



LOUTH

ANTI-RACISM
& DIVERSITY PLAN
2007 - 2010



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SECTION 1:

Introduction

1.1 FOREWORD

It is a great honour to introduce the Louth Anti-Racism and Diversity Plan 2007-2010. The challenge has been set for every Louth person to eliminate racism from all elements of their life. This will not be an easy task as racism and prejudice are problems that have gained increasing consequence in our society over recent times. With this strategy, and the involvement from all members of the community, we hope that we will witness the beginning of an era of diversity, where racism will be banished from our shores.

Today, Louth is more diverse than ever before in its history. People from many countries around the world have chosen Louth as their home. They share our workplaces, our schools, our churches, our streets...and our hopes. This strategy welcomes our new diverse communities as a means of enriching ourselves and our County, leading to the establishment of an intercultural society where diversity will be embraced and celebrated.

In the coming years, we envisage Louth free of racism, where all groups, regardless of culture or race, are treated equally and with respect. To ensure this we need all members of our community, from young to old, male and female to stand up and say "No to Racism and Yes to Interculturalism."

As an individual you can make a real change to racism, but we also recognise the importance of leadership and commitment of local trade unions, employers, community and voluntary groups and the state and semi state agencies. As part of the Action Plan, these agencies and groups have put their organisations forward as active participants in realizing our vision.

We would like to take this opportunity to commend all who took part in the process, in particular the staff of the Social Inclusion Unit, and to all who will be involved in the future.

Declan Breathnach
Chair, Louth County Development Board

Michael A. Curran
Director of Services- Housing,
Community & Enterprise
Louth County Council.

October 2007

1.2 ACKNOWLEDGEMENTS

The development of Louth Anti-Racism & Diversity Plan 2007-2010 required considerable work over two years. This work required many conversations, regular meetings, presentations and consultations and much more. We extend a special thank you to the following people for their participation in this process:

- To the ARD working group and ARD steering group listed in Appendix 1.
- To all the organisations and individuals who participated in the consultations
- To the partner organisations who have committed themselves to ensuring the successful implementation of this strategy
- To Department of Justice, Equality and Law Reform who have provided funding for the development of this strategy.
- Dara Training & Consultancy who facilitated the ARD workshops and consultations.

1.3 MISSION STATEMENT, VISION AND AIM

Mission Statement

Louth - We Cherish All People Equally

Vision

Louth, a county confident in its own dynamic identity, embracing and cherishing all, leading to a rich diversity of culture and a good quality of life.

Aim

To provide strategic direction and leadership in countering racism and in developing a more inclusive, intercultural society in Louth.

The core beliefs, values and commitments informing the development of County Louth's Anti Racism and Diversity Plan are:

- We value cultural and ethnic differences
- We, in Co. Louth, are an intercultural community and we accept the challenges and opportunities that this interculturalism offers
- We understand relationship to be key in building an intercultural society where respect fosters trust and mutual understanding
- The principle of inclusion is central to ensure that this strategy has impact on those who are in are in a minority in our society
- We are committed to continuously evaluating our actions

It is envisaged that the same beliefs, values and commitments will underpin the strategy's implementation and ongoing development.

1.4 DECLARATION

Declaration of Commitment to Co. Louth Anti Racism and Diversity Strategy, 2007-2010.

I/We, the undersigned, understand racism as being a form of oppression experienced by Black and Minority Ethnic communities, including Travellers.

Racism involves individual actions and institutional practices that discriminate against these groups.

The Co. Louth Anti Racism and Diversity plan counters racism and promotes interculturalism.

I/We, the undersigned, aim to support, embrace and celebrate diversity in all aspects of our community and we encourage others to do the same.

I/We, the undersigned, wish to publicly express commitment to the principles and actions outlines in Co. Louth ARD strategy.

Name:

Address:.....

.....

Contact email or Tel. No.

.....

Signature:



NCCRI



DEPARTMENT OF JUSTICE, EQUALITY AND LAW REFORM
AN ROINN DLÍ AGUS CIRT, COMHIONANNAIS AGUS THCHÓIRTHE DLÍ



1.5 THEMATIC SUMMARY OF ACTION PLAN

THEME 1 PROTECTION

EFFECTIVE PROTECTION AND REDRESS AGAINST RACISM

Objective 1.1	To ensure effective protection and legal redress for people experiencing racism
Objective 1.2	To counter racism and engage in interculturalism locally, taking account of national, cross border, E.U, global thinking and initiatives

THEME 2 INCLUSION

ECONOMIC INCLUSION AND EQUALITY OF OPPORTUNITY

Objective 2.1	To encourage and facilitate economic inclusion of cultural and ethnic minorities in all local, public, private and voluntary organisations.
Objective 2.2	To assist the focus on tackling poverty particularly in cultural and ethnic minority groups

THEME 3 PROVISION

ACCOMMODATING DIVERSITY IN SERVICE PROVISION

Objective 3.1	To facilitate the mainstreaming of anti racism and cultural and ethnic awareness and practice in all government departments, statutory agencies and funded bodies
Objective 3.2	To encourage all work places to mainstream anti racism and cultural and ethnic awareness through policies and practices
Objective 3.3	To promote the further development of dedicated support services and facilities for ethnic minorities

THEME 4 RECOGNITION

RECOGNITION AND AWARENESS OF DIVERSITY

Objective 4.1	To raise awareness of cultural diversity and the opportunities and challenges of interculturalism in media, arts, sports and tourism
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THEME 5 PARTICIPATION

FULL PARTICIPATION IN IRISH SOCIETY

Objective 5.1	To promote effective participation of ethnic and cultural minorities in our society in political, community and local development processes
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1.6 METHODOLOGY

The development of the Louth Anti Racism and Diversity Plan began in January 2006 and was completed in July 2007.

The lead partner has been the Social Inclusion Unit of Louth Local Authorities. The brief of the Social Inclusion Unit is to conduct research and analysis, provide awareness raising and information provision in terms of social inclusion and to influence existing and future policy development.

One of the socially excluded groups includes refugees/asylum seekers and ethnic minorities. In the spring of 2006 the process of identifying and approaching key people to join an Anti Racism and Diversity working group was established.

The purpose of the working group was:

- To co-create the mission, aims and values of the strategy plan
- To define actions in Co Louth to assist the move to eradicate all forms of racial discrimination, prejudice and bigotry throughout the County.

Consultants were appointed in August 2006 to assist with the facilitation and consultation process. The Working group first meet in September 2006 and subsequently had monthly meetings throughout the process.

In addition to the working group a steering committee was formed to oversee the development of the process.

The role of the steering committee was:

- To guide the process
- To identify stakeholders
- To ensure maximum inclusion of the community
- To ensure the monitoring of the implementation of Louth Anti Racism and Diversity Plan.

The principles of inclusion and participation have been central to the process from the outset. This work has focused on:

- An understanding of racism and the issues faced by cultural and ethnic minorities in Co. Louth
- An understanding of the concept and implementation of interculturalism
- Designing appropriate strategic responses.

During September 2006 to June 2007, wide-ranging consultations were organised throughout the County. These consultations were:

- With black and minority ethnic groups and individuals
- With community representatives and groups
- With service providers and agencies
- With representatives of local churches
- With individual politicians
- With agencies involved in the field of anti racism.

A questionnaire was circulated to service providers to seek input and feedback and to encourage their involvement in the final strategy plan.

A presentation was made to Louth Local Authority management team on the Whole System Approach.

As part of the consultation process three public meetings were held in Ardee, Dundalk and Drogheda to allow the general public to comment before the final publication of the Louth Anti Racism and Diversity Plan.

The Department of Justice, Law and Reform funded the development of Louth Anti Racism and Diversity Plan.

SECTION 2:

Legislative and Policy Context

This section outlines the main international and national legislations and policy documents that provide the context for anti racist work. The international key developments are summarised as follows:

2.1 LEGISLATIVE

- **The Universal Declaration of Human Rights, 1948**

Although not seen as a legally binding instrument of international law, the Universal Declaration of Human Rights serves as a point of reference for all subsequent international human rights legislation.

- International Convention on Elimination of all forms of racial discrimination, 1969 (CERD)

Ratified by Ireland CERD is widely recognised as principal international instrument in relation to racism, racial discrimination, xenophobia and related intolerance.

- The World Conference Against Racism, 2001

In 2001 in Durban, the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance was held. During that conference all countries were urged, "To establish and implement without delay national policies and action plans to combat racism, xenophobia and related intolerance, including gender based manifestations." Through the declaration and programme of Action arising from the Conference, the international community recognised both the multi dimensional nature of racism and the range for a united and committed response at global, regional and national levels. The Irish Government participated in that conference and effectively signed up to the Declaration and the programme of Action published by World Conference Against Racism (WCAR) and to the commitment to develop the National Action Plan Against Racism (NPAR).

The Social Partnership Agreement 2003-2005, Programme for Prosperity identified the NPAR as a key element of a special initiative on migration and interculturalism to be undertaken during the period of the Agreement (Diverse Voices, 2003).

Through the declaration and programme of Action arising from the Conference, the international community recognised both the multi dimensional nature of racism and the range for a united and committed response at global, regional and national levels. The UN General Assembly resolutions 56/266 and 57/195 calls for comprehensive implementation and follow up to the Declaration and Programme for action. The Office of the High Commissioner for Human Rights (UNHCHR) has responsibility for implementing the outcomes of the WCAR and five eminent experts have been appointed to oversee this process.

- **EU Framework to combat discrimination and racism**

In 1997, Article 13 of the Amsterdam Treaty gave the European Union a legal base on which to develop appropriate measures to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Using these powers the European Union adopted the Racial Equality Directive in June 2000 and later that year the Employment Equality Directive. The Equality Act 2004 was enacted on 18th July, 2004 and provided amendments to both the Employment Equality Act 1998 and Equal Status Acts 2000-2004 to implement three EU equality directives (the Race Directive, the framework Employment Directive (grounds of religion or belief, disability or age or sexual orientation) Gender Equal Amendment Directive). While the Race Directive was due to be fully implemented by July 2003, at the beginning of 2006 some member states have failed to implement it. However the Directive does have direct effect, which means that individuals can assert it before national courts, even where it has not been implemented.

The Fundamental Rights Agency which is the new monitoring agency of the European Union will continue to focus on the issue of racism in Europe.

• The National Level

The key pieces of legislation are the Employment Equality Acts, 1998 and 2004 and the Equal Status Acts, 2000 and 2004. They outlaw discrimination in employment, vocational training, advertising, collective agreements, the provision of goods and services and other opportunities to which the public generally have access on nine distinct grounds- gender; marital status; family status; age; disability; race; sexual orientation; religious belief; and membership of the Traveller community.

The EU Race Directive was incorporated by the Equality Act 2004 providing greater protection against discrimination by amending the 1998 definition of discrimination; discrimination is taken to occur where a person is treated less favourably than another person is, has been or would be treated in a comparable situation on any of the discriminatory grounds.

The Prohibition of Incitement to Hatred Act prohibits any advocacy of racial hatred that constitutes incitement to hatred, hostility or violence against a group of persons in the State on account of their race, colour, nationality, religious, ethnic or national origin, and membership of the Travelling community or sexual orientation. There have been few prosecutions under this Act and the legislation has been under review to determine its effectiveness since 2000.

2.2 RECENT INSTITUTIONAL DEVELOPMENTS

It has been widely acknowledged that the implementation of an effective anti racism and intercultural policy requires the active participation of civil society. Civil society includes the community and voluntary sector, social partners and minority led organisations. Some of the most significant bodies include: National Consultative Committee on Racism and Interculturalism

NCCRI was established in 1998 as an independent expert body to focus on racism and interculturalism primarily funded by Department of Justice, Equality and Law reform. In 2004 it opened a Regional Office in Dundalk where the SYNERGY

North South Intercultural Initiative is based.

• Irish Human Rights Commission

The Irish Human Rights Commission was established as part of the Good Friday Agreement to endeavour to ensure that the human rights of all people in the state are fully realised and protected, in law, in policy and in practice.

• The Equality Authority

The Equality Authority has been established as the independent specialised equality body to combat discrimination and to promote equality under the equality legislation. It is a guardian of equality.

• The Equality Tribunal

The Equality Tribunal has been established to adjudicate on or mediate cases under the equality legislation.

• The Garda Racial and Intercultural Office

The Garda Racial and Intercultural Office was established in 2000 and operate within the Community Relations Section. The office has a national remit with responsibility for the development and monitoring of implementation of organisational policies and strategies, which deal with racial, ethnic, religious and cultural diversity. Garda Ethnic Liaison Officers are appointed in every county to support victims of racism and to make proactive links with relevant public agencies and community organisations.

• Public awareness

The first ever national anti racism awareness programme 'Know Racism' was implemented and formally launched by the government in October 2001 with the aim of creating the conditions for building an inclusive society in Ireland. This three-year programme, 2001-2003 involved a range of public awareness campaigns, the development of anti-racism resource packs, and also provided funding to local anti-racism initiatives.

- **Social Inclusion and modernisation of public services**

The National Anti Poverty Strategy includes a specific commitment to tackling racism, racial discrimination and related intolerance. Travellers, migrants and minority ethnic groups are identified as being vulnerable to poverty and social exclusion in the NAPS/Inclusion.

The Public Services Modernisation programme (the Strategic Management Initiative) has a focus on equality in the delivery of quality customer services. The National Employment Plan and National Action Plan on Social Inclusion are significant foundation stones on which the National Action Plan against Racism seeks to build.

- **Planning for Diversity: The National Action Plan against Racism (NPAR)**

NPAR was published in January 2005. Dept. of Justice, Equality and Law Reform oversaw the development of the NPAR in Ireland through the NPAR steering group. The NPAR “reaffirms the Irish government’s commitment that racism has no place in Irish society.”¹

“The overall aim of the Plan is to provide strategic direction to combat racism and to develop a more inclusive, intercultural society in Ireland based on a commitment to inclusion by design, not as an add-on or afterthought and based on policies that promote interaction, equality of opportunity, understanding and respect.”² (NPAR p.27)

The NPAR may be regarded as the template that will underpin a range of Government initiatives in this field for the next three years.

The principal responsibility for anti racism and equality policy is with Government and specifically with Dept. of Justice, Equality and Law Reform

2.3 CROSS BORDER DIMENSION AND NI POLICY

The Border Dimension

Both the Northern Ireland and the Republic of Ireland strategies refer to cross-border co-operation: Maximising co-operation to combat racism within Ireland on a north/ south basis and between Ireland and Britain is an important outcome from the National Action Plan in the Republic. The Racial Equality Strategy for Northern Ireland states that Northern Ireland is likely to differ from other jurisdictions as racism there may to some extent be shaped by sectarianism and patterns and attitudes from the conflict in Northern Ireland.

Co. Louth is a border county and this necessitates consideration of the Northern Ireland strategies and legislation. The principal pieces of legislation are:

- **The Race Relations Order 1997 (amended 2003)**

This Order makes it unlawful to discriminate on racial grounds in the following areas:

Employment, education, provision of goods, facilities or services, disposal and management of premises and advertisements, either directly or indirectly.

- **Northern Ireland Act 1998**

The Northern Ireland Act makes three significant provisions in relation to issues of racism and racial equality in NI, namely:

1. Northern Ireland Human Rights Commission
2. Equality Commission for N.I
3. Statutory Equality Duty

Under section 75 of the NI Act 1998 there is a statutory equality duty on public authorities in carrying out their functions to ensure that they have due regard to the need to “promote equality of opportunity across a number of different groups including racial groups” and have regard to the “desirability of promoting good relations between persons of different religious belief, political opinion or racial group.”³

1 Planning for Diversity. National Action Plan against Racism p.40

2 Planning for Diversity The National Action Plan Against Racism p.75

3 Northern Ireland Act Section 75 (2)

- Children (NI) Order 1995

The Children's Order places a specific responsibility with regard to "race relations on Health and Social Services Trusts, voluntary organisation and the proprietors of private children's homes who are caring for children. It requires Trusts to take into account the different racial groups of children in their area when recruiting foster parents or arranging day care.

- New Targeting Social Need and Promoting Social Inclusion

Alongside efforts to establish formal equality of opportunity, New TSN has been devised with the aim of targeting efforts and resources towards those individuals, groups and areas that are most disadvantaged and excluded; examples of such groups might include those most affected by the 'Troubles', Travellers and members of other ethnic minorities. The new TSN can be seen as an initiative which compliments the equality provisions outlined under the Northern Ireland Act 1998.

The Racial Equality Strategy (NI)

In 2005 the Office of the First Minister and Deputy First Minister launched the Racial Equality Strategy for Northern Ireland⁴ which aims to tackle racial inequality, eradicate racism and hate crime and initiate actions to promote good racial relations. This strategy has regard to the UK's obligations under the UN Convention for the Elimination of All Forms of Racial Discrimination including the Durban Declaration and the EU Racial Equality Directive. In addition the strategy has drawn on international developments in the Republic of Ireland, Great Britain and the European Union and in particular will continue to draw on developments in implementing the strategy particularly the Irish Government's National Action against Racism.

Summary

Overall, it is clear that Ireland has entered a new and unprecedented phase with regard to racism and countering racism. The issue of racial equality is now firmly on the legislative and political agenda.

⁴ www.ofmdfmi.gov.uk/race-equality-strategy.pdf

SECTION 3:

Racism

3.1 What is Racism?

The term “racism” describes negative attitudes and practices towards persons because of their membership of groups perceived to differ in physical or cultural characteristics from the perceiver. The starting point lies in belief systems of the existence of different races and membership of a particular “race” which in turn innately marks a person as inferior or superior.

“In one international declaration, covenant and convention after another since the United Nations was founded, States have accepted that all members of the human family have equal and inalienable rights, and have made commitments to assure and defend these rights. Racial discrimination, nevertheless, remains a stumbling block to the full realisation of human rights. In spite of progress in some areas, distinctions, exclusions, restrictions and preferences based on colour, race, descent, national or ethnic origin, continue to create and embitter conflict, and cause untold suffering and loss of life. The fundamental injustice of racial discrimination, no less that the dangers it represents, has made its elimination a target of action by the United Nations.”⁵

- **United Nations 2001**

This quotation from the Convention on Elimination of All Forms of Racial Discrimination (CERD) is the most important international declaration on racism. It signifies the repudiation of racism by the world community and it also provides a common language for understanding what racism is around the world. Some of that language is reproduced in the following quotes from the Declaration on Race and Racial prejudice, Article 2. (UNESCO, 1978).

“Any theory which involves the claim that racial or ethnic groups are inherently superior or inferior, thus implying that some would be entitled to dominate or eliminate others, presumed to be inferior, or which bases value judgements on racial differentiation, has no scientific foundation and is contrary to the moral and ethical principles of humanity.”

“Racism includes racist ideologies, prejudiced attitudes, discriminatory behaviour, structural arrangements and institutionalised practices resulting in racial inequality as well as the fallacious notion that discriminatory relations between groups are morally and scientifically justifiable; it is reflected in discriminatory provisions in legislation or regulations and discriminatory practices as well as in anti social beliefs and acts; it hinders the development of its victims, perverts those who practice it, divides nations internally, impedes international cooperation and gives rise to political tensions between peoples; it is contrary to the fundamental principles of international law and, consequently, seriously disturbs international peace and security.”⁶

Whilst this language describes the attitude and actions and the consequences of racism in clear and strong language, it also makes it clear that racism will not go away easily and will require strategies and action plans with a long-term focus. In general and for the implementation of ARD plan, there are two forms of racism to be addressed:

- **Individual racism** is racism experienced at an individual level, which includes offensive acts or comments based on colour, religion, nationality or ethnicity of the person experiencing racism. These acts are harmful and sustained individual racism can be traumatic. However, an emphasis on individual racism can imply that the society as a whole is not responsible for racism.
- **Institutional racism** acknowledges to some extent that the society and the political systems are responsible for racism. When members of an ethnic minority group are deliberately discriminated against by institutions or when institutions inadvertently discriminate by failing to plan for their diverse needs, institutional racism is present.

“Institutional racism is about power, it is about who has the right to give resources to who.... institutional racism happens when people go about their normal business without thinking what are the implications for other ethnic groups.”⁷

5 The UN International Convention on All Forms of Racist Discrimination, 1969

6 Ibid

7 Planning for Diversity. National Action Plan Against Racism. P. 75

3.2 RACISM IN IRELAND

Prior to 1990s immigration to Ireland was extremely low and confined for the most part to managers of multinational companies that began to invest in Ireland in the 70s. Before that period although largely a mono-ethnic country, there were small communities of Jewish, Chinese and Italian people. The oldest indigenous minority are the Travellers. Of the few Hungarian refugees who came in 1956, many left again; a few Chilean refugees came in 1973, Vietnamese in 1979 and Iranian Baha'i in the 80s. The 90s brought some Bosnian and Kosovar refugees to Ireland.

However the assumption that because Ireland was largely a homogenous society up until the present decade, racism was not an issue, is erroneous. This assumption is accompanied by the view that the Irish are not racist and the Irish could not be racist due to their own history of experiencing anti Irish racism. One of the harmful results of these beliefs is that it lays the blame for the existence of racism upon the minority ethnic person, rather than seeing it as the problem of the majority population.

“The existence of racist ideas and practices among Irish people –in Ireland and elsewhere-has been almost completely ignored.” Robbie McVeigh.⁸

Bryan Fanning very clearly describes the emergence of Ireland as a nation state with the same attribute of any other nation state where dominant ideas of social membership emerge at the cost to minorities. Fanning continues about Ireland and majority/minority dynamics generally:

“Those perceived as deviant from the norms of the dominant imagined community-and from the constitution and laws that institutionalised these-were required to choose between assimilation (the surrender of visible difference) or rejection.... The reality is that nation states have tended to subordinate difference to national ideals of homogeneity. Small minorities might have found themselves written out of history, swallowed up in the nation building of modernity.”⁹

In this article Fanning goes to highlight examples of the oppression of the Irish Travellers, Protestants and the Jewish community.” This awareness that Ireland is as capable as any other nation state to exclude and discriminate is crucial to address the complex issue of racism in order to come to terms with the challenges of integrating the new immigrants for Ireland.

Demography of Ireland

The 2006 census introduced an ethnicity question, which gives some picture of ethnic and related forms of diversity in Ireland. At time of completing this strategy some statistics are beginning to emerge.

The following table enumerates the population by nationality (Table 25 CSO)

Total population	4,172,013
Irish	3,706,683
EU countries	275,775
Other European countries	24,425
Africa	35,326
Asia	46,952
USA	12,475
Other American countries	8,649
Australia	4,033
Other nationalities	7,984
Multi nationality	2,358
No nationality	1,318
Not stated	44,279

Nearly 420,000 persons (10% of the population) who were usually residents of the State in April 2006 indicated that they had a nationality other than Irish. The corresponding figure in 2002 was 224,000 (5.8%)

⁸ Racism and Anti racism in Ireland 2002 Ronnie Lentin and Robbie McVeigh
⁹ Irish Connections- Immigration and the Politics of Belonging. Bryan Fanning

Forms of Racism in Ireland

National Action Plan Against Racism (NPAR) highlights the different forms of racism prevalent in Ireland as follows:

- Racism experienced by Travellers on the basis of their distinct identity and nomadic tradition
- Racism experienced by recent immigrants, which includes migrant workers, refugees, asylum seekers and students studying in Ireland and temporary visitors, including tourists
- Racism experienced by “black and minority ethnic people” on the basis of their skin colour and ethnic and/or national identity, irrespective of their legal status
- Racism experienced by Jewish and Muslim people in form of Anti-Semitism and Islamophobia
- The intersection between racism and discrimination on any of the other grounds.¹⁰

Travellers

Census 2002 records 24,000 Travellers in Ireland, representing 0.6% of the population, According to the 2006 census there were 22,435 Travellers enumerated; down from 23,681 in 2002, although NGOs feel that the true figure is closer to 30,000.

Travellers are an indigenous minority, part of Irish society for centuries. Travellers have a long shared history and value system with their own language, customs and language. Racism towards Travellers has always existed and many Travellers would say that this racism has become stronger in the last decade with the new ethnic minorities arriving. The Millward Brown IMS research shows this has validity.

- 13% of all respondents disagreed that the Traveller community should have the same rights as the settled community
- 23% disagreed that the nomadic way of life and culture of the Traveller community should be preserved
- 68% disagreed that there is no discrimination against the Traveller community and
- 48% disagreed that the Traveller community make a positive contribution to Irish society.

These findings show a picture of present day Ireland where the oldest minority in Ireland are subject to a very prevalent, ingrained and accepted form of racism.¹¹

Recent Migrants

Recent migrants include a wide range of people with diverse needs and diverse experiences of arriving and being here. They include refugees, asylum seekers, migrant workers and students from overseas.

Refugees and Asylum seekers

The United Nations Secretary, Kofi Annan stated that there was a growing tendency to equate refugees “at best with economic migrants, and at worst with cheats, criminals or even terrorists.” In 1997 the media reflected a “panic” that Ireland was being swamped. Consider the following:

“Racism creeping into Dublin with refugee influx. Says T.d’s”¹²

Politicians used the word “crisis” widely. A perception of refugees and asylum seekers competing with other marginalized groups and culpable for their own exclusion began to take root.

The reality is different. There has been much exaggerated and alarmist comment about the number of asylum seekers coming to Ireland in recent years. Some understanding of how these racist attitudes are played out in the current Irish context through what Millward Brown IMS researchers have termed the “immigrant paradox” which they describe thus:

- Most people are reluctant to be seen as racist
- However, there is a sense of threat from what is perceived as an uncontrolled influx of foreigners
- This leads to a need to find grounds for resisting this influx whilst avoiding the racist label
- The solution is to find ways to deny the legitimacy of the immigrant case and to exaggerate the benefits they receive
- This is the origin of many immigrant myths¹³

¹¹ Opinions on Racism and Attitudes to Minority Ethnic groups, 2004. Millward Brown IMS research

¹² The Irish Times, 26th May, 1997

¹³ ibid

Ireland, like most other countries in the world, has an international obligation to provide protection to people fleeing persecution. The asylum statistics of people applying for asylum over the past few years are as follows:

2002	11,634
2004	4,766
2005	4,323
2006	4,314

The fall in numbers was due to the 2004 Citizenship referendum and the introduction of carrier sanctions, which had the effect of making it much more difficult for, would- be asylum seekers to reach Ireland.

From end of November 2000 until the end of 2005, 48,632 applications were processed and a total of 6,814 were granted full refugee status. There were 1,985 applications for family reunion up until March 2006 for a total of 4,504 dependents, of which 3,822 have already been processed. Under a special application process for the parents of Irish-born children, 16,727 people were granted permission to remain.

Therefore currently there are at least 27,000 persons legally resident in Ireland who arrived as asylum seekers or granted entry as family member.

This trend is reflected worldwide; UNHCR figures for asylum applications in 2006 in 50 industrialised countries, released on 23rd March 2007 show that:

“The overall trend in application by all nationalities fell for the fifth straight year. In the 50 industrialised countries, 300,000 applications were received, 10% fewer than in 2005. In Ireland 4,314 applications were received, whereas Malta and Poland had 4,535 and 4,232 respectively.”¹⁴

Migrant workers

A migrant worker is a person who is working in a state of which he/she is not a national, either documented or undocumented. The number of people moving to Ireland to seek work has increased dramatically. Nearly 85% of all migrant workers are from the EU, including the UK. EU nationals are free to seek work in Ireland without any restrictions. Non-EEA citizens need work permits to work in Ireland. Prior to 1998, work permits were below 5,000.

2003	47,551
2004	34,067
2005	27,136.

It should be noted that these figures represent “flows” and not “stocks”. Relatively little is known about those who come and work for short periods of time and leave again.

It is estimated that around 200,000 migrant workers provide an annual surplus in income taxes of around half a billion Euro.¹⁵

In 2003, NCCRI¹⁶ stated that migrant workers have expressed fears about losing their work permits if they complain about racist incident and this prevents them doing so and it is likely that this is still the case.

“Migration is the mother of progress and invention... Our world today is shaped by the industry of immigrants.”¹⁷

¹⁴ UNHCR –2007 March Statistics

¹⁵ NCCRI Publication “Challenging Myths and Misinformation about Migrant workers”

¹⁶ NCCRI Reported Incidents Related to Racism. November 2002-April 2003.

¹⁷ Peter Sutherland, Special representative for Migration to the UN Secretary General

Students

A survey by Education Ireland records a total number 25,000 non-Irish students registered in participating Higher Education institutions in Ireland during the academic year 2005-2006, 14,106 of which are from non-EU countries. This figure does not include the much larger number of students enrolled in private language schools. In the case of the Chinese community alone, estimates of the number of Chinese students vary from 13,000 to 60,000. International students are allowed to work part-time while studying and full time during the holiday period.

Although not regarded in the classic sense as “immigrants”, students are vulnerable to racism and are unlikely to report racist incidents.

Tourists

Overseas tourist visits to Ireland increased by 10% overall in 2006 and as a result total tourism revenue accounted for 3.7% of GNP. People visiting Ireland as tourists are also targets of racism. The NCCRI Reported Incidents Relating to Racism, January- June 2006 states:

“An American woman of Chinese descent was racially abused and physically attacked while visiting a friend in Limerick. She was repeatedly called “Chinky and Jacky Chan” by a group of up to 15 young men who also threw stones at her.”

Black and Minority Ethnic Groups

There is overwhelming anecdotal evidence that people of black and other ethnic minority people are the most likely to experience racism. Six per cent of the sample for the Amnesty International research study was made up of black Irish people. Of those, 90% said they had experienced some degree of racism. The report also states appearance plays a key role, “many black people, including black Irish and others, are stigmatised because of their skin colour which takes on a symbolic significance along with their accent, dress, etc.”¹⁸

This fact that the visual appearance is what brings out the strongest racist reaction is backed up by the Millward Brown IMS research:

“Appearance plays a key role, with those who look the most “different” being the most likely to experience problems:

“I have a nightmare after September 11th. The people they come to my shop and they scream to me and say bad word. Even when I drive it’s happened, and I would have my kids in the back of the car. He stood at the car and he started to scream and shout and say Osama Bin Laden and Arab and all this. It made the kids very scared and crying. They said to me they will kill you mummy, they will kill you.”¹⁹

For black and ethnic minority groups, racism is a daily occurrence.

Anti Semitism

Historically, Jewish people experienced racism in Ireland at the hands of the State institutions, the Catholic Church and in society. Many would argue that Jewish people continue to experience racism in contemporary Ireland.

In describing her personal experiences of anti-Semitism in Ireland, Ronit Lentin states:

“From time to time, after a public appearance, an article or a television production we are involved in, my husband and I receive anti-Semitic letters and phone-calls. The Rathfarnham-born Jewish TD Alan Shatter, who is often told in the Dail to “go back to where he came from”, told me of his bulging “death file”.²⁰

Recent research in Britain states that anti-Semitism is on the rise and anecdotal evidence here suggests a similar rise.

¹⁸ Racism In Ireland; The Views of Black and Ethnic Minorities, Amnesty International 2001.

¹⁹ Millward Brown IMS Research 2004

²⁰ Racism and Anti Racism in Ireland 2002 Lentin, Ronnie and McVeigh, Robbie. Beyond the pale Publications

Islamophobia

In the recent census of 2006, it is emerging that Islam is the third largest religious category, behind Roman Catholic and Church of Ireland, up 13,400 since 2002 to just over 32,500 in number.

The terrorist attacks in N. America on September 11th, 2001 and the subsequent “war on terrorism” resulted in widespread fear of Muslim men and women everywhere in the western world.

"Their head scarves frame faces that are unmistakably Irish and their Dublin accents seem out of place among the strictures of their religious dress. They are unlikely targets of racial abuse, but Patricia Fitzpatrick, 43, and Lesley Carter, 35, have been spat upon, called Pakis, Osama Bin Laden and even 'Jewish bastards' on the streets of their native city."²¹

The Intersection of Racism with other forms of Discrimination

Until relatively recently the nine grounds covered by equality legislation (race, gender, age, marital status, family status, disability, sexual orientation, religion, Traveller) were considered to be separate; now identity and multiple identity are becoming a focus for research and discussion. There is increasing evidence to suggest that many members of ethnic minorities can suffer discrimination on more than one ground; a woman from a minority ethnic group, a disabled person from a minority ethnic group or a gay or lesbian person from a minority group can suffer multiple discrimination. One of the key findings of the Amnesty International report was “Women from black and ethnic minorities are more likely to experience racism than men from these groups.”²²

The issue of multiple discrimination and racism challenges individuals, organisations and society as a whole to view all people as individuals with individual needs and rights and to ensure that the institutions of the State meet these needs.

Inter Ethnic Racism

Racism can and does occur between different ethnicities that are minorities; racism is not con-

finned to majority/ minority populations but minority/minority groupings are also capable of racism. Legislation provides for equality but interculturalism asks society to consider interdependence and requires relationship building.

“Multi ethnic societies that work well recognise that the complex make up of each individual is what gives us our identity. This identity is something that evolves over time, not something that is unchanging that seals us off from those who are different. In multi ethnic societies that don't work, on the other hand, individuals are reduced to simple group stereotypes, which easily turn into enemy images.”²³

From the in depth focus group of the Millward Brown research, one of the main results of the qualitative phase was this very aspect of racism:

“A notable feature of the immigrant discussions was the extent to which they themselves were prone to racial stereotypes. Croatians claimed that the Russians had come over in criminal gangs, Russians said the same about the Romanians and the Chinese, and both of these groups commented on the sheer numbers of Africans and Orientals who were now in the community, purely on the basis of how distinctive they were.”²⁴

Effects of Racism

The effects of racism run wide and deep on the individual, on communities and in society in general. Racism can result in loss of life, serious personal injury, criminal damage to property (including homes), long term health problems, and relocation of homes, sometimes to another country. Robert Merton in 1948 asserted that stigmatising experiences lead to a decreased sense of self-esteem. Over time, numerous researches have supported this assertion. These studies generally suggest a positive relationship between racism and physiological stress, and inverse relationship between racism and self-esteem and life satisfaction; racism has also been linked to trauma-related symptoms, depression and general psychological distress.

²¹ The Sunday Times 27th August, 2006

²² Racism In Ireland; The Views of Black and Ethnic Minorities, Amnesty International 2001.

²³ A Shared Future- Policy and Strategic Framework for Good Relations in Northern Ireland 2005

²⁴ Millward Brown IMS, 2004 Opinions on Racism and Attitudes to Minority groups, Know Racism

A clear link has been drawn between poverty and racism. This is borne out by National Anti Poverty Strategy which sites Travellers, migrants and members of Ethnic Minority Groups as groups vulnerable to poverty and disadvantage. It seems helpful to link anti racism work with more general work against social exclusion and poverty.

3.3 ANTI RACISM IN IRELAND

Anti Racism is relatively new since historically racism was seen as something which happened elsewhere; any work in anti racism was done by the community and voluntary sector working with the Traveller community. The increase in ethnic minority populations has seen a rise in racist incidents and also an increase in anti racism work by a diverse range of community groups, voluntary groups, Non Governmental Organisations (NGOs) and church organisations.

Ireland took a major step in 2001 in Durban at the World Conference against racism in signing up to the Declaration and commitment to the Plan.

“Joining together in a spirit of renewed political will and commitment to universal equality, justice and dignity, we salute the memory of all victims of racism, racial discrimination, xenophobia and related intolerance all over the world and solemnly adopt the Durban Declaration and programme of action.”²⁵

The publication of Planning for Diversity- the National Action Plan against Racism in 2005 marks a major step for anti racism work in Ireland by providing a national framework. The identification of the need to accommodate diversity in service provision is of importance, as is the proposed focus on measuring outcomes rather than on a “one cap fits all” approach.

In its emphasis on interculturalism, a term essentially about interaction, relationship, understanding and respect, NPAR acknowledges that it is at this attitudinal level, anti racism work needs to be addressed, whilst eliminating discrimination through legislation and policy.

In advocating “a whole system approach” to the implementation of the plan which essentially

means that all systems of society and State will expect to accommodate diversity and challenge racism in an endeavour to achieve a truly intercultural Ireland.

“We’re at the beginning of something which England were at the beginning of probably after the war and certainly while no doubt they got some things right, they seem to have got large areas wrong and we should perhaps be trying to learn from that situation, that large ghettos of cultural and coloured and religious minorities eventually end up as trouble somewhere or other.”²⁶

This quotation is from the 2003 Millward and Brown research in support of the Opinion Leader view that unless effective policies are developed and implemented soon, we run the risk of making the same mistakes that have been made elsewhere. Largely, the NPAR is this effective policy that will enable the plan to be implemented at local, regional and institutional level.

25 Durban Declaration and Programme of Action, WCAR 2001

26 Millward Brown IMS, 2004 Opinions on Racism and Attitudes to Minority groups, Know Racism

SECTION 4:

Co. Louth

4.1 LOUTH

Known as the 'wee county', County Louth covers an area of only 317 square miles. It is a border county and borders Down, Armagh, Monaghan and Meath. The border dimension of Louth has significant contextual implications for the county in considering any policies and strategies.

It is a growing county with an increase of population of 9,073 since 2002 according to the 2006 census; the population in the county now is 110,894.

With the exception of Travellers, other immigrants have largely arrived to the county over the past 12 years.

Immigration into the county reflects the national picture with the immigrant population falling into two broad categories-those who have arrived as a result of European or European accession status and those who have arrived as migrant workers or asylum seekers from outside the EU.

There are a considerable number of members of the black community living in Louth. Anecdotal evidence suggests there are approximately 600 Black families living in Dundalk. In Drogheda those asylum seekers living in the Mosney camp regularly access services.

Demography by ethnicity in County Louth

The 2006 Census has provided information relating to the ethnic diversity of Louth.

The following table enumerates the population of Louth by ethnic and cultural background.

Ethnicity	
White Irish	98,349
White Irish Traveller	418
Other White	5190
Black or Black Irish	2454
Asian or Asian Irish	1051
Other	991
Not stated	1847
Total	110,300

The results highlight the diversity within the county with the biggest ethnic minority group consisting of Black/Black Irish (2454 persons or 2.2% of the Louth population), followed by Asian or Asian Irish (1051 persons or 1% of population). Other groups include Irish Travellers (0.4%), other (0.9%) and not stated (1.7%).

[For more detailed information on the results see the tables in the appendix 3]

Demography by nationality In County Louth

Nationality	
Irish	100,196
UK	1996
Polish	672
Lithuanian	1001
Other EU 25	1516
Rest of World	3814
Not stated	1105
Total	110,300

The results show that the second largest nationality group after the Irish is British people- 1996 persons or 18% of the total population of Louth. With accession to the EU, there has been a significant increase of Europeans in Louth (3% of the population). The biggest individual nationality in this region is Lithuanian (0.9% of total population) followed by Polish (0.6%). Persons from the rest of the world constitute 3.5% of the total population of Louth.

[For more detailed information on the results see the tables in the appendices]

In Dundalk, non Irish nationals now account for 12% of the population: 1353. 241 people were listed as coming from other EU countries (mainly Lithuanian and Poland), 624 from the rest of the world and 141 did not state where they are originally from.

In Drogheda, Africans account for 3% (1112) of the population, and those with an Asian background are almost at 2% (643). In relation to the travelling community, Drogheda has 84 registered on the census and Dundalk 3²⁷.

4.2 RACISM IN CO. LOUTH

Most of the research carried out on racism is on a national level and to date, There is little research on racism in Co. Louth specifically. The NCCRI record racist incidents and report on these incidents each six months.

In the January–June 2006 report, one example cited in the report concerns a Nigerian woman in Dundalk who received a text message – Do you have Aids Negro woman? This is a simple question and not illegal. The same person has called her mobile several times to deliver racist slur.

In the same report, the NCCRI also state that they received an email from somebody in Dundalk complaining about Travellers re the halting site at St. Helena's. This person thinks that a particular Traveller family "should be given a one way ticket." 27

Despite this, there is no evidence to suggest that Louth is any way better or worse than anywhere else in the Republic in relation to racism.

Experience of Racism

During the consultation process for the ARD strategy, a number of group discussions and individual meetings were held with those considered to be at risk from racism. The majority of those consulted considered that racism and discrimination were problems in Co. Louth; the exception to this was a member of the Chinese community who stated that she had no experience of racism but that she faced ignorance and little interest from Irish people about her culture. Her view and that of others from Asian backgrounds was that Irish people

were not well informed about their countries, cultures or religions. "I like Ireland and Irish people but they generally are very ignorant of our cultures. There seems to be no time or place for sharing or informing about who we are and I think it would be so good if people were really interested in who we are-our customs, traditions and religions."

As reflected in the Amnesty International national research, more overt racism occurs when there is a difference of skin colour. A comment made in the street about one woman with six children 'they come here in their dozens' meant that she confined herself to her home. This feeling of isolation which can lead to lack of self esteem or even depression is common to other black women we spoke with. The consistency of racist comments or incidents directed towards black people is very painful; many people we spoke with talk of experiencing racism on a daily basis, on the street and in work, on the basis of their skin colour. One man of African origin speaks thus:

"I feel like telling the man in shop who gives me the dirty look, the woman who doesn't look at me in the eyes, the one who calls out nigger woman 'You know, the thing about the colour of my skin is I can't change it... If that is what you want me to do to be accepted here, I cannot do it!'"

One woman from Nigeria talked of working in a care home where a colleague ignored her, withholding assistance to her when lifting clients. Moreover, she did not feel she would be heard or understood if she reported this to management.

"What is the use? What does she care? How would that help me? I have to keep my head down and get on with it."

One respondent reported having to undergo a test for Aids before being approved for a mortgage, simply because she was Nigerian. It has since happened to others of African origin by mortgage and insurance companies. This is not a requirement for Irish people obtaining financial loans or mortgages.

There have been problems with landlords making racist remarks and victims not feeling secure

27 NCCRI Reported Incidents of Racism January – June 2006.

enough in their tenancy to report such incidents.

One man of African origin had to move from Drogheda to Dublin because as a taxi driver, members of the public would pass his taxi to take the taxi where the driver was not black.

There have also been incidents of racist abuse directed at asylum seekers and refugees and their families accommodated in direct provision accommodation in Dundalk.

Children in schools and colleges have also suffered racist taunts and bullying.

It has been suggested during consultations that there is a growing fear that minority ethnic groups could become ghettoised.

Employment Issues

For those who receive refugee status, the procedure for getting qualifications from other countries recognised is long and difficult, after a long and difficult process for acquisition of refugee status.

There has been examples of discrimination in the recruitment and selection of workers from BME backgrounds: some people report that with a foreign name, despite qualifications, it is impossible to get as far as having an interview.

When there is racial harassment at work, especially in the private sector, it is sometimes difficult to make a complaint because of fear of repercussions.

Media

For some people consulted during this process, the media was perceived as having huge influence over public opinion. The way of reporting incidents in newspapers and on the news was seen as racist; then the result of that particular news item reported in such a manner would be more racism.

When one newspaper reported that third of all fatal road accidents in the Republic this year, directly or indirectly, involved foreign nationals under the sensational headline, "Death smash for-

ign link, immigrants involved in 1 in 3" one east European man was subject to several remarks about "crazy Polish drivers coming over here drinking and driving and killing on our roads" The NUJ has guidelines on race reporting and reporting in respect of the Traveller community in Ireland.

Service Provision

There would seem to be considerable difficulties around the accessing of information from a number of service providers, health and education in particular. The main barrier to gaining information is language. Information needs to be available in the major languages. Understanding and dealing with the form filling bureaucracy were also named as blocks to service provision.

What would you like to see happening through the Co.Louth ANTI RACISM AND DIVERSITY strategy?

The following actions were named by the individuals and groups consulted:

- Improved information service for ethnic minority communities
- Increased cultural sensitivity amongst staff in service provision
- Anti racism training throughout all organisations
- Supporting people to challenge racism when they see it
- Opportunities to develop relationships with Irish people
- Responsible and accountable media representation
- Funded projects around arts, sports, music and theatre for diverse cultural groups
- Anti racist initiatives in schools and colleges
- Challenging the myths about immigration and social welfare system and foreign nationals- Information to the Irish population
- Proper use of the legislation to prosecute perpetrators of racist attacks and clear, unambiguous message from politicians and leaders that racism is wrong and unjust
- Community development projects to address the differential in capacity within minority ethnic groups.

- A county ANTI RACISM AND DIVERSITY forum to be established
- An interfaith dialogue group
- Research on the needs of ethnic minority groups in Co. Louth
- Address barriers to third level education in Ireland for Black and Minority Ethnic Groups

The process of creating the ANTI RACISM AND DIVERSITY Plan has coincided with the adoption of the SIM Strategy for Travellers for Co. Louth by County Development Board. This strategy is included in the Anti racism and Diversity strategy. (See appendix).

One of the difficulties experienced during consultations has been the lack of intricate knowledge of Irish institutions and systems to enable considered responses from minority ethnic groups that would suggest improvements. It is unrealistic to expect minority ethnic groups to have detailed knowledge about the existing institutions and systems. This is true of the formal systems, but particularly true of informal aspects of systems and institutions. This points to the need for capacity building for minority ethnic groups so that they can engage in an effective way with Irish society and with institutions and systems in County Louth.

4.3 ANTI RACISM IN LOUTH

Anti racism work has been going on for some time in Co. Louth in the community and voluntary sector and in more recent times the establishment of the County Development Board was a step towards promotion of acceptance and respect for cultural diversity throughout the county. It is evident from our consultations with minority ethnic groups and the community and voluntary sector that existing good practice in anti racist work is happening.

A questionnaire (see appendix 5) was forwarded to over forty organisations of which twenty-one have replied; the information from this on existing actions and policies directed at combating racism and promoting interculturalism was encouraging. For the purposes of this strategy plan it would be too long to list these various initiatives. Many of those working in the community and voluntary sector require funding to support existing anti racist initiatives and to promote interculturalism.

The Challenge for Change project, which is a cross border project between the two local councils, Newry and Mourne District Council and Louth Local Authorities to combat racism and to promote interculturalism, was launched in April, 2007.

SECTION 5:

The Action Plan

This section of the Co. Louth Anti Racism and Diversity strategy presents the Action plan that will provide strategic direction and leadership in countering racism and in developing a more inclusive, intercultural society in Louth.

5.1 The Action Plan Framework

Louth Local Authorities have shown leadership and taken the decision to adopt the Whole System Approach to combat racism and promote interculturalism (see appendix). The Whole System approach is proactive, working to build equality and appreciation of diversity whilst improving capacity within an organisation.

The ARD strategy was devised through a consultative process with input from a variety of sources, including the ARD Working Group and ARD Steering Group.

During 2006, a sub group of SIM, operating within the CDB was devising a specific strategy for Travellers within the county. Through meetings with representatives who had devised an Interagency Plan for Travellers in Co. Louth in December 2006, it was decided to include the relevant elements of that plan into the overall ARD strategy. This strategy therefore includes those specific actions aimed towards Travellers as well as strategies aimed towards minority ethnic groups and individuals.

The Challenge for Change project supports a joint public sector initiative between Newry and Mourne District Council and Louth Local Authorities. The overall aim of this project will see two Councils joining together to form a cross border partnership, which will equip them to effectively meet the challenges, maximise the opportunities and implement new responsibilities arising from recent extensive inward migration and to build progress towards an active, equal and multicultural society.

Finally, this plan is to be seen as a living document; it is the intention that as these actions begin to be implemented, further steps by these partners will be taken and other organisations not named here will also begin to take cognisance of the changing social fabric of Ireland and take on the task of building an intercultural Louth.

5.2 THE ACTION PLAN

This section of the Co. Louth Anti Racism and Diversity strategy presents the Action plan that will provide strategic direction and leadership in countering racism and in developing a more inclusive, intercultural society in Louth.

During 2006, a sub group of SIM, operating within the CDB was devising a specific strategy for Travellers within the county. Through meetings with representatives who had devised an Interagency Plan for Travellers in Co. Louth in December 2006, it was decided to include the relevant elements of that plan into the overall ARD strategy. This strategy therefore includes those specific actions aimed towards Travellers as well as strategies aimed towards minority ethnic groups and individuals.

THEME 1. PROTECTION

COMMON GOALS

- TO RAISE AWARENESS OF RACISM
- TO FACILITATE THE REPORTING OF RACIST INCIDENTS
- TO INCREASE PARTNERSHIP IN COMBATING RACISM

1.1 TO ENSURE EFFECTIVE PROTECTION AND LEGAL REDRESS FOR PEOPLE EXPERIENCING RACISM IN Co. LOUTH

Goals	Actions	Partners
<ul style="list-style-type: none"> • Full implementation of the Whole System Approach 	<ul style="list-style-type: none"> • To develop a Statement of Commitment for Louth Local Authorities as a first step in adoption of Whole System Approach 	<ul style="list-style-type: none"> • Louth Local Authorities
<ul style="list-style-type: none"> • To increase awareness of legal rights for those who experience racism • To facilitate the reporting of racist incidents. 	<ul style="list-style-type: none"> Information on Rights- • The production of information leaflets covering the legal rights of those who have experienced racism and practical information regarding the report of racial incidents and legal redress 	<ul style="list-style-type: none"> • NCCRI/Synergy • ELO, Garda Síochána

1.1 CONTINUED

<ul style="list-style-type: none"> • To have a rapid recording response system in place to combat incidents of racism and incitement to racism in such forms as hate speeches, publications and graffiti • To compile data on the number of racist incidents in Louth • To report on the analysis of the data 	<ul style="list-style-type: none"> • To establish a monitoring system to identify racist incidents and bring them to attention of relevant authorities 	<ul style="list-style-type: none"> • Garda Garda Síochána, ELO, • NCCRI/Synergy • Louth Local Authorities • Carroll Village Management[^]
<ul style="list-style-type: none"> • To influence the development of appropriate policies and legislation to combat racism in the workplace 	<ul style="list-style-type: none"> • To facilitate the Whole System Approach of National Action Plan Against Racism- at local level 	<ul style="list-style-type: none"> • Louth Local Authorities • NCCRI/Synergy • Dept of Justice, Equality, & Law Reform
<ul style="list-style-type: none"> • To provide a free, independent advocacy service in relation to social welfare entitlements and employment rights 	<ul style="list-style-type: none"> • To advocate on behalf of those who are experiencing difficulty in securing their entitlements in relation to social welfare and employment rights. This can involve informing clients of their rights, negotiating with employers and representation at Rights Commissioner Hearings, Employment Appeals Tribunals, Equality Tribunals, Social Welfare and HSE appeals. 	<ul style="list-style-type: none"> • Citizens Information Service

[^]Carroll Village: East Coast Catering have been contracted since 2005, by the Department of Justice, to manage 63 out of 68 self-catering apartments in Carroll Village. There are over 220 asylum seeker residents accommodated, comprising of 33 different nationalities. Regular inter-cultural forums take place at the centre, at which residents would discuss any problems and would be informed of services and upcoming events. Activities include Foroige Youth Club, soccer lessons, basketball jam, parent and toddler groups.

1.2 TO PROMOTE AND ENGAGE IN ONGOING DIALOGUE ON COMBATING RACISM AND PROMOTING INTERCULTURALISM LOCALLY, CROSS BORDER AND NATIONALLY

Goals	Actions	Partners
<ul style="list-style-type: none"> To create opportunity for dialogue on issues related to racism, anti racism and diversity 	<ul style="list-style-type: none"> To facilitate engagement of civil society through Peace III in action designed to combat sectarianism, racism and promote respect and tolerance for diversity and difference 	<ul style="list-style-type: none"> Border Action
<ul style="list-style-type: none"> To create opportunities for dialogue on issues related to racism, anti racism and diversity To create a Citizen's Charter against Racism 	<ul style="list-style-type: none"> Challenge of Change Initiative ()- To promote cross border cooperation on combating racism and promote inter culturalism 	<ul style="list-style-type: none"> Louth Local Authorities Newry and Mourne District Council

Challenge of Change Initiative- Louth Local Authorities, in partnership with Newry and Mourne District Council, has set up the Cross Border Challenge of Change Project with the aim of addressing the barriers to service delivery to minority ethnic residents in the border area. Duties include:

- Survey of staff attitudes. Training for all staff members in anti-racism training and cultural awareness
- Needs analysis and development plan identifying Black and Minority Ethnic needs
- Production of a Cross Border Joint Racial Equality Strategy
- Development of translator/interpreter guidelines
- Establishment of a Cross Border Good Relations committee
- Support and empowerment of Ethnic Minority Communities

THEME 2 INCLUSION

COMMON GOALS.

- To promote anti racism in the workplace
- To promote an inclusive organisational ethos

2.1 To encourage and facilitate the economic inclusion of cultural and ethnic minorities in all local, public, private and voluntary organisations

Goals	Actions	Partners
<ul style="list-style-type: none"> • Whole System Approach- NPAR • To promote the Whole System Approach to interculturalism advocated by NPAR. 	<ul style="list-style-type: none"> • To design and promote the implementation of the Whole System Approach • To undertake an internal and external audit to determine the state of anti racism and diversity policies, practices and attitudes. 	<ul style="list-style-type: none"> • Louth Local Authorities • NCCRI/Synergy
<ul style="list-style-type: none"> • To provide qualitative and quantitative information 	<ul style="list-style-type: none"> • To conduct research initiative on ethnic minorities in the workplace in Co. Louth 	<ul style="list-style-type: none"> • DKIT • NCCRI/Synergy • Newry and Mourne District Council (Challenge of Change project) • Louth Local Authorities
<ul style="list-style-type: none"> • Anti racism in the Workplace Week- To promote Anti Racism in the Workplace week 	<ul style="list-style-type: none"> • To increase number of organisations taking part in Anti Racism in the Workplace Week. • To develop incentives/ awards for centres of excellence in Anti Racism in the workplace 	<ul style="list-style-type: none"> • Louth Local Authorities • NCCRI Synergy • Equality Authority • DKIT • FAS • Carroll Village Management • Louth African Women's Support Group • Citizens Information Board
<ul style="list-style-type: none"> • Full Implementation of Theme 3, Traveller Inter Agency Strategy (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> • To improve participation of Travellers in training programmes 	<ul style="list-style-type: none"> • DKIT • HSE (NE) • Dept. of Ed. and Science (visiting teachers service) • FAS (NE) • Louth Local Authorities • Dept. of Social and Family Affairs • Chambers of Commerce

2.2 TO ASSIST THE FOCUS ON TACKLING POVERTY PARTICULARLY IN CULTURAL AND MINORITY ETHNIC GROUPS

Goals	Actions	Partners
<ul style="list-style-type: none"> • NAPS/Inclusion - To facilitate the achievement of NAPS/Inclusion target locally. 	<ul style="list-style-type: none"> • To facilitate the implementation of national Anti Poverty Strategy/Inclusion with regards to ethnic minorities including Travellers 	<ul style="list-style-type: none"> • Louth Local Authorities • CDB • Statutory agencies
<ul style="list-style-type: none"> • To support ethnic minorities into employment 	<ul style="list-style-type: none"> • To provide 20 placements for participants from ethnic minority groups in local businesses • To implement Action research • To promote employment • To develop interculturalism in the workplace • To publish the research report 	<ul style="list-style-type: none"> • NCCRI/Synergy • Drogheda Partnership • Dundalk Employment Partnership
<ul style="list-style-type: none"> • To promote inclusion of minority ethnic groups in workplace. 	<ul style="list-style-type: none"> • To connect local community and voluntary sector, employers, trade unions on a North/ South basis 	<ul style="list-style-type: none"> • Louth Local Authorities • Newry and Mourne Council • NCCRI/Synergy • Citizens Information Centre • Citizens Information Board

THEME 3: PROVISION

3.1 TO FACILITATE THE MAINSTREAMING OF CULTURAL/ETHNIC AWARENESS AND PRACTICE IN ALL GOVERNMENT DEPARTMENTS AND STATUTORY AGENCIES

Goals	Actions	Partners
<ul style="list-style-type: none"> Implementation of Whole System Approach, mainstreaming Anti Racism and Interculturalism 	<ul style="list-style-type: none"> To provide anti racism and interculturalism training for all staff 	<ul style="list-style-type: none"> Louth Local Authorities NCCRI/Synergy DKIT
<ul style="list-style-type: none"> Appropriate targeting of ethnic minorities– Work with all service providers to ensure that ethnic minorities are properly targeted 	<ul style="list-style-type: none"> To provide a template for diversity auditing To provide assistance to organisations wishing to conduct diversity auditing 	<ul style="list-style-type: none"> NCCRI/Synergy Louth Local Authorities Service providers Local minority ethnic support organisations
<ul style="list-style-type: none"> To provide basic information for ethnic minorities on service provision To improve access of information to all citizens 	<ul style="list-style-type: none"> To develop a welcome pack for the area including information on where key services are located in major languages, based on need 	<ul style="list-style-type: none"> Louth Local Authorities Newry and Mourne Council. Citizens Information Service Citizens Information Board Carroll Village Management
<ul style="list-style-type: none"> To continue to support the provision of information, advice and advocacy services which are accessible to foreign nationals. 	<ul style="list-style-type: none"> To develop practice initiatives to meet the information, advice and advocacy needs of ethnic minorities. To provide training for information, advice and advocacy workers who are providing services to ethnic minorities. 	<ul style="list-style-type: none"> Citizens Information Board
<ul style="list-style-type: none"> To Facilitate language/ literacy skills of ethnic minorities 	<ul style="list-style-type: none"> Organising and delivering courses / programmes at different levels addressing identified needs 	<ul style="list-style-type: none"> Louth VEC
<ul style="list-style-type: none"> To facilitate cultural awareness raising of ethnic minorities 	<ul style="list-style-type: none"> Organising and delivering courses / programmes to address cultural diversity / awareness raising 	<ul style="list-style-type: none"> Louth VEC

3.1 CONTINUED

Goals	Actions	Partners
<ul style="list-style-type: none"> • Full Implementation of Theme 4, Traveller Inter Agency Strategy (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> • To improve childcare provision for Travellers in Co. Louth 	<ul style="list-style-type: none"> • Louth County Childcare Committee • HSE (NE) • Dundalk Employment partnership • Drogheda partnership Company • NIPPA • Dept. Of Ed and Science • Louth Local Authorities
<ul style="list-style-type: none"> • Full Implementation of Theme 5, Traveller Inter Agency Strategy (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> • To improve the health status of Travellers In Co. Louth 	<ul style="list-style-type: none"> • HSE (NE) • Regional Drugs task Force • Youth work Ireland (NE) • CDP's • Pavee na hEireann • Louth Traveller Support Group • HSE (NE) • Louth Local Authorities • Social Workers
<ul style="list-style-type: none"> • Full Implementation of Theme 6, Traveller Inter Agency Strategy (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> • To provide diversity and cultural awareness training for all agency staff 	<ul style="list-style-type: none"> • HSE (NE) • Louth Local Authorities • VEC • Dept. of Social and Family Affairs • FÁS • DKIT • NCCRI • Interagency SIM Traveller group

3.2 TO ENCOURAGE ALL WORKPLACES TO MAINSTREAM CULTURAL AND ETHNIC AWARENESS THROUGH POLICIES AND PRACTICES

Goals	Actions	Partners
<ul style="list-style-type: none"> • To promote best practice in the workplace on North /South basis 	<ul style="list-style-type: none"> • To liaise with trade unions, Chambers of Commerce and employers on issues of anti racism and interculturalism 	<ul style="list-style-type: none"> • Louth Local Authorities • Newry and Mourne Council • NCCRI/Synergy • Minority ethnic groups

3.3 To PROMOTE THE FURTHER DEVELOPMENT OF DEDICATED SUPPORT SERVICES AND FACILITIES FOR ETHNIC MINORITIES

Goals	Actions	Partners
<ul style="list-style-type: none"> To increase the capacity of ethnic minority community groups to highlight and respond to needs within their communities 	<ul style="list-style-type: none"> Ethnic Minority Support groups- Capacity building initiatives for minority support groups 	<ul style="list-style-type: none"> NCCRI/Synergy Louth Local Authorities Newry and Mourne Council Local Minority Support organisations Louth Community and Voluntary Forum Triskele CIS/CIB
<ul style="list-style-type: none"> To promote dialogue and ensure action on issues related to anti racism and interculturalism with key service providers and ethnic minorities north and south of border 	<ul style="list-style-type: none"> The continuation and development of the North/ South Intercultural Forum- 	<ul style="list-style-type: none"> NCCRI/Synergy Relevant service providers, north and south of the border Minority ethnic support organisations
<ul style="list-style-type: none"> To build on and develop current good practice in relation to service provision minority ethnic individuals and groups 	<ul style="list-style-type: none"> To continue support to existing services to ethnic minorities in Co. Louth 	<ul style="list-style-type: none"> FÁS Louth VEC Louth Local Authorities Triskele Louth Community and Voluntary Forum HSE (NE) Citizens Information Board Carroll Village Management
<ul style="list-style-type: none"> Full Implementation of Theme 8, Traveller Inter Agency Strategy (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> To continue support to existing services to Travellers in Co. Louth 	<ul style="list-style-type: none"> Louth Local Authorities Social Workers St. Josephs National School HSE (NE) Dept. of Ed and Science

3.3 CONTINUED

Goals	Actions	Partners
<ul style="list-style-type: none"> • Full Implementation of Theme 2, Traveller Inter Agency Strategy (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> • To Improve Traveller participation in education 	<ul style="list-style-type: none"> • Dept of Ed. and Science • Dundalk Employment Partnership • Drogheda Partnership Company • Co. Louth VEC • DKIT • Louth Traveller Support Group
<ul style="list-style-type: none"> • Full Implementation of Theme 2, Traveller Inter Agency Strategy (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> • To improve literacy among Travellers in Co. Louth 	<ul style="list-style-type: none"> • Co. Louth VEC • Dept of Ed. and Science • Inter Agency Working Group

THEME 4: RECOGNITION

COMMON GOALS.

- **TO INCREASE INTERACTION BETWEEN ALL LOCAL COMMUNITIES**

4.1 TO RAISE AWARENESS OF CULTURAL DIVERSITY AND THE CHALLENGE OF INTERCULTURALISM IN MEDIA, ARTS, SPORTS AND TOURISM IN Co. LOUTH

Goals	Actions	Partners
<p>Intercultural Activities-</p> <ul style="list-style-type: none"> • To support the development of an intercultural calendar of events reflecting the diversity of the county 	<ul style="list-style-type: none"> • To develop regular inter cultural events in the county 	<ul style="list-style-type: none"> • Louth Local Authorities • Newry and Mourne Council • NCCRI/Synergy • Local Arts sector • Local Minority ethnic support organisations • Carroll Village Management • Local Sports Sector
<p>Intercultural Week -</p> <ul style="list-style-type: none"> • Support and promote anti racism and interculturalism throughout the county 	<ul style="list-style-type: none"> • To organise annual celebrations of local diversity in the area 	<ul style="list-style-type: none"> • NCCRI Synergy • Louth Local Authorities • DKIT • Local ethnic minority groups • Service providers • Local Arts sector • Educational Institutions • Carroll Village Management
<ul style="list-style-type: none"> • To provide a forum for issues on Irish identity to be re-viewed in light of recent rising migration 	<ul style="list-style-type: none"> • “The New Irish” Conference 	<ul style="list-style-type: none"> • DKIT • Academics • Ethnic Minority groups
<ul style="list-style-type: none"> • To promote Anti-racism and interculturalism in the media 	<ul style="list-style-type: none"> • To ensure positive reporting of ethnic minority communities • To oppose negative reporting of ethnic minority issues 	<ul style="list-style-type: none"> • Local Media

THEME 5: PARTICIPATION

COMMON GOALS.

- **TO INCREASE PARTICIPATION BY MEMBERS OF ETHNIC MINORITY GROUPS IN LOCAL DEVELOPMENT PROCESS**

5.1 *TO ACHIEVE EFFECTIVE PARTICIPATION OF ETHNIC MINORITIES IN IRISH SOCIETY IN POLITICAL, COMMUNITY AND LOCAL DEVELOPMENT PROCESSES*

Goals	Actions	Partners
<ul style="list-style-type: none"> • To increase the participation of ethnic minorities in local development process 	<ul style="list-style-type: none"> • North South Intercultural Forum- The Use of an Intercultural Forum to explore Participation in Civil Society 	<ul style="list-style-type: none"> • NCCRI- Synergy • Elected representatives • Local Ethnic Minority organisations
<ul style="list-style-type: none"> • To increase representation from ethnic minorities in political, community and local development organisations 	<p>Positive Action Programme-</p> <ul style="list-style-type: none"> • To provide opportunity for people from minority ethnic communities to take leadership role. 	<ul style="list-style-type: none"> • Louth Local Authorities • Elected representatives • Louth Community and Voluntary Forum • Local Minority Ethnic support organisations • Junior County Council
<ul style="list-style-type: none"> • Full implementation of Theme 7, Traveller Inter agency strategy. (See appendix 7 of Ard Plan full version for details) 	<ul style="list-style-type: none"> • Production of comprehensive study on Traveller community in Co. Louth 	<ul style="list-style-type: none"> • All members of SIM Traveller Sub- Group

5.3 IMPLEMENTATION - MONITORING AND EVALUATION

Role of Louth Local Authorities Social Inclusion Unit

Implementation of ARD plan

The working group formed for the development of the ARD plan was disbanded upon completion of the plan. An ARD Monitoring group was then formed to oversee the implementation of the plan. This comprises of members from the original working group, SIM group and representatives from Ethnic Minority Groups in Louth. This group will meet quarterly, with updates reporting back directly to the CDB at their quarterly meetings. A mid term review will take place in 2009.

The Social Inclusion Unit will be responsible for the administration function of the group and for collating the information for the quarterly progress reports.

Role of the County Development Board

As the CDB are responsible for the implementation of the Louth CDB Strategy “Louth Working Together for our Future 2002 – 2012” and one of the key objectives is “To promote acceptance and respect for cultural diversity throughout the County”. The CDB will be responsible for overseeing the implementation of this plan and to ensure that the actions are carried out within the three-year timeframe and to ensure delivery on the outputs.

Monitoring and Evaluation of the ARD plan

The CDB will monitor the ARD action plan by means of action plan progress presentations which will be made by at each quarterly CDB meeting. Performance Indicators will be set by the overseeing group and measured outputs will be reported back to the CDB along side the action plan progress presentations.

Glossary of terms

Assimilation

Assimilation is the term used for the political approach whereby individuals or groups of differing ethnic heritage are absorbed into the dominant culture of a society. Usually they are immigrants or hitherto isolated minorities who, through contact and participation in the larger culture, gradually give up most of their former culture traits and take on the new traits to such a degree that socially they become assimilated.

Asylum seeker

An asylum seeker is a person seeking to be recognised as a refugee under the 1951 Geneva Convention. An asylum seeker has a legal entitlement to stay in the State while his or her application is being processed.

Economic Migrant

Economic migrants are people who voluntarily migrate to Ireland having acquired a work visa to undertake employment in the State. Migrant workers from outside the EEA must have a work visa or their employers must hold a work permit to allow them enter employment. Because of rapid growth rates due to economic success, Ireland is actively recruiting outside the EU to fill skills and labour shortages.

Ethnic groups

The preferred use of the term ethnic group relates to the fact that it encourages a focus on the social rather than the biological nature of the differences that exist between groups. In essence, an ethnic group can be defined as one whose members consider themselves, and are also regarded by others, as being socially and/or culturally distinctive.

What makes an ethnic group distinctive will vary from one group to another. It could include a common sense of national identity, a shared set of customs and traditions, a shared history of migra-

tion and settlement and/or a shared experience of discrimination and exclusion.

The key point to stress is that all of these possible reasons that contribute toward the distinctiveness of a particular group are social in origin rather than biological. Some ethnic groups may be distinctive because of their skin colour. However, what makes them an ethnic group is not the colour of their skin as such but rather a sense of shared history and identity based on a combination of one or more of the above.

In Republic of Ireland, Travellers are not named as an ethnic group whereas in NI Travellers do have this recognition. For purposes of this Co. Louth Anti Racism and Diversity plan, the term “minority ethnic groups including Travellers” is used.

Institutional Racism

The notion of institutional racism can be traced back to the black civil rights campaigner of 1960s in America²⁸ the use of the term reflected a desire to challenge the belief that racism was essentially an individual phenomenon borne out of individual prejudice. Rather, the aim of those who used the term was to focus attention on the discriminatory effects of institutions and broader social structures.

The McPherson Report arising from the Stephen Lawrence Inquiry in England defines institutional racism as:

“The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantage minority ethnic people.”²⁹

As with the definition of racism outlined above, the emphasis is on the outcomes of actions rather than their intentions. Moreover, the notion of institutional racism is not meant to imply that all or even most of the individuals within a particular organisation are necessarily themselves personally racist. Rather, its focus is on the effects of the organisation as a whole.

²⁸ Carmichael and Hamilton 1968

²⁹ Macpherson 1999: 6.45

Interculturalism

Interculturalism is the term used increasingly in the policies and practices to combat racism, overcome prejudice and misunderstanding of others, replacing earlier approaches such as assimilation and multiculturalism. Interculturalism is the development of strategy, policy and practice that promotes interaction, understanding, respect and integration between different cultures and ethnic groups on the basis that cultural diversity is a strength that can enrich society, without glossing over issues such as racism. As an approach, interculturalism stresses the importance of creating the conditions for interaction, understanding and respect between all communities living in the country, in the belief that the indigenous citizens as a whole will be benefited and enriched.

Islamophobia

Islamophobia is the fear and/or hatred of Islam, Muslims or Islamic culture. Islamophobia can be characterised by the belief that all or most Muslims are religious fanatics, have violent tendencies towards non-Muslims, and reject as directly opposed to Islam such concepts as equality, tolerance, and democracy. It is viewed as a new form of racism whereby Muslims, an ethno-religious group, not a race, are nevertheless constructed as a race.

Multiculturalism

Multiculturalism is an ideology advocating that society should consist of, or at least allow and include, distinct cultural groups, with equal status. Multiculturalism is a term often used to describe the cultural and ethnic diversity of a nation and recognises that this rich diversity is a positive force in furthering society's nationhood or cultural identity. The term multiculturalism is almost always applied to distinct cultures of immigrant groups in developed countries, not to the presence of indigenous peoples. Recent criticisms of multiculturalism include the idea that allows people to be different but precludes any knowledge or tolerance of the other cultures within the society.

Racial groups

One definition of a "racial group" is "a group of persons defined by reference to colour, race, nationality or ethnic or nation origins" (article 5, Race Relations Order, NI) One of the problems associated with the use of terms such as "race" or "racial group" is that they often carry with them biological connotations. There is a danger therefore that the continued and unquestioning use of these terms can encourage an understanding of the social and cultural differences that exist between groups as something that is biological or innate.

The use of the term race or racial group in this plan will be therefore restricted to references to the relevant legislation and policy that explicitly make use of these terms. All other time this plan will refer to minority ethnic groups including Travellers.

Racism

Racism can be understood as a collective term that refers to all of those ideas, beliefs, actions, customs, practices and policies that have the effect of disadvantaging and/or discriminating against members of particular ethnic groups. The defining feature of racism is therefore the outcome of those activities rather than whether those responsible for such activities intentionally wish to disadvantage or discriminate against others or not.

Declaration on Race and Racial prejudice Article 2 defines racism as:

"Any theory which involves the claim that racial or ethnic groups are inherently superior or inferior, thus implying that some would be entitled to dominate or eliminate others, presumed to be inferior, or which bases value judgements on racial differentiation, has no scientific foundation and is contrary to the moral and ethical principals of humanity."³⁰

³⁰ Declaration on Race and Racial Prejudice, Article 2 Unesco 1978

Refugee

A refugee is a person who is forced to leave his/her country due to a well founded fear of persecution, and who is unable to return to his/her home country for reasons related to race, religion, nationality, membership of a particular social group or political opinion. Ireland has a legal responsibility to determine who is a refugee and to extend the necessary protection to such a person. Once a person is recognised as a refugee he/she has virtually the same rights as an Irish citizen.

Sectarianism

Sectarianism is discrimination arising from political or religious prejudice. It is not just a matter of economic, social or political consideration; nor is it simply a question of personal attitudes or behaviour. It is an historical and cultural phenomenon arising out of political and religious differences and perpetuated by group and self-interest.

Sedentarism

Sedentarism is a term that has become fairly popular recently. It relates to all of those ideas and practices that are based upon and tend to reproduce sedentary modes of existence as the norm. The effect of such is that those who adopt more nomadic ways of life, such as Travellers, tend to be disadvantaged.

Appendix

Appendix 1 : Membership of the ARD Working Group

Benedicta Attoh	NCCRI and Louth African Women's Network
Bernard Bolger	Development Officer, Border Action
Mary Capplis	Social Inclusion Officer, Louth Local Authorities
Stephen Daunt	Department of Justice, Equality and Land reform
Liam Fitzgerald	Department of Justice, Equality and Land reform
Denis Fitzpatrick	Gardaí Siochana, Drogheda
Alan Hanlon	Department of Education and Science
Dr. Kevin Howard	Lecturer, Dept of Humanities, Dundalk Institute of Technology
Vinnie Jackson	Gardaí Siochana, Dundalk
Joe Lenaghan	Regional Director, NCCRI/ Synergy
Mary McAnulty	Dara Training and Consultancy
Therese McArdle	Administrative Officer, Louth County Council
Bernie McCann	Drogheda Partnership
Shauna McCann	St. Louis Secondary School
Ann Mc Evoy	Area Executive, Citizens Information Board
Geraldine McCormack/ Dennis Cahalane	HSE
Brenda McGeeney	Chamber of Commerce
Cllr. Pearse McGeough	Louth County Council
Mary Anne McGlynn	Manager, Drogheda Partnership
Peter McKee	Dara Training and Consultancy
Eleanor Mc Kenna	St. Oliver's College, Drogheda
Jackie Moran	Assistant Manager of Training Services, FAS
Lola Ossai/Tinu Achioya	NCCRI/ Synergy
Cathy O'Donoghue	Development Manager, Co. Louth Citizens Information Service
Willie O Dwyer	Department of Justice, Equality and Land reform
Edel O' Mahony	Social Inclusion Analyst, Louth Local Authorities
Noel Redmond	Sports Officer, Louth Local Authorities
Cllr. Tommy Reilly	Louth County Council
Aisling Rennick	Newry and Mourne District Council
Susan Shaw	Triskele
Rose Smith	Triskele
Sadie Ward McDermott	A.E.O. Co. Louth VEC.

Membership of the Steering Group

Mary Capplis	Social Inclusion Officer, Louth Local Authorities
Joe Lenaghan	Regional Director, NCCRI/Synergy
Mary McAnulty	Dara Training and Consultancy
Peter McKee	Dara training and Consultancy

Members of Louth County Council Junior Council

Shauna McCann	Student, St. Louis Secondary School
Eleanor McKenna	Student, St. Oliver's College, Drogheda
James O'Connor Moneley	Student, Dundalk Grammar School
Oyin Solanke	Student, Our Lady's College, Drogheda

Appendix 2

Consultations in Co Louth

The following people were participants in a focus group for ARD strategy

Adebayo Adeyemi	Individual
Dayo Alao	My Heritage, My World
Rosaleen Allen	Drogheda Volunteer Centre
Tony Asundu	Ezwainne Group
Helen Brogan	St. Mary's Youth Group
Sr. Agnes Byrne	Our Lady's College, Greenhills
Mary Culligan	Southside CDP
John Doherty	Dept of Social and Family Affairs
Mary Dunne	Southside CDP
Denis Fitzpatrick	Gardaí Siochana
Declan Gorman	Drogheda Youth Theatre
Lauretta Igboosumo	African Women's Group
Declan Kelly	Warhammer Project
Ide Lenihan	Drogheda Volunteer Bureau
Joe Lenaghan	NCCRI /Synergy
Lorraine Lynch	Individual
Paulette McArdle	Community Forum
Bernie McCann	Drogheda Partnership
Pat Mc Daid	Drogheda Partnership
Paul Mc Gillick	HSE Community Welfare Officer
Tayra McKee	Transport and General Workers Union
Patience Onwumeme	Multicultural Women's group
Florence Ozoemelum	African Women's Group
Jerry Rock	Local Employment Service
Gay Rainsford	Drogheda Arts Centre
Simon Rainsford	Individual
Jamie Stauth	Individual
Maire Thompson	MABS

The following groups and individuals were also consulted:

- Louth African Women's Support Group
- Polish Community in Dundalk
- Louth Local Authorities Senior Management Team
- Louth Community Forum
- Fr Gerry Campbell
- Jonathan Sugarman
- Cllr Mark Dearey
- Susie Shi
- Rev Stanley Millen, One World Spirit
- Mary Mc Clory (Southside CDP)
- Geraldine Mc Cormack SIM Group

Appendix 3:

Census 2006 : Resident population by Ethnic or Cultural background for County Louth

Usually resident population by ethnic or cultural background, 2006

Ethnicity	White Irish	White Irish Traveller	Other White	Black or Black Irish	Asian or Asian Irish	Other	Not Stated	Total
Geographic Area								
001 Fair Gate	8,239	19	600	205	327	121	176	9,687
002 St. Laurence Gate	3,167	5	277	119	47	66	88	3,769
003 West Gate	5,215	9	320	81	76	89	78	5,868
047 St. Mary's (part)	5,027	7	417	239	48	54	178	5,970
004 Dundalk Urban No. 1	1,805	12	152	93	34	24	53	2,173
005 Dundalk Urban No. 2	910	7	120	51	5	58	43	1,194
006 Dundalk Urban No. 3	1,135	0	92	14	25	36	21	1,323
007 Dundalk Urban No. 4	5,682	28	379	196	78	73	157	6,593
008 Ardee Rural	2,520	1	54	2	0	7	25	2,609
009 Ardee Urban	3,810	1	262	25	45	37	76	4,256
010 Castlebellingham	1,302	0	21	7	2	8	26	1,366
011 Clonkeen	527	0	16	0	0	2	0	545
012 Collon	1,308	0	46	0	6	6	8	1,374
013 Dromin	525	0	4	0	1	1	3	534
014 Dromiskin	1,834	0	45	9	11	7	22	1,928
015 Drumcar	1,332	4	34	2	0	3	2	1,377
016 Dunleer	2,190	0	70	30	3	13	24	2,330
017 Stabannan	579	0	8	0	0	2	0	589
018 Tallanstown	917	1	27	0	0	2	19	966
019 Ballymascanlan	1,921	0	46	1	1	4	8	1,981
020 Barronstown	643	0	0	1	0	0	2	646
021 Carlingford	1,223	1	71	0	5	9	13	1,322
022 Castlering	902	0	9	1	0	6	12	930
023 Castletown	3,602	23	73	139	12	27	52	3,928
024 Creggan Upper	649	0	12	1	1	8	9	680
025 Darver	526	0	21	1	2	2	8	560
026 Drummullagh	1,046	0	45	0	0	5	3	1,099
027 Dundalk Rural	12,893	248	829	750	180	133	353	15,386
028 Faughart	888	0	6	1	0	0	6	901
029 Greenore	890	0	16	2	3	4	21	936
030 Haggardstown	5,426	7	178	34	42	34	98	5,819
031 Jenkinstown	902	0	30	0	2	3	5	942

032 Killanny	653	0	18	0	0	1	10	682
033 Louth	1,259	0	23	2	0	4	13	1,301
034 Mansfieldstown	584	0	23	0	1	4	27	639
035 Rathcor	1,153	0	35	0	0	0	9	1,197
036 Ravensdale	920	0	31	1	0	1	3	956
037 Clogher	2,303	1	143	22	1	15	4	2,489
038 Dysart	741	0	23	1	1	1	5	772
039 Monasterboice	1,097	0	36	0	3	10	12	1,158
040 Mullary	1,461	0	31	7	1	5	14	1,519
041 St. Peter's	6,269	44	445	413	73	87	116	7,447
042 Termonfeckin	2,374	0	102	4	15	19	45	2,559
TOTAL	98,349	418	5190	2454	1051	991	1847	110,300

Appendix 4:

Census 2006 : Resident population by Nationality for County Louth

Nationality	Irish	UK	Polish	Lithuanian	Other EU 25	Rest of World	Not Stated	Total
Geographic Area								
001 Fair Gate	8,395	171	143	129	165	575	109	9,687
002 St. Laurence Gate	3,274	85	22	66	106	176	40	3,769
003 West Gate	5,283	95	44	86	91	206	63	5,868
047 St. Mary's (part)	5,187	131	46	93	122	254	137	5,970
004 Dundalk Urban No. 1	1,853	11	21	29	41	194	24	2,173
005 Dundalk Urban No. 2	944	13	36	44	69	68	20	1,194
006 Dundalk Urban No. 3	1,151	25	43	20	18	50	16	1,323
007 Dundalk Urban No. 4	5,841	88	54	104	113	312	81	6,593
008 Ardee Rural	2,511	39	5	10	6	16	22	2,609
009 Ardee Urban	3,798	114	46	54	30	136	78	4,256
010 Castlebellingham	1,305	19	0	4	8	10	20	1,366
011 Clonkeen	525	15	0	4	0	1	0	545
012 Collon	1,304	41	0	0	11	10	8	1,374
013 Dromin	523	2	0	0	3	1	5	534
014 Dromiskin	1,844	38	1	0	3	25	17	1,928
015 Drumcar	1,326	25	1	0	5	12	8	1,377
016 Dunleer	2,200	48	28	0	7	33	14	2,330
017 Stabannan	571	13	0	0	1	2	2	589
018 Tallanstown	923	32	0	0	0	5	6	966
019 Ballymascanlan	1,907	33	2	3	7	15	14	1,981
020 Barronstown	639	0	0	0	0	5	2	646
021 Carlingford	1,217	43	0	7	20	22	13	1,322
022 Castlering	906	7	0	0	1	8	8	930
023 Castletown	3,687	55	0	15	20	107	44	3,928
024 Creggan Upper	660	10	0	3	1	2	4	680
025 Darver	526	7	3	6	0	14	4	560
026 Drummullagh	1,041	37	0	0	6	11	4	1,099
027 Dundalk Rural	13,559	200	89	205	364	838	131	15,386
028 Faughart	882	8	0	0	0	2	9	901
029 Greenore	895	12	0	0	5	13	11	936
030 Haggardstown	5,495	106	8	13	58	104	35	5,819
031 Jenkinstown	907	13	2	1	13	3	3	942
032 Killanny	657	9	6	0	2	4	4	682
033 Louth	1,261	13	0	2	5	11	9	1,301

034 Mansfieldstown	591	19	0	2	5	7	15	639
035 Rathcor	1,148	15	0	16	5	2	11	1,197
036 Ravensdale	915	18	1	2	5	12	3	956
037 Clogher	2,295	88	7	5	27	54	13	2,489
038 Dysart	740	16	3	0	4	4	5	772
039 Monasterboice	1,107	20	0	5	6	11	9	1,158
040 Mullary	1,466	30	0	0	10	7	6	1,519
041 St. Peter's	6,537	148	60	70	141	434	57	7,447
042 Termonfeekin	2,400	84	1	3	12	38	21	2,559
TOTAL	100,196	1996	672	1001	1516	3814	1105	110,300

Appendix 5

Questionnaire

County Louth Anti Racism and Diversity Plan

Questionnaire

On behalf of your organization I would be pleased if you would complete the following short questionnaire

1. Name of Organisation

.....

2. Do you have concerns relating to anti racism and interculturalism in your organisation?

Yes

No

If yes, can you specify these concerns?

.....
.....

3. a) Currently, has your organisation in place any policies and /or actions aimed at combating racism?

Yes

No

If yes, could you name and briefly describe those policies and actions?

Policies

.....

.....

Actions

.....

.....

3. b) Has your organisation in place any policies and /or actions aimed at promoting interculturalism?

Yes No

If yes, could you name and briefly describe those policies and actions?

Policies

.....

.....

Actions

.....

.....

4. a) In the near future, has your organisation the intention to implement any policies and/or actions aimed at combating racism?

Yes No

If yes, could you describe these proposed policies and actions?

Policies

.....

.....

Actions

.....

.....

4. b) Has your organisation the intention to implement any policies and /or actions aimed at promoting cultural and ethnic diversity?

Yes No

If yes, could you describe these proposed policies and actions?

Policies

.....

.....

Actions

.....

.....

5. Do you want the actions identified in the answers to question 3 and 4 included in the Louth ARD plan?

Yes No

6. Is your organisation interested in becoming involved in working to effect the implementation of the ARD three-year plan?

Yes No

Please Comment

.....

.....

7. If yes, please give the following information

Name of Organisation

Contact person

Tel No

Email address.....

8. Your additional comments would be greatly appreciated.

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Sign

Date

Chief Executive/Manager

Appendix 6

The Whole System Approach

A “Whole System “approach to delivering the plan (This description is from The National Action Plan against Racism, page 46)

There are four key strategies that together combine to become a whole system approach, which are:

- Mainstreaming
- Targeting
- Benchmarking
- Engagement

These concepts are defined as follows:

Mainstreaming:

- Link and build synergies with existing policy-making processes at both a national and European policy level
- Infuse intercultural/ anti- racism approaches into all relevant policy areas, with reference to Ireland’s commitments to equality and human rights

Targeting:

- The development of specific policy priorities tailored to meet the needs of different groups based on research, needs analysis and consultation
- Additional resources to meet the additional needs of groups experiencing inequalities and other forms of disadvantage.

Benchmarking:

- Setting targets and timescales for the achievements of targets
- Developing data through which progress can be measured in meeting targets and timescales

Engagement:

- The engagement of key stakeholders, including bodies involved in policy- making and the social partners in the NPAR
- The engagement of specialised and expert bodies.
- The engagement of local communities and national interests, including those representing the interests of cultural and ethnic minorities

Appendix 7:

The Travellers' Strategy

Theme 1: Civic Development

Strategic Objective: To enhance Traveller participation and active citizenship in Louth

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
1.1 Develop a County Community Development Strategy for Travellers in Louth	<ul style="list-style-type: none"> •Employ a community Development/ Traveller Support Worker for Louth •Progression of baseline community based action research •Production of Community Development Strategy for Travellers in Co. Louth 	<ul style="list-style-type: none"> •Worker employed •Research completed •Community Development Strategy developed 	Drogheda Partnership Company; Dundalk Employment Partnership; Louth County Council; CDP's; Triskele, Pavee na hEireann, NCCRI; Louth Traveller Support Group		x x x
1.2 Develop a focused approach to the inclusion of young Travellers in Comhairle na nOg and Junior County Council	<ul style="list-style-type: none"> •Increased numbers of young Travellers actively participating in the events •Young Travellers representing Louth at National Youth events 	•Young Travellers actively participating at all levels nationally and locally	<ul style="list-style-type: none"> •Louth County Council •Youth Work Ireland (NE) •Pavee na hEireann 	x	

Theme 2: Education contd

Strategic Objective: To improve literacy among Travellers in Co. Louth

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
2.2 Provision of targeted literacy programmes for Travellers	<ul style="list-style-type: none"> •Culturally appropriate and life appropriate literacy programmes are available Ongoing review and evaluation of the literacy programme 	<ul style="list-style-type: none"> •Literacy Programmes improved 	<ul style="list-style-type: none"> •Co. Louth VEC •Department of Education & Science 	x	
2.3 Provision of Literacy Tutor Training Courses for Travellers in Dundalk and Drogheda	<ul style="list-style-type: none"> •Establishment of outreach literacy services to Traveller families •Increased literacy levels among Travellers 	<ul style="list-style-type: none"> •Outreach literacy services developed •Literacy levels improved 	<ul style="list-style-type: none"> •Co. Louth VEC •Department of Education & Science 		x
2.4 Develop a strategy to implement the key learning from this research, ensuring linkage to the National Travellers Education Strategy	<ul style="list-style-type: none"> •Production of detailed report and action strategy with clear time scaled outcomes. 	<ul style="list-style-type: none"> •Report available as working document 	<ul style="list-style-type: none"> •Inter Agency Working Group 	x	
2.5 Monitoring the Implementation of the National Travellers Education Strategy	<ul style="list-style-type: none"> •Produce Progress report on a yearly basis outlining main areas of development. 	<ul style="list-style-type: none"> •Annual Progress Report 	<ul style="list-style-type: none"> •Inter Agency Working Group 	x	

Theme 3: Training

Strategic Objective: To improve Participation in Training Programmes

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
3.1 Support the provision of ACCESS programmes for Travellers into further Education.	<ul style="list-style-type: none"> • ACCESS programmes in place 		<ul style="list-style-type: none"> • Dundalk Institute of Technology • HSE (NE) • Dept of Education & Science – Visiting Teachers Service 	x	
Provision of opportunities for Young Travellers to successfully complete apprenticeships in an inter cultural learning environment	<ul style="list-style-type: none"> • Successfully completed pre apprenticeship courses • Traveller specific training schemes available • Access to full time mainstream employment 	<ul style="list-style-type: none"> • Refurbishment of derelict buildings 	<ul style="list-style-type: none"> • FAS (NE) • Louth Local Authorities • Department of Social & Family Affairs • Dept of Education & Science – Visiting Teachers Service • Chambers of Commerce 		<ul style="list-style-type: none"> x x x

Theme 4: Childcare

Strategic Objective: Improve Childcare provision for Travellers in Co. Louth

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
4.1 To ensure that Traveller children have the opportunity of accessing pre-school places.	<ul style="list-style-type: none"> Improved access for Traveller children in childcare facilities particularly sessional day care. 	<ul style="list-style-type: none"> Increase in numbers of children in day care 	<ul style="list-style-type: none"> Louth County Childcare Committee HSE (NE) Dundalk Employment Partnership Drogheda Partnership Company 	x	
4.2 To develop the Toy Box programme in Co. Louth	<ul style="list-style-type: none"> Provision of a toy library for young Traveller children Active participation of Traveller parents in play time 	<ul style="list-style-type: none"> Toy box programme developed 	<ul style="list-style-type: none"> Louth County Childcare Committee NIPPA (Northern Ireland Pre School Playgroup Association) Department of Education & Science 	x	
4.3 Develop Library services for Traveller children	<ul style="list-style-type: none"> Culturally appropriate Library programmes for Traveller parents and children 	<ul style="list-style-type: none"> Increased usage of Library services by Travellers 	<ul style="list-style-type: none"> Louth Local Authorities Department of Education & Science 	x	

Theme 5: Health

Strategic Objective: To improve the health status of Travellers in Co. Louth

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
5.1 Develop culturally appropriate supports to Traveller Community on addiction issues.	<ul style="list-style-type: none"> •Develop Supports for the most vulnerable. •Traveller participation on Regional Drugs Task Force •Support services to Traveller families •Availability of drug awareness programmes to Traveller families 	<ul style="list-style-type: none"> •Traveller representative on Regional Drugs Task Force •Drug awareness programmes available 	<ul style="list-style-type: none"> •HSE (NE) •Regional Drugs Task Force •Youth Work Ireland (NE) •CDPs •Pavee na hEireann •Louth Traveller Support Group 	x x	x
5.2 Develop protocols with Social Workers in HSE Child Protection Team in relation to child protection protocols and support.	<ul style="list-style-type: none"> •Protocols on Child Protection & family supports 	<ul style="list-style-type: none"> •Protocols established 	<ul style="list-style-type: none"> •HSE (NE) •Louth Local Authorities Social Workers. 	x	

Theme 6: Anti Racism and Diversity

Strategic Objective: To provide diversity and cultural awareness among settled community

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
1. Provision of cultural awareness/ diversity training for all agency staff	<ul style="list-style-type: none"> •Increased awareness among front line staff on Traveller culture 	<ul style="list-style-type: none"> •Training complete for all relevant staff 	<ul style="list-style-type: none"> •HSE (NE) •Louth Local Authorities •VEC •Department of Social & Family Affairs •Department of Education & Science •FAS •DKIT •NCCRI 	x	
6.2 Support employers to address the implementation of equality legislation in respect of the Traveller Community	<ul style="list-style-type: none"> •Design and deliver workshops 	<ul style="list-style-type: none"> •Workshops delivered 	<ul style="list-style-type: none"> •Interagency SIM Traveller Group 		x

Theme 7: Consultation

Strategic Objective: Production of comprehensive study on Traveller community in Co. Louth

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
7.1 Development of a consultation process to inform the implementation of the inter-agency strategy on Travellers	<ul style="list-style-type: none"> •Comprehensive report on Travellers •Assessment of Travellers needs •Increased understanding of Traveller culture 	<ul style="list-style-type: none"> •Detailed report on Travellers in Louth 	<ul style="list-style-type: none"> •All members of SIM Traveller Sub-Group 	<p>x</p> <p>x</p>	

Theme 8: Support to Existing Services

Strategic Objective: To continue support to existing services to Travellers in Co. Louth

Action	Output	Performance Indicator	Champion and Key Players	2007	2008
8.1 Continue the supports of services/programmes for Travellers in Louth	<ul style="list-style-type: none"> •Right Start Pre School •Louth Travellers Primary Health care •Employment of Traveller support worker •Drogheda Traveller Health & Social care project 	<ul style="list-style-type: none"> •Continued developments of all existing services. 	<ul style="list-style-type: none"> •Louth Local Authorities Social Workers. •St Josephs National School •HSE(NE) •Dept of Education & Science 	<p>x</p> <p>x</p>	

The logo on the cover was designed
by Ellis Everard, St. Oliver's Community College,
Drogheda, County Louth

A full copy of the Louth Anti-Racism and Diversity Strategy is available for download at
www.louthcoco.ie/socialinclusion

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