

County of Dún Laoghaire-Rathdown, reflect the social, cultural and economic needs of ethnic minority communities in the County.

#### **Actions**

- A) Agree on timelines for all actions and prioritise actions within three six-month phases of the Forum's development during the next eighteen months
- B) Develop a performance monitoring mechanism. The Forum will liaise with Dún Laoghaire-Rathdown County Council Social Inclusion Unit for assistance in this area
- C) Conduct a six month review of the actions of the Forum in April 2011

#### **For further information on the work of the DLREMIF please contact:**

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## **Dún Laoghaire-Rathdown Ethnic Minority Integration Forum (DLREMIF)**

**Work Plan 2010-2012**



**October 2010**

## Dún Laoghaire-Rathdown Ethnic Minority Integration Forum (DLREMIF)

### Work Plan 2010-2012

October 2010

#### Mission statement and objectives

The mission of the DLREMIF is to work in collaboration with stakeholders that operate within the County of Dún Laoghaire-Rathdown to ensure that their plans and policies reflect the social, cultural and economic needs of ethnic minority communities in the County.

The DLREMIF reflects the five overarching objectives of the National Action Plan Against Racism, Planning for Diversity (NPAR 2005-2008) in its focus on:

1. **Protection:** Effective protection of the rights of ethnic minorities
2. **Inclusion:** Economic inclusion and equality of opportunity for ethnic minorities
3. **Provision:** Accommodate diversity within service provision
4. **Recognition:** Recognition and awareness of diversity
5. **Participation:** Full participation of ethnic minorities

#### Background

The rationale for the establishment of the DLREMIF is multifaceted.

Moving Forward Together: an Anti-Racism and Diversity Plan for the County of Dún Laoghaire Rathdown was launched in 2007 ([www.dlrard.ie](http://www.dlrard.ie)). This three-year plan was developed by an inter-agency steering committee as a response to the Irish Government's National Action Plan Against Racism (NPAR) 2005-2008, which called on all cities and counties in the state to prepare local anti-racism and diversity plans. The Anti

- Southside Partnership DLR
- Strategic Policy Committees

The DLREMIF will liaise with the Social Inclusion Unit of Dún Laoghaire-Rathdown County Council and Southside Partnership DLR in relation to selecting which committees its members will join and the procedures this will entail. Central to this process of selection will be the DLREMIF prioritising the areas in which it wants to focus its activities. Southside Partnership DLR, through the SCTN, may be in a position to provide relevant training to members in this regard.

The DLREMIF plans to identify connections between the objectives of each of the aforementioned committees and the Forum's own work plan. The Forum will also make presentation to those committees which its members do not join, in the interests of informing them about the existence and remit of the Forum and acting as a bridge between those committees and ethnic communities in the County.

- B) Develop and support joint actions to combat racism and discrimination, promote integration and research and develop relevant policies
- C) Identify key recommendations in national and local reports that affect the ethnic minority communities and write submissions to the various stakeholders regarding these recommendations
- D) Support the development of an integration strategy (national/ local)

#### 4. Monitor and evaluate the actions of the Forum

The actions of the Forum are to be subject to continuous monitoring and evaluation in order to ensure that they are fulfilling the central overarching objective of the forum: to see that the plans and policies of stakeholders operating within the

- Training workshops
- Inputting into events organised by other groups
- Utilising ethnic media and other relevant channels to raise awareness about the Forum

E) Support the development of EMLOs through the following actions:

- Provision of training and capacity building. The Forum will consult with the wider community to identify needs (the audit proposed under Action area 1 may provide some information in this regard) and plans to communicate with community leaders with a view to holding Train the Trainer workshops
- Source finance to develop EMLOs, in the form of a small grants scheme as well as funding to sustain the Forum itself

### **3. Inform policy and planning at local, county and national level**

#### **Actions**

A) Members to join, and be supported in their role, in selected committees to include a minimum of three and a maximum of five of the following:

- Anti-Racism and Diversity Committee
- Community & Voluntary Forum
- County Development Board
- Joint Policing Committee
- Social Development Inclusion Committee (SIM)

-Racism and Diversity steering committee had sought the involvement and inclusion of ethnic minorities to inform anti-racism, diversity and integration in the County and the DLREMIF is an excellent mechanism for this.

Secondly, a recent publication, 'Integration in Dublin: Informing Strategies at Time of Recession' (Hegarty, 2009) cited the establishment of a forum as a key recommendation to build awareness of opportunities and benefits generated by diversity and to support best practice in accommodating diversity.

Thirdly, in 2009, the Office of the Minister for Integration asked the Dún Laoghaire Rathdown County Council Social Inclusion Unit to establish a local integration forum to support integration in the County.

Finally, it was also considered important to develop this initiative before the Dún Laoghaire-Rathdown Anti-Racism and Diversity (ARD) came to an end in August 2010.

In September 2009 an application was made to the Office of the Minister for Integration seeking support in establishing a local integration forum. This application was successful and, with considerable support from Southside Partnership DLR and New Communities Partnership, the first DLREMIF meeting was held in May 2010.

The DLREMIF has representatives from 9 different communities living in the County. These include the: Algerian, Cameroon, Congolese, Ghanaian, Indian, Malaysian/Asian, Nigerian, Polish and Romanian Communities.

At this time six meetings have been held with the forum. During this time the terms of reference and the work plan have been developed.

Dún Laoghaire-Rathdown County Council, Southside Partnership DLR and New Communities Partnership have acted as a resource and partner to the Forum since its inception and are committed to continuing to provide support in the realisation of this work plan.

#### **Action areas**

The following is a list of the action areas that were decided by the group in the form of the terms of reference and which were then built upon in the subsequent discussions on 21 September 2010. It is intended that these actions will be carried out over an 18-month time frame between October 2010 and April 2012.

It is important to note that all actions are subject to regular review and evaluation to ensure that they are fulfilling the central overarching objective of the forum: to see that the plans and policies of stakeholders operating within the County of Dún Laoghaire-

Rathdown reflect the social, cultural and economic needs of ethnic minority communities in the County (see Action area 4).

## 1. Act as a voice of Ethnic Minority communities of the County

### Actions

- A) Develop the profile of the forum through the following:
- Raise awareness about the Forum in the County, especially among ethnic minority communities and service providers, similar fora and networks across the country, as well as local media (see Action 2)
  - Organise at least one social/cultural event to celebrate diversity through shared cultural experiences and to promote a sense of community. The Forum will establish a committee to be responsible for the organisation of this event
  - Develop a logo
- B) Conduct research on the issues facing ethnic minorities and immigrants in the County to identify problems and propose solutions, possibly in the form of an audit.
- C) Provide training and capacity-building opportunities for members and the wider community:
- The Forum will liaise with the Southside Community Training Network (SCTN) in this regard to identify available training opportunities, in particular in the areas of leadership and team-building skills; media training; funding applications; and conducting an audit
  - The Forum will also develop its own resource of in-house training which will capitalise on the skill-sets of individual members to provide additional training and up-skilling for the group
- D) Join committees to ensure the effective representation of ethnic minority communities (See Action area 3)

## 2. Be a channel for communication and information and support the development of ethnic minority led organisations (EMLOs) in the County

### Actions

- A) Promote the culturally appropriate sharing and dissemination (provision) of information to ethnic communities within the county on issues of relevance (results of the audit proposed under Action area 1 could be utilised in this regard). It may also be necessary for the Forum to liaise with service providers in the preparation and distribution of this information support
- B) Establish a sub-committee to be responsible for linking in with other stakeholders in the compiling and sharing of information. This sub-committee must have a minimum of two members from the Forum but is also open to members of the public and other organisations
- C) Compile a database of members of ethnic communities in the County (or to identify EMLOs) and identify leaders of EMLOs to engage in outreach activities to the wider immigrant community
- D) Develop an information campaign for the Forum to communicate information about its creation and function through a variety of the following:
- Website
  - Newsletter
  - Leaflets
  - Events