublin 1 Phone: 01 - 865 6951 Email: info@africacentre.ie Web: www.africacentre.ie
Dublin (and national) New Communities Partnership 53 Upper Dorset St Dublin 1 Phone: 01 – 8727842 Web: www.newcommunities.ie	Dublin County Balbriggan Integration Forum Cairde Building, 8 Hampton St Balbriggan Co. Dublin K32 HD86 Phone: 089 - 4958737 Email: info@balbrigganintegration.ie Web: https://balbrigganintegration.ie
Dublin 15 Fingal Ethnic Network Unit 1, MGB Building Base Enterprise Centre Mulhuddart, Dublin 15 Phone: 087 05441896 Email: info@fingalethnicnetwork.ie Web: http://fingalethnicnetwork.ie/	Kerry Tralee International Resource Centre 13-14 St Patricks Bungalows Boherbee, Tralee Phone: 066 712 7918 Mobile: 087 982 2983 Web: http://tirc.ie/

<p>Galway Galway Migrant Services (under Galway County Partnership) Unit 8, No 2 The Plaza Offices (above Argos & Lidl) Headford Road, Galway Phone: 091 - 773466 Office Mobile: 086 6020580 Email: katya@galwaymigrantservice.ie Web: http://gcp.ie/programmes-supports/support-for-communities/communities-by-interest/migrants/</p>	<p>Galway Migrant and Asylum Support Croi na Gaillimhe Society of St. Vincent de Paul Maureen O'Connell House 1 Mill Street Galway Phone: 091 – 895203 Email: info@croinagaillimhe.ie Web:http://croinagaillimhe.ie/migrant-and-asylum-support/</p>
<p>Limerick Doras Luimni Central Buildings 51a O'Connell Street Limerick Phone: (061) 310 328 Email: info@dorasluimni.org Web: www.dorasluimni.org</p>	<p>Mayo Mayo Intercultural Action (MIA) (under South West Mayo Development Company) Main Company Office, Georges Street, Newport Co. Mayo F28 X329 Phone: 098 41950 Mobile: 086 040 6134 (Diversity Mayo Project) Email: npestova@southmayo.com</p>

Please note: this list is not in any way exhaustive. For a list of organisations in your area consult your County Council, local Partnership, ETB Youth Officer for your county, your Community Forum and/or your local Ethnic Liaison Officer

Regional and local services – Northern Ireland

Craigavon Intercultural Programme 7 Foundry St, Portadown, Craigavon BT63 5AB Phone: 028 - 3839 3372 Email: info@cipni.com Web: www.craigavonintercultural.org	Ballymena Inter Ethnic Forum 20 William St, Ballymena BT43 6AW Phone: 028 - 2564 8822 Email: Natasha.taylor@interethnicforum.org.uk Web: www.strongertogetherni.org/ballymena-inter-ethnic-forum
Strabane Ethnic Community Association 34 B72, Strabane BT82 9AE, UK Phone: 028 7188 6419 Email: info@seca.org.uk Web: www.seca.org.uk	African Community Support Organisation NI C/O 9 Lower Crescent, Belfast BT9 1NR Phone: 028 – 9043 4090 Email: admin@acsoni.org
Chinese Welfare Association 1 Stranmillis Embankment, Belfast, BT7 1GB Phone: 028 - 9028 8277 Fax: 028 - 9028 8278	Indian Community Centre 86 Clifton Street, Belfast, BT13 1AB Phone: 028 - 9024 9746 Email: info@iccbelfast.com
Polish Association NI Email: olalojek@yahoo.com (Aleksandra Lojek-Magdziarz) Email: maciek@polishassociation.org (Maciek Bator)	Foyle Multicultural Forum Phone: 028 7137 0989 Email: info@foylemf.org Web: www.foylemf.org

<p>North West Migrants Forum (Advice and support service in the Derry City Council area and its environments)</p> <p>10 Fountain Street Londonderry BT48 6QX Phone: 028 7136 2184 Email: info@nwmf.org.uk</p>	<p>NWMF are committed to promoting equality of opportunity and equal protection for people of different ethnic backgrounds in Northern Ireland. Their main focus is working with vulnerable migrants specifically from non EU countries, black minority ethnic backgrounds, asylum seekers and refugees.</p>
<p>Horn of Africa Peoples' Aid Northern Ireland (HAPANI) Botanic House 1-5 Botanic Avenue Belfast BT7 1JG Phone: 028 9031 5778</p>	<p>Supporting & Empowering Individuals From The Horn Of Africa And Beyond In Northern Ireland</p>
<p>Building Communities Resource Centre Unit 22 & 23, Acorn Business Centre 2 Riada Avenue Ballymoney BT53 7LH Phone: 028 2766 5068</p>	<p>Ethnic Minority Support Project provides services to Black and Minority Ethnic groups and individuals across the Causeway Coast and Glens area.</p>
<p>African & Caribbean Support of Northern Ireland (ASCONI) First Floor, 9 Lower Crescent Belfast, BT7 1NR Phone: 028 9043 4090, 028 9043 4106 Email: admin@acsoni.org</p>	<p>ASCONI is an autonomous community-based organisation with a proactive approach towards targeting needs and facilitating belonging among individuals from the continent of Africa, the Caribbean (West Indies) and other families in Northern Ireland with these linkages.</p>

**CRAICNI - Cultivate Respect,
Appreciate Inclusion in Communities
in Northern Ireland**

Email: info@craicni.com

A Social Enterprise with the primary goal to develop and deliver quality learning experiences that focus on integration, cohesion and inclusive action.

Translating and interpreting services – All Ireland

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 - 8720008

DCU Language Service

Phone: 01 - 700 5673

Email: interpreting@dcu.ie

Resources

National Youth Council of Ireland (NYCI)

Intercultural resources, including research publications and activity based resources, can be requested from NYCI or downloaded from www.intercultural.ie

Youth Link NI

Intercultural resources, including activity based resources, can be requested from Youth Link downloaded from www.youthlink.org.uk or Ph: 028 90323217

Central Statistics Office

www.cso.ie

See the following detailed reports based on migration and diversity:
www.cso.ie/en/csolatestnews/presspages/2017/census2016profile7-migrationanddiversity/

NISRA

www.nisra.gov.uk

Northern Ireland Statistics and Research Agency

Education

The National Adult Literacy Agency

www.nala.ie

The Dublin Adult Learning Centre

www.dalc.ie

City of Dublin Education and Training Board

<http://cityofdublin.etb.ie>, www.ncge.ie/node/3074

Supporting Refugee Students Transition to and Progress in Post-primary School

Learning and Work Institute-UK

www.learningandwork.org.uk

Skills Audit for Asylum Seekers and Refugees: A Practitioners Manual

www.learningandwork.org.uk/resource/skills-audits-for-asylum-seekers-and-refugees-a-practitioners-manual/

Supporting Syrian Refugee Resettlement with ESOL

www.learningandwork.org.uk/2017/07/10/supporting-syrian-refugee-resettlement-with-esol/

Background information on migration and its causes

General

Trocaire

www.trocaire.org/getinvolved/education

Forced to Flee: Why Should I Care About Migration and Refugees?

www.trocaire.org/getinvolved/education/resources/forced-flee

European Country of Origin Information Network

www.ecoi.net

Human Rights Watch

www.hrw.org

The International Crisis Group (ICG)

www.crisisgroup.org

Intercultural and Anti-Racism Training

Youth Work training (ROI)

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
- Identifying, Challenging and Transforming Hate in Youth Settings

Web: www.intercultural.ie/training **Email:** Anne@nyci.ie **Phone:** 01 4784122

Youth Work training (NI)

Youth Link NI

Farset Enterprise Park

638 Springfield Road

Belfast BT 12 7DY

Phone: 028 90323217

Email: info@youthlink.org.uk

Web: www.youthlink.ork.uk

Youth Link NI offers credited training in Youth Work including modules in:

- OCN NI Level 1 Award in Diversity and Good Relations (QCF)
- OCN NI Level 2 Award in Diversity and Good Relations (QCF)
- OCN NI Level 2 Award in Community Relations, Equality and Diversity in Youth Work Practice

Other intercultural training bodies (ROI)

<p>Kensika Monshengwo (Interculturalism Anti-Racism Awareness Training and Training for Trainers) Phone: 089 9887142 Email: kmonshengwo@hotmail.com Web: https://training-intercultural.com</p>	<p>PARTNERS Training for Transformation Kimmage Development Studies Centre Kimmage Manor Whitehall Road D12 P5YP Phone: 01 - 406 7588 Email: partners@eircom.net Web: www.trainingfortransformation.ie/</p>
---	---

Other intercultural training bodies (NI)

<p>TIDES Training – General Office Duncairn Complex, Duncairn Ave, Belfast BT14 6BP Tel: 028 9043 8180 E-mail: info@tidestraining.org</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

CDYSB. 2009 Essential Guidelines for Good Youth Work Practice Toolkit.
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/

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 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.pobal.ie/Publications/Documents/Improving%20Government%20Service%20to%20Minority%20Ethnic%20Groups%20Key%20Terminology%20for%20Service%20Providers%20-%20NCCRI%20-%202007.pdf

NCCRI (2007) Key Considerations for Service Providers

www.pobal.ie/Publications/Documents/Improving%20Government%20Services%20to%20Minority%20Ethnic%20Groups%20-%20Key%20Considerations%20for%20Service%20Providers%20-%20NCCRI%20-%202007.pdf

NCCRI Seeking Advice and Redress against Racism

www.pobal.ie/Publications/Documents/Seeking%20Advice%20and%20Redress%20against%20Racism%20in%20Ireland%20-%20NCCRI%20-%202006.pdf

North Eastern Board NI Inclusion and Diversity Service resource for teachers

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](#)

NYCI, Walsh, A. (2017) Make Minority a Priority www.youth.ie/minority

NYCI, Walsh, A. (2016) 8 Steps to Inclusive Youth Work Available to download on www.youth.ie/sites/youth.ie/files/NYCI-8-steps-inclusive.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/

References

ⁱ See

www.pobal.ie/Publications/Documents/Improving%20Government%20Services%20to%20Minority%20Ethnic%20Groups%20Key%20Terminology%20for%20Service%20Providers%20-%20NCCRI%20-%202007.pdf, Also Opening Doors: Intercultural Toolkit for service providers in North west Inner City Network (NWICN)

ⁱⁱ www.nisra.gov.uk/sites/nisra.gov.uk/files/publications/2011-census-results-key-statistics-northern-ireland-report-11-december-2012.pdf

ⁱⁱⁱ <https://lawcentreni.org/Publications/Policy-Briefings/How-many-refugees-in-NI-Oct-2015.pdf>

^{iv} www.embraceni.org/wp-content/uploads/2012/09/Refugee-booklet-January-2017-F.pdf
pp 13

^v 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 N.I. Statistics sourced from Department of Education Northern Ireland. UK – www.ukcisa.org.uk/about/statistics_he.php

^{vi} For further information on languages spoken in various countries see 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)

^{vii} See Berry, John. W, 2008, Globalisation and Acculturation, available on www.sciencedirect.com

^{viii} New Communities Partnership membership list www.newcommunities.ie/

^{ix} www.facebook.com/nicre.org/

^x Guidelines to working with interpreters are available on www.intercultural.ie, www.spirasi.ie and the NWICN Toolkit Opening Doors

^{xi} See www.sari.ie

^{xii} Annual reports from Garda Ethnic Liaison Division and ENAR Ireland i-report

^{xiii} contact Community relations section, phone 01 - 6663150, fax 01 - 6663801 or email crimprev@iol.ie for a confidential service

^{xiv} Policing, Accountability and the Black and Minority Ethnic Communities in NI (2004).

Radford, K. Betts, J. Ostermeyer, M. ICR

^{xv} Sources: Migrant Rights Centre Ireland 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.

^{xvi} Migration and Migrant Workers in NI (2008) ARK, quoting Bell et al, 2004

^{xvii} Sources:

www.pobal.ie/Publications/Documents/Challenging%20Myths%20and%20Misinformation%20about%20Asylum-Seekers%20and%20Refugees%20-%20NCCRI%20-%202008.pdf and Sanctuary www.catholicbishops.ie/refugees

^{xviii} www.independent.ie/irish-news/ireland-refuses-asylum-to-90pc-of-applicants-35229842.html

^{xix} www.ria.gov.ie

^{xx} Geraghty and others(2010), in 'Attitudes to difference', NCB NI and Ark YLT www.ncp.org.uk/pdf/ATTD_web_final.pdf

^{xxi} www.pobal.ie/Publications/Documents/Challenging%20Myths%20and%20Misinformation%20about%20Asylum-Seekers%20and%20Refugees%20-%20NCCRI%20-%202008.pdf