



## Message from Lucy Gaffney, Chair of NPAR Steering Committee

Welcome to the first National Action Plan Against Racism (NPAR) Newsletter. Over the lifetime of The Plan, the Strategic Monitoring Group of NPAR aim to use this bi-monthly newsletter as a method to keep all those interested in promoting diversity and inclusion in Ireland up to date and informed of developments with The Plan and its associated initiatives.



As Chair of the Strategic Monitoring Group charged with the implementation of The National Action Plan Against Racism, I'm pleased to report that over 50 of the 240 objectives of The Plan have been achieved already in the first year of its existence. The Plan will be implemented over four years between 2005 and 2008 and we are already off to a good start.

The Plan has great scope and breadth, focussing on developing reasonable and common sense measures to accommodate cultural diversity in Ireland. The Strategic Monitoring Group is working with a number of groups to implement a series of activities and initiatives which address the five pillars of The Plan: Protection; Inclusion; Provision; Recognition; Participation.

We've been busy. Here are just some of the activities completed in the past year:

- We have created an identity and logo for The Plan which will be used to help easily identify all associated initiatives and activities
- We targeted the CEOs of Ireland's top companies through an event that promoted embracing cultural diversity in the workplace
- The Strategic Monitoring Group held a discussion event with representatives from a number of media outlets which led to very positive engagement on the issue of reporting and covering stories related to interculturalism and race
- We are assisting the National Council for Curriculum and Assessment (NCCA) in delivering intercultural training to assist Ireland's teachers to implement the Intercultural Education Guidelines in Primary School.
- An Garda Síochána has developed, with our help, to open up recruitment to target ethnic minorities
- The Law School at the University of Limerick has been commissioned to research criminal law with reference to racism – this will be published in the Summer
- To date €275,000 in grant funding has been awarded to sports, arts and recreation projects across the country

- The first Local Anti-Racism and Diversity (ARD) Plan has been rolled out in Galway city, with funding for three other plans been provided for Roscommon; Louth County Council; Dublin Inner City Partnership and Fingal County Council
- [www.diversityireland.ie](http://www.diversityireland.ie) is now up and running and will be a resource for anyone interested in finding information about The Plan
- A national radio advertising campaign to help promote inclusion and diversity commenced at the beginning of March

Some of the priorities that we have agreed for the coming year include:

- Continued outreach and dialogue with the media
- A meeting for employers in the public sector to discuss the promotion of cultural diversity in the workplace
- Continued roll out of local Anti Racism and Diversity Plans
- Raising awareness of rights and entitlements for migrant workers
- Work to remove barriers to political participation for ethnic/cultural minorities
- Revisit the attitudinal survey conducted under Know Racism
- Running, in partnership with the NCCRI, Intercultural Week
- Provision of support to the Metro Éireann Media & Multicultural Awards (MAMA)

The MAMA Awards recognise and celebrate outstanding contributions of individuals and groups to creating cross-cultural understanding and promoting diversity in Ireland. Awards will be presented in two categories: Multicultural and Media. Entry forms can be downloaded from [www.metroeireann.com/awards](http://www.metroeireann.com/awards) and the closing date for receipt of entries is 31 March 2006. There is also a National Action Plan Against Racism Award and a Judges Award. Entries are not sought for either of these awards as winners will be decided by the judges.

These are exciting times in Ireland. Our society is evolving and changing. The benefits of an increasingly diverse society are beginning to appear before our eyes. The members of the Strategic Monitoring Group and I are committed to implementing the goals and objectives of the National Action Plan Against Racism for the benefit of all people in Ireland. I look forward to keeping you informed of our progress over the coming months and years.

## GRASSROOTS DIVERSITY



Local buy-in and support of NPAR is very important in helping The Plan to deliver against its objectives. The Anti-Racism and Diversity (ARD) Plans will play a significant role in helping to bring The Plan to life at a local and regional level. Galway City is the first to have implemented an ARD Plan and its three-year Anti-Racism Strategy for Galway is called 'Towards A City Of Equals'.

Galway City Partnership, supported by a number of designated partners, has implemented a number of new actions designed to promote interculturalism and combat racism including:

- producing information on rights (for those experiencing racism)
- developing a racism log in Galway City
- initiating transnational partnerships
- developing an Intercultural Toolkit for local organisations
- youth work
- supporting intercultural events and festivals

All this work is currently in the early stages of planning, but Galway City Partnership looks forward to presentation of its outcomes soon.

### **Sonas in Salthill '05**

Soon after the launch of the Galway City Partnership ARD Plan, the project supported the very successful Sonas in Salthill. This intercultural festival has been held for the past three years in Galway and involves various world music acts, food and craft stalls, children's activities, a soccer tournament and information stands by international aid agencies.

Last year was a huge success and as part of their Anti Racism and Diversity Plan Galway City Partnership aims to grow this festival into a major annual event on Galway's festival calendar.

### **Further ARD Plans:**

Funding for Anti Racism and Diversity Plans has also been approved for Louth County Council, Fingal County Council, Dublin Inner City Partnership and Roscommon County Council and plans will be rolled out on a phased basis in each of these areas over the next few months.

## INTERCULTURAL WEEK 2006 – PARTICIPATION



Intercultural Week 2006 will take place from March 19-25. This year the week will celebrate one of The Plan's pillars: 'Participation'. The Week is an important opportunity to focus on and celebrate diversity in Ireland. The United Nations designated International Day Against Racism (March 21) is at the centre of the week

To celebrate the week a number of events have been organised by statutory, NGO, media, youth, local development and community bodies and they will take place across the Island of Ireland during this time.

The Strategic Monitoring Group of NPAR is supporting and organising Intercultural Week in association with The Equality Commission for Northern Ireland and the National Consultative Committee on Racism and Interculturalism (NCCRI).

Events and initiatives planned include:

- An all-island public awareness campaign on 'Participation'
- An Intercultural film festival
- Public Services response to Diversity - An international conference in Belfast
- An all-island schools poetry competition
- Minority ethnic participation in the 2006 census - A seminar in Dublin
- Initiatives challenging the misinformation about groups such as asylum seekers, Travellers and migrant workers.
- Distribution of a free education resource booklet on ethnic diversity in Ireland and Northern Ireland, aimed at 12-15 year olds
- Distribution of a free booklet on how to seek advice and to complain against racism in Northern Ireland and Ireland.

For more information on Intercultural Week 2006 visit [www.nccri.ie](http://www.nccri.ie)

## NPAR'S BRAND IDENTITY



The NPAR logo was devised to ensure the work of The Plan is easily recognisable and identifiable. NPAR's identity has been developed to reflect the pace of change in Irish society in recent years. The focus of The Plan - and its identity - is firmly on the positive aspects of these changes and symbolises the benefits of embracing cultural diversity in Ireland.

Speaking at the launch of the logo the Minister for Justice, Equality and Law Reform, Mr. Michael McDowell TD., said: "The NPAR logo is a clear, simple and direct one: a figure of embrace reinforced by the message that Ireland is 'embracing cultural diversity'". This inclusive sentiment lies at the very centre of The Plan itself which is the cornerstone of the Government's anti-racism policy. I am sure that the logo is an image that, in time, will be seen as a symbol of the constructive approach being taken to our increasing diversity. I hope it will encourage people to explore further the objectives behind The Plan and to engage with the realities of diversity as they go about their daily lives."

The identity is designed to illustrate Ireland embracing cultural diversity, and reflect the concept of inclusion.

## EARLY MORNING CORPORATE DIVERSITY

Senior Corporate Executives have the power to influence how Corporate Ireland approaches the issue of diversity in the work place. They can ensure that Ireland is well positioned to take advantage of the economic and cultural benefits that new workers are bringing to the economy.



Targeting this audience, The Strategic Monitoring Group for NPAR, held a corporate breakfast in October to highlight the opportunities that exist for companies at this time of immense change. Attendees were also challenged to avoid complacency on the issue and to take some simple steps that would help to meet the requirements of an increasingly multi-cultural workforce.

100 senior level executives benefited from the constructive advice and case studies presented by Pat Casey, Vice President, HR, Dell Ireland; Tony Burnett, Founder, Performance through Inclusion; and Niall Crowley, CEO of the Equality Authority. This event raised the profile of The Plan amongst business leaders and HR practitioners and a significant number of enquiries regarding diversity best-practice have been received by NPAR since the event was held.

Speaking at the breakfast, Minister for Justice, Equality and Law Reform, Michael McDowell called on Ireland's business community to embrace cultural diversity: "There is an increasing recognition that an intercultural workplace is both increasingly the norm and that proactive planning to accommodate diversity can make a significant contribution to overall organisational effectiveness".

The Strategic Monitoring Group plans to continue to target the corporate sector in its activities in the year ahead.

## MICROSOFT IRELAND'S CASE FOR DIVERSITY

Microsoft Ireland was one of the first employers in this country to recruit non Irish nationals in significant numbers and currently its 1,200-strong Dublin based team is comprised of 39 nationalities. The company provides highly-skilled, well paid jobs for its employees and continues to invest in its Irish based operations.

To foster and sustain a healthy workforce, Microsoft Ireland offers a number of supports for its staff particularly those that may be working in Ireland for the first time. This includes the provision of practical information on living in Ireland and informal support from managers to help workers from overseas adjust to living in a new country. Managers in Microsoft are made aware of the importance of reaching out to employees from different cultural backgrounds and internal staff training initiatives are also provided in a variety of languages.

Microsoft Ireland, Director of HR, Anna Pringle said: "As a corporate community we benefit significantly from the diverse nature of our workforce. Not only do we enjoy the differences that our colleagues bring to the workplace in terms of their culture but people from different nationalities tend to bring an alternative approach to how they might do a task or in terms of problem solving. These differences contribute significantly to Microsoft's ability to continue to innovate on behalf of our customers. I would strongly encourage all employers in Ireland

to embrace cultural diversity in the workplace as there are so many benefits to be reaped for employees, customers and partners”.

Companies like Microsoft are leaders in this area and will influence others in their field to behave similarly. A number of NPAR objectives seek to make Microsoft Ireland's approach standard practice throughout Ireland.

## GRANT SCHEMES



In September 2005, 46 sport, recreation and arts projects from across the country were allocated €275,000 under the National Action Plan Against Racism. This funding has been awarded for the development of initiatives involving minority groups in sports, local activities and events, thus enhancing their participation in everyday life in Irish society.

€147,250 of this was allocated to 32 projects under Scheme A (providing for amounts between €3,000 and €7,000) and €128,500 was allocated to 13 projects under Scheme B (award amounts between €10,000 and €15,000).

To support the aims of The Plan, the Strategic Monitoring Group had earmarked €200,000 for this scheme but due to the quantity and quality of applications received (214 applications were received under both schemes) it was decided to increase the funding to €275,000. This provided funding to 45 projects in 17 counties, a full list of the grant recipients is available at [www.diversityireland.ie](http://www.diversityireland.ie)

## NPAR THE STORY TO DATE

The National Action Plan Against Racism (NPAR) originates from commitments given by Governments at the United Nations World Conference Against Racism in South Africa in 2001. The decision to develop the NPAR was further reaffirmed in Sustaining Progress, the Social Partnership Agreement 2003-2005.

The NPAR was launched by the Government in January 2005 and reaffirms the Government's commitment that racism has no place in Irish society. It provides the strategic direction to develop a more inclusive, intercultural society in Ireland through reasonable and common sense strategies. NPAR seeks to take into account the significant economic, social and cultural changes which have taken place in Irish society in recent years and which continue to take place.

The Plan will be implemented over a 4 year period (2005 - 2008) and places particular emphasis on mainstreaming intercultural issues into the formulation of public policy. It builds on the substantial national equality infrastructure which is already in place.

For further information about the work of the NPAR visit [www.diversityireland.ie](http://www.diversityireland.ie) or for a copy of The Plan contact Stacey Rennicks at [Stacey.J.Rennicks@justice.ie](mailto:Stacey.J.Rennicks@justice.ie)

## STATISTICS ON MIGRATION

- Ireland's population recently passed the 4 million mark
- If current fertility, mortality and migration trends continue, it will surpass 5 million in the next 15 years
- Some estimates are that by the year 2030 Ireland's non Irish national population could be almost one million, or 18%
- Between 1999 and 2005 the number of non Irish nationals working here has risen to about 8% of the total workforce.
- Nationals from well over 100 countries are now working and living in Ireland

## POLICING DIVERSITY

NPAR contains measures to enhance the role and capacity of An Garda Síochána in policing our diverse communities. "Like the rest of Europe, Ireland has become multicultural and our immigrant population is rising," said Garda Assistant Commissioner, Catherine Clancy. "In order to police a multicultural and diverse society effectively, it is imperative that the police force represents that society".



Two Dun Laoghaire based Ethnic Liaison Officers and Dave McNerney from the Garda Racial and Intercultural Office with members of ethnic communities

The Strategic Monitoring Group of NPAR has been working with senior Gardaí to develop a new entry system aimed at making it easier for immigrants to sign up. For example, knowledge of the Irish language is no longer a requirement for entry but instead this will be a component of the Garda training programme.

Applications to join the police force can be made by any citizen of the EU or by any non Irish national who has been lawfully resident here for at least five years.

In October of last year, the Minister for Justice, Equality and Law Reform, Michael McDowell, appealed to non Irish nationals to consider a career in the Gardaí. Since the programme's launch, more than 800 non Irish nationals, the majority of them Chinese, have applied to join the Gardaí. Almost 200 - half of them Chinese - have passed the initial aptitude test to join the force.

This initiative demonstrates the commitment of An Garda Síochána to effective policing in a more diverse Ireland which is crucial to the future wellbeing of our society. The successful introduction of this new recruitment strategy effectively highlights the difference that the National Action Plan's measures can make in society once they are implemented.

## **NPAR SPONSORSHIP OF IMI CONFERENCE**

In a further move to encourage senior Corporate Executives to embrace cultural diversity in the workplace, NPAR is supporting the Irish Management Institute Conference (April 6<sup>th</sup> & 7<sup>th</sup> in Druids Glen). Lucy Gaffney, Chair of the NPAR Strategic Monitoring Group, will be speaking at the conference on April 7<sup>th</sup> on the issue of *Managing the Intercultural Workplace*.

The IMI Conference is a key business event attended by senior executives from many of Ireland's leading companies and many of Ireland's leading policy makers. The conference provides an excellent opportunity to broaden awareness of The Plan's objectives and to harness further support for the effective implementation of The Plan.

## **ATTITUDINAL RESEARCH**

Part of the remit of The Plan is to track inequality and discrimination and to monitor changing diversity within Irish society. The Strategic Monitoring Group is working with the Department of Justice, Equality and Law Reform to commission research which will determine the focus of future anti-racism policy. Results of this research will also provide a basis against which to measure trends, shifts in opinion in the future and to monitor changes over time. This research will build on the results of research carried out by the [Know Racism campaign](#) (link to Publications Know Racism Research) and will help to identify the shifts in attitudes that have been experienced in Irish society since the research was last carried out in 2003.