

An Inclusive County

South Dublin County Integration Strategy

2013 - 2017



Foreword

We would like to thank all of those who gave their time in the development of this Integration Strategy for South Dublin County, 2013-2017. Integration is one of the most important challenges faced by South Dublin County over the next few years. The South Dublin County Integration Strategy which has been developed by the South Dublin County Development Board is focused on actions supporting the integration of South Dublin County's estimated 45,000 migrants into society. This Strategy is the result of a cross sectoral and community wide approach to promoting interculturalism in the County and will sit alongside and complement other strategies, plans and interagency initiatives such as the Economic Development Strategy, Age Friendly Strategy, Traveller Services Strategy, County Childcare Committee Plans, Children's and Childcare Strategies etc.

In the period 2013 to 2017 we hope the actions contained in the Strategy will enhance the lives of all who live and work in the County, will challenge discrimination where it occurs and will ultimately celebrate the diversity that is now part of everyday life in the County. Operating under the Social Inclusion Measures Committees of the County Development Board, A Working Group was established with the aim of bringing together statutory, community and voluntary bodies to address integration needs of migrant and host communities. A monitoring mechanism is being put in place to ensure that the actions will be carried out within the timeframe. The 'South Dublin County Integration Strategy' is also a working document which can be added to during its lifetime as necessary.

South Dublin County is home to thousands of migrants who carry with them the same ambitions and dreams that the Irish once carried during centuries of emigration. The challenge for us as a society is not to just engage positively with this reality but to harness our collective ability to embrace this change. This Strategy seeks to enable all communities to fully participate in society, by promoting an inclusive and dynamic environment in South Dublin County where residents are valued, regardless of their nationality, religion or ethnic background.



Philomena Poole, County Manager.

Acknowledgements

The South Dublin County Integration Strategy (2013 – 2017) stands as an inclusive document which draws upon a wide range of personal and professional experiences. As such, it was made possible only with the input, assistance and dedication of a variety of people, groups and organisations, both living and working in South Dublin County.

Recognition must firstly be given to the South Dublin County Council, Social inclusion Unit.

Thanks to The Integration Centre for leading the development of the South Dublin County Integration Strategy, acknowledging in particular the work of its project staff Peter Szlovak, Ian McCafferty and Aoife Breheny. Additional appreciation goes to Arthur McIlveen for his contributions, to Seamus O'Leary for his guidance and to both Rejina Stallings and Kathy O'Connor for their assistance.

Gratitude is extended to the members of the Steering Committee, which oversaw the process, offering advice and direction, and to the SIM group members who provided valuable insight to the Strategy's development.

There are a number of people, community groups and organisations that have played a central role in the planning process that deserve mention, namely: CPLN Area Partnership; Dodder Valley Partnership; Fettercairn Community Centre; Clondalkin Intercultural Centre and members of both the South Dublin Migrant Integration Forum and the South Dublin Community Platform. Thanks must also go to Dublin West Access Radio and Liffey Sounds Radio for their assistance in promoting the Integration Planning (IP) Sessions.

Special thanks also go to the venues which generously hosted the IP Sessions:

- Áras Chrónáin Irish Cultural Centre, Clondalkin
- County Library, Tallaght
- Lucan Library
- Fettercairn Community Centre, Tallaght
- Adamstown Castle Educate Together National School
- Rossecourt Resource Centre, Lucan
- County Hall Tallaght

Above all, thank you to everyone who helped to paint a picture of life in South Dublin County by having given their time and input within interviews and Integration Planning Sessions, both community residents and service providers alike.

Local-level participation is vital in ensuring an inclusive, multi-faceted and sustainable strategy. This document stands as a representation of the integration experiences, understandings and aspirations of people in South Dublin County, as well as their commitment to an inclusive future. With dedication and desire, the South Dublin County Integration Strategy (2013 – 2017) will serve to light a path for integration in South Dublin County.

Contents

South Dublin County Integration Strategy 2013 – 2017	i
Acknowledgements	ii
Acronyms:	iv
Glossary of Terms	v
Executive Summary	vi
 Chapter 1: Introduction	 1
 Chapter 2: Review of Strategies and Policies	 5
International Policy Context	6
National Policy Context	8
Local Policy Context:	12
 Chapter 3: South Dublin County Migrant Population Profile	 14
Key Figures:	15
Profile of the Local Migrant Population	15
Main Areas of Integration	18
Figures and Findings at National Level:	20
 Chapter 4: Methodology and Planning Process	 25
Overview of Planning Process	26
Phase 1 of Planning Process:	27
Phase 2 of Planning Process	29
 Chapter 5: Findings	 30
Positives: Ways People Feel Included in South Dublin County	31
Negatives: Challenges to Integration in South Dublin County	33
 Chapter 6: Strategy Actions	 39
Introduction to Actions	40
 Appendices	 52
Appendix 1: Registration and Consent Form	53
Appendix 2: List of Participants	54
Appendix 3: Outreach Material	55
Appendix 5: References	56

Acronyms

ARDS	Anti Racism and Diversity Strategy	IISC	Immigrant Irish Support Centre
CBS	Christian Brothers School	ILV	Intercultural Liaison Volunteer
CBP	Common Basic Principles	INAR	Irish Network against Racism
CERD	Convention on the Elimination of All Forms of Racial Discrimination	IPGSA	Immigrant Parents and Guardian's Support Association
CSC	Childcare Services Committee	JPC	Joint Policing Committee
CIC	Citizen Information Centre	LES	Local Employment Service
CPLN	Clondalkin, Palmerstown, Lucan, Newcastle	NAPAR	National Action Plan Against Racism
CSO	Central Statistics Office	NCP	New Communities Partnership
CYC	Catholic Youth Care	NCCRI	National Consultative Committee on Racism and Interculturalism
DES	Department of Education and Skills	NESC	National Economic and Social Council
DIT IME	Dublin Institute of Technology, Institute of Minority Entrepreneurship	NS	National School
DOE	Department of Education	OMPI	Office of the Minister for the Promotion of Migrant Integration (Formerly OMI, Office of the Minister for Integration)
EAL	English as an Additional Language	OMCYA	Office of the Minister for Children and Youth Affairs
ECCE	Early Childhood Care and Education	PHN	Public Health Nurse
ELO	Ethnic Liaison Officer	PLA Process	Participatory Learning and Action Process
ESRI	Economic and Social Research Institute	RAPID	Revitalising Areas by Planning, Investment and Development
EU	European Union	SDC	South Dublin County
EPIC	Employment Programme for Immigrant Communities	SDCC	South Dublin County Council
FAI	Football Association of Ireland	SDMIF	South Dublin Migrant Integration Forum
FÁS	"Foras Áiseanna Saothair", Ireland's National Training and Employment Authority	SIM Group	Social Inclusion Measures
FRC	Family Resource Centre	SIU	Social Inclusion Unit
GAA	Gaelic Athletics Association	VCO	Voluntary Childcare Organisation
GP	General practitioner	VEC	Vocational Education Committee
HSE	Health Service Executive	TD	Teachta Dála (An elected member of the Irish Parliament)
IBEC	Irish Business and Employers Confederation	TYS	Tallaght Youth Services
ICI	Immigrant Council of Ireland	QNHS	Quarterly National Household Survey
IELTS	International English Language Testing System		

Glossary of Terms

Active Citizenship

Active Citizenship is an all-encompassing concept embracing formal and non-formal, political, cultural, inter-personal and caring activities.

Census

Census is the population count in Ireland carried out every five years. The main household census form caters for up to six persons present in the household on Census Night. In 2011 there were 30 questions on the form which had to be answered in respect of each individual who was present in the household.

Diversification

In sociological terms, diversification refers to an increase in societal variance with regard to cultures, languages, religion, customs, norms, beliefs, practices etc.

Ethnic Minority Communities

Communities whose make-up identify with an Ethnicity outside that of the majority.

Ethnicity

Ethnicity is a term which refers to one's sense of belonging within a group based upon "having real or imagined common ancestry, memories of a shared historical past, and a cultural focus, religious affiliation, language, customs, nationality, phenotypical features or any combination of these". In the Census of Ireland, respondents are asked to choose from such categories as White Irish, White Traveller, Any Other White, Black Irish/Black African, Any other Black, Chinese, Other Asian, Other including Mixed.

Ghettoisation

Ghettoisation is a process of confining or restricting to a particular area, activity, or category. In the profile section the term ethnic groups with roots in other countries is used to describe all minority ethnic groups except White Travellers. The large group of White Irish is defined as the majority population in that respect.

Indigenous

Originating or occurring naturally in a particular place; native

Integration

Integration is defined as "a dynamic, two-way process of mutual accommodation by migrants and by the societies that receive them".

Multiculturalism

Of, relating to, or including several cultures, multiculturalism can also relate to a social or educational theory that encourages interest in many cultures within a society rather than in only a mainstream culture.

Non-EU Europe

Non-EU Europe is used in the profile section to describe countries of origins that are situated in the European continent but are not member of the European Union, e.g. Russia, Ukraine and Moldova.

PLA Methodology

Participatory, Learning and Action (PLA) is an action research methodology that allows diverse groups to meaningfully and democratically generate input within planning processes. Quarterly Household National Survey The Quarterly National Household Survey (QNHS) is a large-scale, nationwide survey of households in Ireland. It is designed to produce quarterly labour force estimates that include the official measure of employment and unemployment in the state (based on the definition of the International Labour Organisation). A fieldforce comprising 12 field co-ordinators and 152 field interviewers interview 39,000 households each quarter.

Roma

The term Roma refers to a subgroup of the Romani people, an ethnic group who trace their origin to the Indian Subcontinent. While the Romani people are widely dispersed, Roma people primarily live in Central and Eastern Europe.

Tokenism

The term 'tokenism' refers to the practice of making only a perfunctory effort or symbolic gesture toward the accomplishment of a goal. Examples include the practice of hiring or appointing a 'token' number of people from underrepresented groups in order to deflect criticism or comply with affirmative action rules.

Executive Summary

The 'South Dublin Integration Strategy: 2013-2017' was developed following the identification of the need for an inclusive and coordinated approach to ensuring equality and inclusion in an ever-diversifying South Dublin County.

The 2011 Census noted that 17% of people living in South Dublin County had been born outside of Ireland. This has afforded a great deal of cultural, religious and linguistic diversity to the area, the benefits of which are wide spread. With this, however, comes the need to be responsive to evolving systems of shared norms, beliefs and practices so as to prevent isolation and divisions within society. The 'South Dublin Integration Strategy: 2013-2017' calls upon a wide range of integration-related experiences, both personal and professional, to frame a strategic approach to fostering long-term inclusion and integration in South Dublin County.

The Strategy's development was underpinned by a PLA (Participatory Learning and Action) methodology. This inclusive approach allowed The Integration Centre to collate positive and negative aspects of living and working in South Dublin County and to decipher both the pathways and barriers to integration. Utilising PLA allows the researcher to overcome language and cultural barriers, opening participation to a wide range of people. 'Ownership' is an important part of this approach. Participants are not only included but are empowered by the process and are motivated to be a part of the response to the issues they have identified. 'Integration Planning' PLA sessions were held with a variety of community residents and service providers in key locations in South Dublin County. In addition, semi-structured interviews were undertaken with a number of professionals

who worked directly with people with a migrant background, in order to consolidate the research. There were a number of positive integration-related initiatives already in place which the research sought to highlight too. Drawing upon the feedback received from the Integration Planning sessions, as well as ongoing initiatives and examples of good practice, a series of actions were drafted to allow for a localised approach to facilitating integration.

The importance of this approach is recognised by EU integration policy. Amongst other elements, the European Agenda for the Integration of Third Country Nationals (2011) emphasises the role of local authorities and community-lead initiatives in integration planning and practice. As well as this, the 'South Dublin Integration Strategy: 2013-2017' draws upon core integration indicators outlined in the EU-level, Zaragoza Declaration (2010). The Zaragoza indicators were developed so as to allow for an international, coordinated approach to integration planning and monitoring.

To efficiently integrate it into the local policy framework, the 'South Dublin County Integration Strategy: 2013-2017' incorporates visions set out in the South Dublin County Development Board's 'Integrated Strategy for the Economic, Social and Cultural Development of South Dublin County 2002-2012'. Significant policy themes and key terminology is drawn upon to provide a link between the two strategies and allow for the seamless continuation of efforts in this area. The approach taken by The Integration Centre has resulted in the production of a range of action areas which reflect local integration perspectives, build upon local authority and community-based initiatives to date, and resonate with European Union integration policy.

The 'South Dublin County Integration Strategy'
Actions are framed under the headings:

1. **Active Citizenship:** A Place to Connect
2. **Employment:** An Economically Competitive Place
3. **Education and Training:** A Learning Place
4. **Attitude to Diversity and Facilitating Integration:** A Cultural Place
5. **Social Inclusion: Housing, Living Environment and Health:** A Place to Live and a Healthy Place
6. **Social Inclusion: Discrimination:** A Safe Place

A number of actions have been allocated to each of these areas in an actions matrix. For each area, there is a reminder of the related positives and challenges, including initiatives, as identified by the research. Each action is accompanied by a lead actor and a range of strategic partners who will spearhead and support the action implementation respectively. Also included in the matrix are timeframes, completion deadlines and anticipated outcomes, which lay the foundation for effective monitoring and evaluation.

Throughout the strategy's development, a great deal of input and support was provided by members of both the Social Inclusion Measures Committee and the Steering Group as well as a wide range of agencies and community organisations. The Integration Planning Sessions were well attended and represented a strong cross-section of South Dublin County communities. All of this serves to exemplify the interest in integration that exists in South Dublin, as well as a desire to ensure steadfast inclusion and equality in the County. With the momentum that has gathered behind it, it is hoped that the 'South Dublin Integration Strategy' will help to guide a path towards long-term integration in South Dublin County and Irish society overall.



Chapter 1: Introduction

Increasing Diversity in Ireland and in South Dublin County

In the last number of years there has been a steady increase in the numbers of people from other countries coming to live, work and settle in Ireland. People come to live in Ireland for a number of different reasons. Whereas many come to find work, to participate in education or to join settled family members, others are fleeing persecution in their home country. Ireland currently plays host to people representing various countries around the world, some more so than others. Almost all countries - from Europe, Asia, North America, South America, Australia and New Zealand, the Indian sub-continent, the Middle East and the Pacific Area - are represented to some extent within Irish Society. This phenomenon of inward migration has invariably contributed to Ireland's increasingly diverse society.

This trend is particularly noticeable in South Dublin County which, since 2006, has continued to see an increase in the number of people from a migrant background. Indeed, South Dublin County is, in all areas, a very diverse County that is showing signs that its diversity will continue to increase into the future. According to the Census 2011, 17% of the population of South Dublin County were born in other countries, with significant numbers coming from countries like Nigeria, India and the Philippines. South Dublin County has high numbers of people whose first language is not English or Irish, as well as larger proportions of its population that identify as Islamic or Orthodox Christian compared to the rest of Ireland.

While social diversity can be a very positive experience for local areas - in terms of the local economy or social and cultural vibrancy - increasing numbers of people with migrant backgrounds have also presented complex social needs and challenges for Irish Society. People from migrant communities may have problems surrounding language or access to schools, housing, health services, or employment. They

may also encounter discrimination or racism in their new communities. Similarly, increasing levels of diversity also present challenges for local communities and services such as being inter-culturally aware and identifying the needs of an ever diversifying population; for example, schools with a large number of non-Christian children may have difficulties providing appropriate cultural education.

In response to this increasing diversity, many policies and strategies have been devised by governments and non-governmental organisations at local, national and international levels. These aim to ensure that immigration and the integration of people from migrant communities are properly established in society and that such people have their rights respected, needs addressed and that they have the chance to be included and be a central part of their communities. Emphasising the importance of local-level integration initiatives, these policies set out the responsibility of local government and services to support people with migrant backgrounds and facilitate their integration. They also outline the responsibilities of migrants to respect their new communities and actively engage in the integration process.

The Need for an Integration Strategy

In the South Dublin County area, there was concern among service providers and community organisations as to what happens to migrants once they have arrived in Ireland. Some people access employment, establish social networks, secure accommodation and engage with services they need without delay, allowing them to begin to integrate. For others this is not so easy. Some migrant groups in South Dublin County have low labour market participation rates and disproportionately poor language skills, and access to education and health. Many people who work or have direct contact with migrants have highlighted that, in the majority of cases, this is not due to a lack of desire to integrate; that it is symptomatic of key issues and

Chapter 1 continued...

challenges which need to be collectively identified and addressed.

In recent years the Social Inclusion Unit of South Dublin County Council has organised a number of café style debates on integration and participation within the community. One of the major findings was the absence of a formal integration strategy for South Dublin County involving all the major community stakeholders. A group that was established following these debates, the South Dublin Migrant Forum, echoed the need for a county-wide integration strategy. This was brought to the Social Inclusion Measures Group who agreed to lead the preparation of an Integration Strategy for South Dublin County.

The creation of an Integration Strategy would stand as an opportunity to recognise and build upon the good work that is ongoing in South Dublin County and to encourage and support integration. Its development would allow South Dublin County Council to engage with people in local communities and hear the view of all those living within the County, allowing for the consideration of new issues and ideas. Finally, by virtue of the commitment to integration that such a strategy would represent, the South Dublin County Integration Strategy would serve to highlight South Dublin as being a county of non-discrimination.

The development of the strategy was taken on by The Integration Centre, a non-governmental organisation with expertise in integration planning and monitoring.

SIM Committee

Once it had been agreed that a County wide integration strategy would be prepared, a steering committee was established and representation was invited from the various statutory and community stakeholders. A number of representatives were identified and the 'Social Inclusion Measures' (SIM), a subgroup

of the County Development Board, agreed to proceed with these members as a steering committee.

Members:

- Dodder Valley Partnership
- CPLN Area Partnership
- New Community Partnership
- South Dublin Community Platform
- South Dublin County Council
- South Dublin County Council Elected Member
- South Dublin Migrant Integration Forum

The purpose of the Steering Committee was to monitor and advise The Integration Centre on the various interest groups, statutory agencies and the community sector stakeholders to be involved in the development of the Strategy. Members also participated in the plenary sessions and received updates as to the progress of the development of the Strategy.

Developing the South Dublin County Integration Strategy: 2013-2017

As part of the development of this Strategy, The Integration Centre engaged in a process of widespread County outreach to ensure attendance from members of local communities as well as local service providers to give direct input into the development of the Strategy. Local community members were invited to participate in a number of interactive dialogue sessions that followed the 'Participatory Learning and Action' (PLA) model of community dialogue. This planning method empowers local participants to work together in identifying key benefits, issues and challenges within their local area in increasing social inclusion and integration. It asks participants to creatively reflect on these identified benefits, issues and challenges and develop ways in which they, as community members, can enhance a County-wide approach to promoting integration in conjunction with broader social and governmental supports. Through these 'PLA' sessions, local communities constructively

Chapter 1 continued...

identified key benefits of life within South Dublin County as well as key issues and challenges which act as barriers to integration.

A series of semi-structured interviews were conducted with key service providers, all of whom have extensive contact with migrant communities through their work, allowing The Integration Centre to develop an understanding of the supports available to migrant communities, as well as the issues and challenges service providers identified as barriers to the integration of people with migrant backgrounds. With the information collected through the PLA process and the interviews, The Integration Centre and the Steering Committee worked together to develop a series of actions designed to address the specific needs of migrant communities in the South Dublin Area and promote interculturalism and the active integration of people with migrant backgrounds.

The framework in which these actions are set out correspond to the areas of integration outlined in the EU- level Zaragoza declaration (2010) . The 'South Dublin County Integration Strategy: 2013 - 2017' actions fall under the headings:

1. **Active Citizenship:** A Place to Connect
2. **Employment:** An Economically Competitive Place
3. **Education and Training:** A Learning Place
4. **Attitude to Diversity and Facilitating Integration:** A Cultural Place
5. **Social Inclusion:** Housing, Living Environment and Health: A Place to Live and a Healthy Place
6. **Social Inclusion:** Discrimination: A Safe Place



Chapter 2: Review of Strategies and Policies

International Policy Context

International Convention on the Elimination of All Forms of Racial Discrimination (CERD) (1969):

This Convention, often referred to as CERD, was adopted and opened for signature by the UN General Assembly resolution 2016 of 21st December 1965, and entered into force on 4th January 1969, in accordance with Article 19. In this convention UN Member States pledged “to promote and encourage universal respect for and observances of human rights and fundamental freedom for all, without distinction as to race, sex, language or religion”. It resolves to “adopt all necessary measures for speedily eliminating racial discrimination”. It is divided into three parts and many articles. A brief summary of each section is outlined below:

Part One: This gives a detailed definition of racial discrimination and declares what each State party must do to eliminate racial discrimination in its many manifestations.

Part Two: This describes the establishment of a Committee on the Elimination of Racial Discrimination; how it will be nominated, elected, terms of office, procedures, etc. It tells how States must report and relate to the Committee, and how the Committee should report to the UN General Assembly. It also details how one Member State can report on another and outlines the establishment of a Conciliation Commission to regulate disputes.

Part Three: This final part indicates how the Convention must be ratified as an instrument of accession. It discusses disputes, negotiations, and referrals to the International Court of Justice.

EU Common Basic Principles for Immigrant Integration (2004):

R. Pennix, who authored the EU Common Basic Principles for Immigrant Integration, emphasises the process of immigrants becoming an accepted

part of society – both at an individual level and at the collective level of the immigrant group.

Eleven EU, Common Basic Principles (CBP) were drafted so as to develop a shared understanding of the process integration amongst and within Member States. The exact wording of all eleven principles can be found in the annex to “A Common Agenda for Integration” (Commission of the European Communities: (COM) 2005 389).

In brief, the Common Basic Principles address:

- Integration as a dynamic two-way process of mutual accommodation
- Respect for the values of the European Union
- Knowledge of host society language, history, institutions
- Emphasis on access to employment, education, goods & services (public and private)
- Dialogue and interaction between EU Member State citizens and immigrants
- Participation of immigrants in the democratic process
- Guaranteed respect for diverse cultures and religions
- Developing clear goals, indicators and evaluation mechanisms to evaluate integration processes and to exchange information

The Common Agenda for Integration (2005-2010):

The Common Agenda for Integration was presented by the Commission in 2005. It provides a framework for the implementation of the Common Basic Principles in the form of suggested actions that are designed to act as guides to governmental and integration activities at both national and EU level. In addition, the Common Agenda produced a series of supportive EU mechanisms and instruments to promote integration and facilitate exchange between integration actors, such as the European Web Site on Integration and the European Integration Forum, the National Contact Points on Integration, and the Policy Makers Handbook

Chapter 2 continued...

on Integration. A report on the completion of the Common Agenda for Integration was prepared by the Commission on the occasion of the fourth Ministerial Conference in Zaragoza in April, 2010.

European Ministerial Conference on Integration: Draft Declaration from Zaragoza (2010):

This document is based on a declaration on integration made at an EU Ministerial Conference held in Zaragoza, Spain on 15th and 16th April 2010. The declaration makes reference to an extensive list of European Council conclusions, principles, agendas, pacts and communications from 2002 to the present to show that Ministers from all EU Member States wish to “promote integration as a driver for development and social cohesion by incorporating integration issues in a comprehensive way in all relevant policy fields”. The declaration gives particular attention to the areas of education, employment, comprehensive participation and an evaluation of integration policies based on the following core indicators:

- Employment
- Education
- Social inclusion
- Active citizenship

In terms of participation, the declaration emphasises “the role of local authorities and cities in dealing with intercultural challenges and developing and implementing integration programmes”, as well as managing diversity and combating racism more effectively. As a further development of this, in July 2011, the European Commission proposed a “European Agenda for the Integration of Non-EU Migrants”. This aims to increase economic, social, cultural and political participation by migrants, with an emphasis on local action. The agenda highlights barriers that prevent the EU fully benefiting from the potential offered by migration and the value of diversity.

European Agenda for the Integration of Third-Country Nationals (2011):

In July 2011, the Commission proposed the European Agenda for the Integration of Third Country Nationals focusing on actions to increase economic, social, cultural and political participation by migrants and putting the emphasis on local action. This new agenda highlights challenges that need to be addressed if the EU is to harness the potential of migration and diversity. The Agenda focuses on integration through participation, action at local level and the involvement of countries of origin.

As part of this agenda, the Commission is putting together a flexible ‘tool-box’, from which national authorities will be able to pick the measures most likely to prove effective in their specific context and for their particular integration objectives. A document that details EU initiatives supporting the integration of third-country nationals will support this. There are plans to develop modules offering an established, but at the same time flexible, point of reference to support integration policies in EU states. Common indicators have also been identified for monitoring the results of integration policies.

EC Communication on Early Childhood Education and Care (2011):

This 2011 Communication from the European Commission, entitled “Providing All Our Children with the Best Start for the World of Tomorrow”, highlights that Early Childhood Education and Care (ECEC) is an “essential foundation for successful lifelong learning, social integration, personal development and later employability”. The document also states that ECEC has positive impacts on the prevention of criminality later on. In particular, ECEC is seen to be vital for the disadvantaged, lifting children out of poverty and family dysfunction, while also greatly reducing early school leaving. For immigrant children ECEC is proven to have a significant impact on later educational success and income.

Chapter 2 continued...

Emphasis should be placed on:

- Curriculum development, particularly with regard to non-cognitive skills
- Attracting, educating and retaining suitably qualified staff
- Effective governance, cross-sectoral collaboration and quality assurance mechanisms.

National Policy Context

Integration and Social Inclusion

Planning for Diversity: The National Action Plan Against Racism (2005-2008)

This plan was developed by the Irish Government following commitments made at the UN World Conference Against Racism in South Africa in 2001, and was sustained by the Social Partnership Agreement 2003-2005. The plan's main aim 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." Importantly, it defines racism in line with The International Convention on the Elimination of all Forms of Racial as,

"Any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life"

The framework has five objectives:

1. Effective protection and redress against racism and other forms of discrimination
2. Recognition and awareness of diversity

3. Full participation in Irish society
4. Economic inclusion and equality of opportunity
5. Accommodating diversity in service provision.

This plan was to be delivered in a "whole system approach" whose key elements are: mainstreaming, targeting, benchmarking progress, and the engagement of key stakeholders to support the implementation of the plan. It is this plan that set the stage for City, and County Councils, to engage in the development of Anti-Racism and Diversity Strategies (ARDS) and/or Integration Strategies.

National Action Plan for Social Inclusion (2007-2016)

This plan, complemented by the national partnership agreement ("Towards 2016") and the National Development Plan 2007-2013, sets out a strategy to address poverty and social inclusion. It prioritises a number of high level goals which, with monitoring and evaluation, should be realistically achievable and customer centred. It also indicates what agencies and development boards need to take responsibility for the actions.

The plan's five main visions each extensively list long term goals. Briefly, these visions are:

- (2.1) Vision for Children
- (3.1) Vision for People of Working Age
- (4.1) Vision for Older People
- (5.1) Vision for People with Disabilities
- (6.1) Vision for Communities

The twelfth goal of the National Action Plan for Social Inclusion is development of a strategy aimed at integration of newcomers in society. Proposed actions listed under that goal included the increase of language support, translation of materials and support in accessing public services. While some such actions were initiated, more recently there have been significant

Chapter 2 continued...

cutbacks in these areas. As a related overarching theme, the plan also focuses on facilitating greater co-ordination, co-operation, and integration of structures and procedures across Government at national, regional and local levels.

Report of the task force for 'Active Citizenship' (2007)

The report examines the concept of active citizenship in Ireland; how people define and conceptualise active citizenship, how people engage in active participation and how active citizenship is changing. The report emphasises that Active Citizenship implies duties as well as rights and that everyone has both a responsibility and a right to contribute fully to society in Ireland, through an active and continuing engagement. Active Citizenship is about engagement, participation in society and valuing contributions made by individuals. The report highlights the roles individuals, organisations, businesses and media have promoting, encouraging and participating in citizen activities.

The report has a number of recommendations which are focused around five key themes:

1. Participation in the democratic process
2. The Public Service and Citizens
3. Community Engagement and Promoting a Sense of Community
4. Education for Citizenship
5. Ethnic and Cultural Diversity and the Challenge of Engaging Newcomers

Migration Nation: Integration Strategy and Diversity Management (2008)

This is a government statement on integration strategy and diversity management which was launched by the then Minister for Integration, Conor Lenihan (TD), in 2008. It promotes a “whole of government” approach to integration policy development.

Key priorities:

1. Clear commitment to immigration laws
2. A formal pathway to permanent residency and citizenship
3. A streamlined asylum process
4. Specific funding from government and the philanthropic sector to support diversity management in local authorities, political parties, sporting bodies and faith-based groups
5. Citizenship and long-term residency to be contingent of proficiency of skills in the spoken language of the country
6. More targeted support for teachers and parents in dealing with diversity
7. Enhanced institutional and legislative measures to combat exploitation and discrimination
8. New structures to assist and reflect the changed dynamic of Ireland, with specific reference to a standing Commission on Integration, a Ministerial Council on Integration, and a Task Force to establish future policy needs.

Key principles:

1. A partnership approach between the government and non-governmental organisations and civil society bodies
2. A strong link between integration policy and wider state social inclusion measures, strategies and initiatives
3. A clear public policy focus that avoids the creation of parallel societies, communities and urban ghettos; and a mainstream approach to service delivery to migrants
4. A commitment to effective local delivery mechanisms that align services to migrants with those for indigenous communities.

Chapter 2 continued...

Policing and Community Safety:

An Garda Síochána's Diversity Strategy and Implementation Plan (2009-2012)

This strategy commits to champion, value and accommodate diversity by combating racism and promoting an inclusive, intercultural Ireland. It intends to improve employment conditions, service delivery and policing practice across the "Nine Equality Grounds". To progress this plan, An Garda Síochána appointed "Diversity Champion" and established a "Diversity Strategy Board", "Diversity Management Unit", and the "Garda Racial, Intercultural & Diversity Office". The Five Strategic Priority Areas of the Plan are:

1. Deriving strategic benefit from diversity
2. Building partnerships with diverse populations
3. Reflecting our diverse society
4. Developing diversity competence for our staff
5. Enabling and managing diversity

Child development, Children and young people:

National Strategic Plan on Early Childhood Care and Education (2011-2013)

This National Strategic Plan was set out by the City and County Childcare Committees (CCCs) and Voluntary Childcare Organisations (VCOs), led by the Childcare Directorate of the Office of the Minister for Children and Youth Affairs (OMCYA) and assisted by Pobal. The key focus of this plan is to deliver early childhood care and education programmes which support children and families. As part of this focus, a pre-school education initiative, "Equality and Diversity in Early Childhood Care and Education" is being rolled out nationally through 32 Childcare Committees. This innovative initiative provides an opportunity for childcare service staff catering for children from minority groups to avail of nationally accredited equality and diversity training with follow up mentoring & network supports. The training is expected to enhance the understanding of staff of the diverse complex

needs of all children and families from minority groups in Ireland and it aims to support high quality diversity and equality practice in the early childhood care and education sector. The training is based on a strong anti-bias framework, and is closely linked to European and International policies, practices and research on diversity and equality, children's rights and social justice.

'Ready, Steady Play!': National Play Policy

The objective of the Play Policy is to plan for the increase in public play facilities and improve the quality of life of children in Ireland by providing them with more play opportunities. Such policies are guided by principles of child-centeredness, family orientation, equity, inclusion, integration and a commitment to action focused implementation.

National Teenscape policy: National recreation policy for young people

This policy programme aims to promote the importance of recreation, so that young people experience a range of quality recreational opportunities to enrich their lives and promote physical cultural, mental and social wellbeing.

Health and Education

Intercultural Health Strategy (2007- 2012):

This strategy promotes a socially inclusive approach to address the health and care needs of disadvantaged people from diverse cultures and ethnic backgrounds. Key issues to be prioritised are:

1. Information, language and communication
2. Service delivery and access to services
3. Developing a whole organisation approach
4. Working in partnership with minority ethnic communities.

The key values and principles of the strategy include inter-sectoral collaboration, equality and targeting, interculturalism and anti-racism, community participation around health needs,

Chapter 2 continued...

partnership working, and, learning and inter-cultural support for staff.

National Strategic Plan on Early Childhood Care and Education (2011-2013):

This National Strategic Plan was set out by the City and County Childcare Committees (CCCs) and Voluntary Childcare Organisations (VCOs), led by the Childcare Directorate of the Office of the Minister for Children and Youth Affairs (OMCYA) and assisted by Pobal. The key focus of this plan is to deliver early childhood care and education programmes which support children and families. The proposal is underpinned by extensive guiding principles, including those of Siolta, and sets out five primary objectives:

1. To develop comprehensive childcare supports, infrastructure and services where the holistic well-being of children and families are fundamental
2. To enhance quality early childhood education and care and school-age provision
3. To consolidate investment in the sector in order to support the continuing development of a stable, integrated and sustainable infrastructure
4. Through ongoing professional development, to build on the capacity of the ECCE sector to enhance and develop quality services for children and their families
5. To ensure effective and transparent collaboration, communication and consultation, and optimum use of resources by all stakeholders in early childhood care and education.

Business, Culture and Inclusion:

Towards 2016: Ten Year Framework Social Partnership Agreement 2006-2015

Towards 2016 is a 10 year social partnership agreement (2006-2015) negotiated between an inclusive group of powerful economic and social stakeholders including, the Government, trade unions, employers, farming organisations and the

community and voluntary sector. The Social Partners subscribe to the NESC vision of Ireland in the future, the key foundations of which are: a dynamic, internationalised, and participatory society and economy, with a strong commitment to social justice, where economic development is environmentally sustainable, and internationally competitive.

Integrated Workplaces: An Action Strategy to Support Integrated Workplaces

The Office of the Minister for Integration and the Equality Authority funded this strategy which is a social partnership initiative organised by representatives of Congress, IBEC, the Small Firms Association, the Construction Industry Federation, Chambers Ireland, the Office of the Minister for Integration and the Equality Authority.

This initiative aims to assist firms to develop, contribute to, and to manage culturally diverse and integrated workplaces, which are defined as:

1. Free from discrimination and harassment
2. Are welcoming to all migrant workers and ethnic minorities
3. Acknowledge and provide for cultural and linguistic diversity
4. Take practical steps to achieve full equality in practice
5. Advocate for greater equality within a wider, culturally diverse community

Cultural Diversity and the Arts (2010)

Sponsored by the OMI (Officer of the Minister for Integration) and the Arts Council, and researched by CREATE, the national development agency for collaborative arts, this strategy rejects the idea that the Irish population is fixed, or has its own ethnic or racial characteristics. It lists barriers to cultural diversity as lack of knowledge and capacity, poor communication, lack of clarity, fear of loss of quality, lack of funding, support and resources, and overdependence on “celebratory processes”. It lists its core principals as:

Chapter 2 continued...

1. Cultural diversity as an enrichment of the arts
2. Developing an intercultural approach towards arts provision
3. Plurality enhancing its work
4. Cultural diversity as an adaptive process.

Local Policy Context

South Dublin Corporate Plan 2010-2014

This corporate plan sets out clear strategic goals, with corresponding action objectives, with a view to providing open, effective, inclusive local democratic processes, together with good quality services and supports, which sustain, improve and promote the social, environmental, cultural and economic fabric of South Dublin County.

Under these recurring themes, SDCC aims to achieve their strategic goals

1. **A living place**
Encouraging and facilitating the inclusion of all citizens in development planning and processes. Fostering communities open to the rich depths of creativity which recognises the value of participation for all in education, the arts and recreational activities.
2. **A connected place**
Developing and maintaining high quality, sustainable and modern infrastructure.
3. **A busy place**
Developing a county that is an attractive place in which to live, work and develop a business. Where innovation and creativity are nurtured and where towns are places of activity, enterprise and employment.
4. **A place to protect**
Recognising and protecting the rich heritage and environmental amenities, as well as promoting the cultural capital inherent in SDCC area.

A Place for People: An Integrated Strategy for the Economic, Social and Cultural Development of South County Dublin 2002- 2012

This is a ten year strategy which aims to improve the quality of life of people who live, work and visit South Dublin County, by improving the quality of publically funded services in the County. The strategy aims to target service delivery in the areas of culture, education, economic development, environmental protection and development, health, Housing and accommodation, infrastructure and safety and security.

There are eight thematic areas with four key overarching themes. The four key themes are headed:

1. 'An Informed Place'; which includes communicating messages effectively, as well as gathering and sharing information.
2. 'A Collaborative Place'; which specifies developing networks and encouraging collaboration on specific issues.
3. 'A Place for Everyone'; developing an inclusive county, reducing poverty levels, and targeting investment in disadvantaged areas.
4. 'An Equitable Place'; promoting equality of opportunity and outcomes and driving the equality agenda.

South Dublin County Sports Partnership Strategic Plan

This is a strategic plan for sport, recreation and physical activity in South Dublin County, and is primarily concerned with the promotion and co-ordination of sport and recreational physical activity in South Dublin County. It is intended as a framework to guide South Dublin County Sports Partnership (SDCSP) and the Strategic Policy Committee (SPC) of the County Council with responsibility for Sports, Recreation, Community and Parks, and, concentrating on a number of policy areas, the plan seeks to prioritize the direction of sport and recreational development in the county for the period 2010 - 2016.

Chapter 2 continued...

Dodder Valley Area Partnership: Strategic Plan 2011- 2013

Strategic plan sets out a series of actions and approaches under the umbrella of four 'corners', or areas of opportunities and networking, that are working, learning, active participation and healthy living.

1. **Working:** Helping prepare people for employment, find employment and keep employment. Provide help and support for local new business start-ups. Help people manage and cope with unemployment.
2. **Learning:** Support people to access appropriate learning opportunities, especially people who may be educationally marginalised.
3. **Active Participation:** Offer opportunities for participation in local area and support groups who advocate for population groups who are vulnerable to marginalisation.
4. **Healthy Living:** Raise awareness of healthy living among vulnerable communities and facilitate positive choice made.

CPLN Area Partnership Annual Plan Report 2012 covers the following areas:

1. Community Healthy Living Centre
2. Intercultural development and support
3. Supporting the development of Balgaddy and Lucan
4. Supporting the development of South West Clondalkin
5. Teen parents – pre-development work to establish a service in CPLN area
6. Information dissemination and networking
7. Supporting the development and provision of volunteer services
8. Literacy and numeracy
9. Promoting access to third level education
10. Innovative adult education and community leadership

11. Early childhood activities for parent and children
12. Community education programme for young men at risk
13. Develop linkages between pre-school and schools
14. Community arts
15. Supporting the development of cultural and recreational activities for young people
16. Delivery of locally based training initiatives
17. Local employment services
18. Social economy supports
19. Business community network
20. Individual mentoring –supporting new and existing micro enterprises
21. Development of employment and social economy network
22. Building the capacity of local organisations, target groups and individuals
23. Youth mental health initiative
24. Advocacy for older people
25. Supporting the development of collaborative community fora and networks
26. Developing a health strategy for South West Clondalkin
27. Environmental awareness and recycling programmes

Chapter 3: South Dublin County Migrant Population Profile

Key Figures

- ✓ 17.1% of the population is foreign born; an increase of 3.2% since 2006.
- ✓ The arrival of the 11,339 new foreign born persons represents the fourth biggest increase across local authority areas between 2006 and 2011.
- ✓ Top countries of origins are Poland, England and Wales, Nigeria, Lithuania, Romania, India, Northern Ireland, Philippines, Pakistan & Latvia.
- ✓ South Dublin County has larger proportions of its foreign born population born in African and Asian countries compared to the rest of Ireland (Nigeria, Pakistan, India, Philippines). The share of the population born in Poland and Romania is also higher than nationwide.
- ✓ 13.4% of the population accounts for foreign nationals; this is larger than the whole of Ireland at 12.2%. This represents a 3.2 percentage point increase on 2006. Polish nationals are the largest group.
- ✓ 17.3% have ethnic or cultural backgrounds with roots in other countries.
- ✓ 15.3% of the population of South Dublin County speaks a language other than English or Irish as a first language, Polish and French being the most common first language.
- ✓ While still dominant, the Catholic population is somewhat smaller in South Dublin than nationwide (81.4% vs. 84%). Furthermore, the County has larger groups who identify as Islamic or Christian Orthodox.

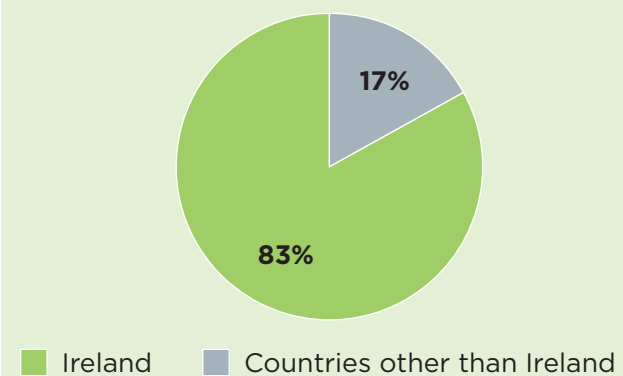
Profile of the Local Migrant Population

Size of the Migrant population

17.1% of the population of South Dublin was born outside of Ireland

In South Dublin County, 44,937 people were born in foreign countries. This represents 17.1% of the 263,400 residents in South Dublin County and this is comparable to the size of the foreign born population in the whole of Ireland, which is also 17.1%. During the period 2006 to 2011, there was an increase in the share of the foreign born population of South Dublin of 3.2%, from 13.9% in 2006 to 17.1% in 2011. The arrival of the 11,339 new foreign born persons represents the fourth biggest increase across local authority areas between 2006 and 2011.

Population of South Dublin County by place of birth, 2011



13.4% are foreign nationals

Of those who stated their nationality, 13.4% of the population of South Dublin County has nationalities from countries other than Ireland, compared to 12.2% in the whole of Ireland. This is an increase of 3.2% from 2006 when 10.2% of the population of South Dublin County were foreign nationals.

17.3% are from an ethnic or cultural background with roots in other countries

In South Dublin County, 17.3% of the population is from ethnic or cultural groups with roots in other

Chapter 3 continued...

countries. This compares to the rest of Ireland where 13.5% are from foreign ethnic or cultural backgrounds.

Comparison among the Groups as per Different Definitions

It is interesting to note the differences between the different groups. The foreign born population is the biggest as it includes not only non-Irish nationals but those who received Irish citizenship through birth to Irish parents or naturalisation. The small but growing group of people who became Irish nationals but report membership in minority ethnic/cultural communities explain the difference between the share of non-Irish nationals and the share of ethnic groups with roots in other countries.

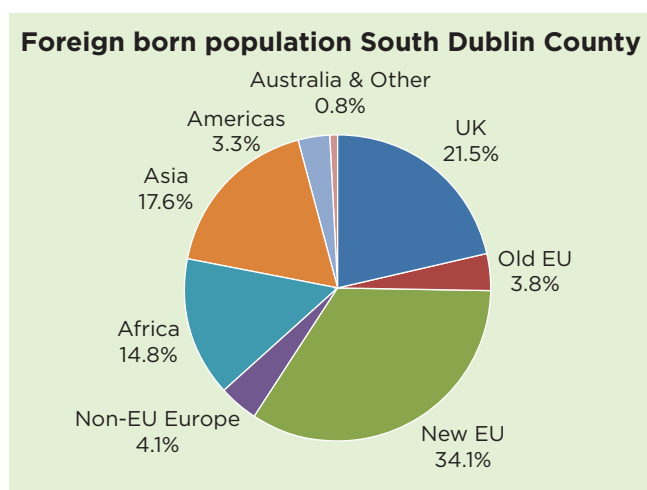
South Dublin County, 2011 (Census)	
Born outside Ireland	17.1%
Born outside Ireland & UK	13.4%
Ethnic groups with roots in other countries	17.3%
Non-Irish nationals	13.4%

Importantly, the UK born population is bigger than that of UK nationals in the same way as we find more non-EU born people than non-EU nationals. Subsequently, a significant minority of Irish nationals were not born in Ireland but in the UK and non-EU countries. That offers some explanation as to why there are fewer non-Irish nationals than non-Irish/UK born. The table below also shows that there are slightly more EU nationals than EU born people suggesting that some EU nationals were born in Ireland but did not receive Irish citizenship. This suggests that EU migrants in South Dublin have established themselves to such an extent that they are forming families and having children.

Birthplace vs. Nationality, South Dublin County, 2011			
Irish born	218,463	Irish	224,975
UK born	9,652	UK nat.	3,246
EU born excl. UK	17,044	EU nat.	17,643
Non-EU born	18,241	Non-EU nat.	13,874
All non-Irish born	44,937	All non-Irish nat.	34,763

Composition of the migrant population of South Dublin County

South Dublin County has larger populations of foreign born people who were born in African and Asian countries, compared to the rest of Ireland.



Of the foreign born population of South Dublin County, 21.5% were born in the UK, 37.9% were born in the rest of the EU (majority of the New EU states), and 40.6% were born outside the EU. Of those born outside the EU, 14.8% were born in African countries and 17.6% were born in Asian countries. Compared to the whole of Ireland, South Dublin County has significantly larger population groups that were born in African and Asian countries; in the whole of Ireland 7.1% of the foreign born population was born in African countries and 10.3% were born in Asian countries compared with 14.8% and 17.8% in South Dublin County, respectively.

Chapter 3 continued...

Top countries of origin, 2011 (Census)			
South Dublin County		Ireland	
Poland	17.4%	England & Wales	27.7%
England & Wales	15.9%	Poland	15.0%
Nigeria	7.1%	Northern Ireland	7.6%
Lithuania	6.5%	Lithuania	4.5%
Romania	5.0%	US	3.6%
India	4.7%	Latvia	2.6%
Northern Ireland	4.2%	Nigeria	2.6%
Philippines	3.0%	Romania	2.4%
Pakistan	2.4%	India	2.3%
Latvia	2.3%	Scotland	2.3%

South Dublin has large groups of people born in the Philippines, Pakistan, Nigeria and Romania compared to the rest of Ireland.

As can be expected through the strong presence of Asian and African groups, South Dublin County has much larger populations born in the Philippines, Pakistan, Nigeria and Romania. The share of Polish and Lithuanian groups is also higher than documented nationwide.

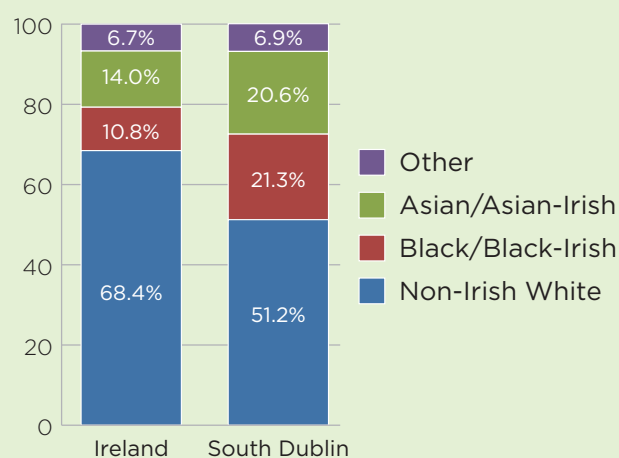
Only 9.3% of foreign nationals are UK nationals, 23.9% are Polish nationals

Of the total foreign national population in South Dublin County, only 9.3% are UK nationals, while almost half (50.8%) have nationalities from the rest of the EU and 39.9% are non EU nationals. Polish nationals make up 23.9% of the population of foreign nationals in South Dublin County, by far the largest group. In comparison with the rest of Ireland, South Dublin County has a smaller proportion of UK nationals.

South Dublin County has larger groups of people whose ethnic or cultural background has its roots in Asia or Africa compared to the whole of Ireland

17.3% of the population of South Dublin County has ethnic or cultural backgrounds that have their roots in other countries. Of those people, 51.2% are non-Irish and white, 21.3% are black or black-Irish, 20.6% are Asian or Asian-Irish and 6.9% have 'other' ethnic or cultural backgrounds. Compared to the rest of Ireland, South Dublin County has larger populations of people who are Black and Asian compared to the rest of Ireland, with a smaller group of people who are White but whose ethnic or cultural roots are in other countries.

Population of South Dublin County and Ireland with ethnic or cultural roots in others countries, 2011



There is evidence of migrants forming families and having children in South Dublin County

Two interesting observations can be made comparing statistics for place of birth and nationality in South Dublin County. The first is the difference between those who were born in the UK and those who are UK nationals. This may be indicative of a large number of Irish nationals who were born in the UK to Irish parents subsequently returning to live in Ireland later in Life. It may also reflect the small number of individuals born in Northern Ireland who have established themselves with Irish nationals. The second interesting difference is between the numbers of people born in Poland and Lithuania

Chapter 3 continued...

and those holding Polish or Lithuanian nationality. As there are more Polish and Lithuanian nationals living in South Dublin County than there are people born in these countries, it could be suggested that a number of these foreign nationals were born in Ireland. This suggests that Polish and Lithuanian migrants in South Dublin County have established themselves to such an extent that they are forming families and having children.

Distribution of the Migrant Population

Migrant communities appear to cluster in certain areas of Tallaght, Lucan and Clondalkin

In short, Lucan, Tallaght and Clondalkin have many areas with high concentration of foreign born population. The non-EU born population is concentrated in Lucan – Esker, Lucan – St. Helen; Tallaght Springfield and Tallaght-Jobstown. A large part of the Polish born and other EU population lives in Tallaght-Springfield; Clondalkin-Monastery, Saggart, Tallaght-Belgard and Lucan-Esker. In contrast, many UK born persons live in places such as Rathfarnham Village, Ballinascorney and Edmondstown.

Linguistic Diversity

In South Dublin County, 15.3% of the population speaks a foreign language as a first language. The most common first language, other than English or Irish, in South Dublin County is Polish, which is spoken by 3% of the population of the County, followed by French (1.2%) and Lithuanian (1%). Of those who spoke a foreign language, 77% stated that they spoke English either well or very well. However, 15% stated that did not speak English very well.

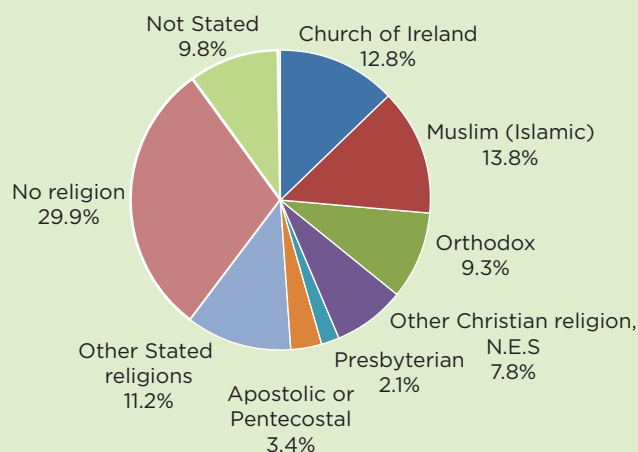
Religious Diversity

South Dublin County has a larger population who are Islamic and Christian Orthodox compared to the rest of Ireland

81.4% of the population of South Dublin County stated that they are Roman Catholic, which is slightly less than the whole of Ireland which

stands at 84% Roman Catholic. Of the non-Roman Catholic population of South Dublin County, 12.8% are Church of Ireland or Anglican, 9.3% are Orthodox and 29.9% have no religion.

Non-Roman Catholic population in South Dublin County, 2011



Compared to the statistics on religion for the whole of Ireland, South Dublin County is somewhat unusual. South Dublin County has a smaller proportion of non-Roman Catholics which describe themselves as Church of Ireland or Anglican (12.8%) compared to the whole of Ireland (17.8%). However, there is a large proportion of the population who identify as being Islamic, 13.8% of the non-Roman Catholic population of South Dublin compared to 6.8% across Ireland, as well as a proportionally larger group of people who reported belonging Orthodox Christian in South Dublin (9.3%) compared with the whole of Ireland (6.2%).

Main Areas of Integration

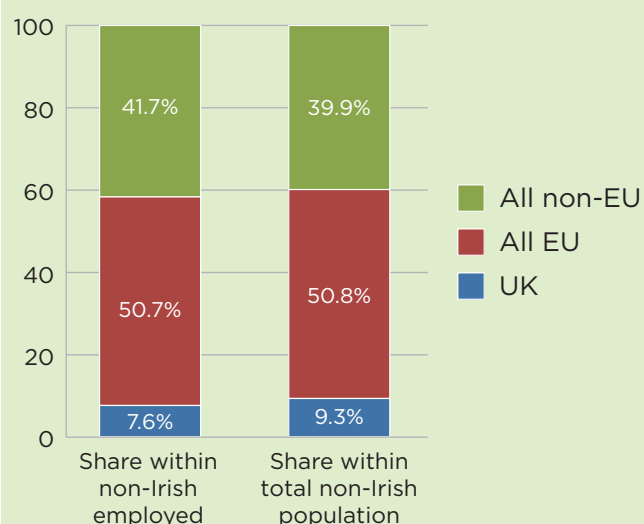
Employment

Non-Irish nationals are over-represented among the unemployed (21.3%)

About every fifth unemployed person is a non-Irish national (21.3%). Accordingly, they are overrepresented among the unemployed since their share within the general population is only 13.4%. From further analysis it seems that the three main broad non-Irish groups were equally affected by the recession.

Chapter 3 continued...

Share of non-Irish unemployed compared with total share of non-Irish, 2011



Housing

Non-Irish nationals presenting housing needs

Figures from 2011 showed that a group of non-Irish nationals are in need of housing support. More recent figures will be available after the housing assessment this year (2013). Accordingly, there is a continuous need of ensuring that non-Irish nationals the same way as Irish nationals are offered support when required within the available resources.

Education

14% of secondary pupils are non-Irish

Some South Dublin County Schools have a high concentration of non-Irish pupils in their school populations while others have small proportion of them. Amongst secondary schools, Adamstown Community College and St. Columba's College stand out as almost every second student is a non-Irish national in those schools. On average, 14% of pupils within the County are non-Irish, which largely corresponds to the share of non-Irish nationals in the County indicating that by 2011 many non-Irish nationals live with their children.

Name of college	Total	Non-Irish pupils	Share of non-Irish
Average	18138	2488	14%
St Marks Community School	795	212	27%
Coláiste Phádraig CBS	712	181	25%
Adamstown Community College	353	167	47%
Coláiste Bríde	916	167	18%
The Kings Hospital (Borders)	686	163	24%
St Josephs College	877	153	17%
St Columba's College (Borders)	284	138	49%
Moyle Park College	645	136	21%
Firhouse Community College	648	134	21%
Sancta Maria College	514	124	24%
Holy Family Community School	805	110	14%
Old Bawn Community School	854	104	12%
Lucan Community College	825	78	9%
St Aidan's Community School	483	72	15%
Phobailscoil Iosolde	450	69	15%
Deansrath Community College	329	59	18%
St Pauls Secondary School	680	57	8%
Colaiste Eanna	573	53	9%
Tallaght Community School	678	45	7%
Rockbrook Park School	152	41	27%
Mount Seskin Community College	272	39	14%
Templeogue College	672	33	5%
Killinarden Community School	441	26	6%
Collinstown Park Community College	629	24	4%
Our Ladys School	748	23	3%
Loreto High School	614	21	3%
Greenhills College	142	19	13%
St. Colmcille's Community School	711	18	3%
St Mac Dara's Community College	830	17	2%
Coláiste Cois Life	418	4	1%
Coláiste Chillaiain	402	1	0%

Chapter 3 continued...

Regarding the total number of non-Irish students, St. Mark's Community School has the highest number followed by Adamstown Community College and Coláiste Phádraig CBS. The high percentage of non-Irish student in St. Columba's College can be explained by the fact that it is a private school attracting students from abroad. In general in those schools which have a large number of non-Irish student, those pupils make up a significant share of the total student population. But it is interesting to note that although non-Irish students account for a significant share of the student population in Rockbrook Park School, their total number is not high due to the smaller size of the school.

At primary school level, South Dublin County also has some schools that have very high concentrations of non-Irish pupils attending. In particular, Adamstown and Lucan have schools with a high proportion of non-Irish students where Irish pupils are in fact a minority. This suggests that at a younger age non-Irish nationals make up a larger proportion of the population, especially in certain areas. Enrolment policies, similarly to other schools in Ireland, may also affect the concentration of non-Irish pupils.

Political Participation

3 local election candidates in 2009

There were three local candidates in South Dublin County with a migrant background in the last local election in 2009. This is higher than in other administrative areas within Ireland. However, none of these candidates were elected.

Figures and Findings at National Level:

Age Profile

The peak age in 2011 was 30 years of age for non-Irish nationals and 32.6 years of age for Irish nationals.

There are much greater numbers of non-Irish nationals living in Ireland who are between the

ages of 20 and 44, while foreign nationals aged 44 and over are comparatively few. 19% of non-Irish nationals were aged 44 and over, compared with 37% of Irish nationals. The falling numbers of migrant people aged 44 years and over may reflect the fact that the phenomena of significant inward migration has been a very recent experience in Ireland.

21% of non-Irish nationals were aged below 22 years of age, compared with 31% of Irish nationals. It appears that significant numbers of non-Irish nationals migrate to Ireland from their early twenties onwards. Nevertheless, Census 2011 also recorded a marked increase in the number of non-Irish children in Ireland compared with 2006.

Households

Census 2011 reveals that many migrants live here now with their families, 34% of households headed by non-Irish nationals comprised couples with children compared with 35% of Irish nationals; a very small difference. Although many more migrants live with their families, non-family households (where at least some members of the households are not related) still accounted for 12% of non-Irish households, 5% more than among Irish.

It is also important to note that some groups have a high share of single parents which can pose challenges for them. Looking at the group of lone parents, it deserves mentioning that 33% of Nigerian households were headed by single parents, which is the highest share of lone parent households among all nationality groups.

There are great differences recorded between non-Irish nationality groups as to whether they lived in mixed households with Irish nationals or only with fellow citizens. Not surprisingly many UK and US nationals lived with Irish people; but also a large number of South African, French, Filipino and Spanish resided with Irish people. In contrast, Hungarian, Polish, Slovakian,

Chapter 3 continued...

Lithuanian and Latvian residents tended to live in non-Irish households. Interestingly, the highest rate of mixed households with Irish nationals was recorded among Nigerians. The majority of Irish nationals were children of Nigerian parents. This can be attributed to the change in citizenship legislation in 2004.

Skill Level

Migrants are highly skilled. Examining only those who completed their education based on Census 2011 data, 30.7% of non-Irish have third level degrees compared with 23.8% of Irish nationals. Both the Annual Monitor and the Census showed that non-EU nationals and people from Old EU states have high representations of third level degree holders. Of those, Indian nationals had the highest percentage of persons with a third level degree or higher (77.3%). Filipinos (64.5%) and US nationals (55.9%) had similarly high rates. It was also revealed that many Accession State Nationals have technical/vocational qualifications: Latvians (30.2%) and Poles (28.8%) had the highest proportions of persons with a technical or vocational qualification.

English Language

According to Census 2011, 18% of the foreign language speaking population (who spoke language other than English or Irish at home) reported difficulty with English. More precisely, 2% of them did not speak English at all while 16% stated that they did not speak English well. Language problems primarily affect people from the Accession States (Lithuanian, Polish, Latvian, Hungarian) as well as students who are here to study English (Chinese, Brazilian) and some African groups (Somali): 23-30% of people within those groups did not speak English well or at all. But for instance the majority of Nigerians and Indians speak English well. Date of arrival also has influence over the ability of speaking English. Those who had been here for a considerable length of time tend to speak better English as expected.

Employment

Non-Irish nationals in total represented 13% of the total working age population. Non-Irish nationals have filled labour and skill shortages: nurses, doctors, accountants, IT specialists and care workers, deli assistants, kitchen porters, cleaners and security personnel. There is a considerable group whose qualification is not utilised. Since 2008 employment fell more significantly among non-Irish nationals than Irish nationals and the rate of unemployment gap among non-Irish and Irish nationals increased. The Annual Integration Monitor, using the Quarterly Household National Survey which applies a very strict definition of unemployment found that in 2011 the unemployment rate was 18.2% among non-Irish and 13.8% among Irish nationals.

According to Census 2011, which applies a more generous definition, unemployment rate was 22.5% among non-Irish nationals compared with 18.5% among Irish nationals. Importantly, this gap exists among highly skilled groups, too: non-Irish third level degree holders are more likely to be unemployed than their Irish counterparts. Many non-EU nationals that are not at work in Ireland are participating in some form of education; this is especially the case for people from Africa, Asia and the Americas. A significant proportion of those from the UK and not in work are either retired or are unable to work due to sickness or disability. Nationals of the American continents and EU citizens also have a marked share of retirees, but much lower than UK nationals. In contrast, other nationality groups, in particular non-EU groups have very few retired people.

A relatively large share of inactive non-EU European and Asian nationals do home duties. This can be explained by the current work permit system and the recession which makes it more difficult for spouses of work permit holders, many of whom are Asians and non-EU European, to look for work. Another possible factor can be the cost of childcare and an inability to qualify for social welfare support. Census 2011 showed

Chapter 3 continued...

that a large proportion of Filipino and Indian men look after the home and family full time.

School Education

On average 11% of secondary school pupils are non-Irish nationals but there are differences: in a third of schools there are few non-Irish students (5% or less) but in 12% of the schools they represent 20% or more of the students.

Most migrant children are highly motivated students according to research. Research among mothers showed that mothers have high aspirations for their children – but non-English speaking mothers have difficulty in helping with homework.

The command of English of non-Irish pupils has a major impact on their performance as pupils from non-English speaking backgrounds, where English is not spoken at home, perform worse than those coming from English speaking background and perform just as well as their Irish counterparts. Those parents are also less equipped to support their children; all of this indicates the vital importance of language support.

Political and Civic Participation

Migrants have re-vitalised churches and volunteer centres: in 2010 they accounted for 28% of registered volunteers. However, they are not so active in sporting and resident associations. Involvement in sport and resident organizations goes beyond community participation: they represent the first step in civic and very often political participation. Nearly half of Irish/UK nationals are members of or volunteer for sport organisations vs. 27% EU nationals and 19% non-EU.

Non-Irish nationals are under-represented on the electoral register: in Dublin about 5% of registered voters are non-Irish. Previous voter drives led to an increase but still many non-Irish

nationals are not registered to vote.

Four migrants were elected in the last local election (0.2% of all local council members). However, the biggest deficiency is that only 37 ran for elections. While political parties made some effort in recruiting migrants but their efforts were confined to the run up to the last local election and mainly targeting the Polish community (Fanning et al, 2009). It was also argued that many politicians did not realize that around 25,000 non-Irish nationals received Irish citizenship between 2005 and 2011 that granted them the right to vote in general elections, too (Immigrant Council, 2011a).

Poverty, Housing and Health

About 10% of non-EU nationals are considered to be at risk of poverty: having low income and lacking basic items such as heating, shoes and meat. This is higher than among Irish and EU nationals.

In general migrants cannot access social welfare payments unless they show a connection to Ireland – e.g. record of employment (except refugees). The share of non-Irish nationals among jobseeker payment recipients (Live Register) has been 18% since 2009. Worryingly, in a large number of cases people, many of whom are foreign born, were denied access to social welfare payments at first instance based on the Habitual Residency Condition only to have the decision overturned at appeal level.

78% of Irish nationals own their houses vs. 27% of Non-Irish nationals. Nevertheless the number of non-Irish national homeowner increased between 2006 and 2011.

Non-Irish nationals are more likely to report good health than Irish nationals but this can be explained by their younger age. Studies show that access to health services can be difficult for some groups due to cost, the existence of rare or unknown health conditions and language difficulties.

Chapter 3 continued...

43% of Irish nationals reported playing sport vs. 37% of EU nationals and 28% of non-EU nationals. Notwithstanding the efforts made by, for instance, the FAI and the GAA, it seems that there is still room for improvement in terms of sport participation among non-Irish nationals.

Social networks

A large study of four ethnic groups in 2008 highlighted that, notwithstanding negative experiences, many migrants build strong social networks in Ireland. 'Getting on: From Migration to Integration', concentrated on four main ethnic groups, and examined the experience of 400 immigrants, half of whom were living in Dublin. The research found that approximately half of the migrants spent time with Irish people (Migration and Citizenship Initiative/Immigrant Council, 2008). A small difference was noted among the four ethnic groups: Lithuanians were the least likely and Nigerians were the most likely to have regular contact with Irish people, while Chinese and Indians fell in the middle. Interestingly, more Chinese and Nigerian respondents reported socialising with Irish people than with their own family members. Nigerians were far more likely than other ethnic groups to spend time with other migrants. Nigerians met both Irish people and other migrants on a weekly basis as opposed to Indians who reported less than monthly interaction with Irish and other migrants. All four ethnic groups reported strong interaction with their friends: 9 out of 10 visited friends from their native countries, mostly on a weekly basis.

Friends and families were likely to live within walking distance of fellow countrymen thus suggesting the dominance of residential patterns. Many interviewees agreed with the view that Irish people are friendly, but that it is difficult for them to build friendship with Irish people. However, once friendship was established, the quality of friendship is recognised by immigrants (Ibid).

Racism and Discrimination

European Union Minorities and Discrimination Survey

European research which examined racism and discrimination among selected migrant and ethnic minorities in 2009 also alludes to the under-reporting of racist incidents. Respondents were from the Greater Dublin Area, where 503 Sub-Saharan Africans and 609 Central Europeans were interviewed in total. Some 26% of the Sub-Saharan Africans said that they were victims of racially motivated assault, threat or serious harassment in the last 12 months. 76% of the same group said that they did not know of any organisations offering support and advice to people who were discriminated against (Fundamental Rights Agency, 2009).

EU Study on Discrimination

As part of wider EU study on discrimination across all Member States, 997 people were asked in Ireland as to their opinion on discrimination. 35% of the respondents said that there is widespread discrimination based on ethnic origin and 13% stated that there is widespread discrimination based on religion. This is lower than what was found at EU level where 56% said there was widespread discrimination based on ethnic background and 39% stated that there was widespread discrimination based on religion. Nevertheless, 35% is still a significant proportion of the population who believe that there is discrimination based on ethnic origin. Furthermore, this study reflects the opinion of the general population in contrast with the EU MIDI survey. This suggests that ethnic minorities perceive the situation to be worse.

Further questions reveal that somewhat higher percentage of people know about their rights in regard to discrimination and harassment than across the EU. The fact that the 35% of the population is not aware of their rights is still a point of concern, even if it is lower than the EU average of 48%. Furthermore, 17% of the respondents in Ireland did not know whom to report a case of discrimination and harassment.

Chapter 3 continued...

This is a high proportion of the population; 8% higher than the European average. As for the equal opportunities organisation, Irish people are somewhat more likely to report it to the Equality Authority than the European average to their respective organisations. The Equality Authority represented 19% of the respondents; it is still a low number considering that they are the main organisation tasked with monitoring discrimination (Eurobarometer, 2012).

Official Garda Statistics on Racist Incidents

Yearly reported racially motivated incidents to Garda, 2003-2011 (Source: OPMI, 2011)*

2003	2004	2005	2006	2007	2008	2009	2010	2011
64	68	100	173	214	172	126	122	114

*Incidents are provisional and may be subject to further revision.

As it can be seen, Gardaí record between 100 and 200 incidents per year, with figures dropping since 2008. The reporting of racism in Ireland is officially done via An Garda Síochána, through the use of their Pulse System. Gardaí record any incidents as racist if perceived such by the victims. However, there are number of additional pieces of evidence which suggest that those figures recorded do not capture the full extent of racism in Ireland.

Incident Recording by NGOs

Non-profit organisations which are members of the Irish Network Against Racism such as the ICI, SARI, Doras Luimni, Show Racism the Red Card, Nasc, and INAR itself all record incidents. INAR collated 149 incidents in 2011 which is more than NCCRI recorded in any year during its operation between 2005 and 2008. Tellingly, it is more than the Garda itself recorded. 75% of the racist incidents reported to the Irish Network against Racism in 2011 involved violence or crime; that is 113 incidents of the 149 reported (INAR, Press release, 2012). Research conducted by Nasc has led the organisation to believe that 70% of the residents regard racism as an issue in Cork. More than eight out of 10 people who experienced racism in Cork did not report it to Gardaí,

according to a report recently launched by Nasc, the Irish Immigrant Support Centre in Cork (Nasc, 2012). The Immigrant Council's own study found the high prevalence of racist harassment of migrant families in homes and neighbourhoods, often by groups of minors. The harassment resulted in damage to property and threatening behaviour and in some cases people had to leave their home (Immigrant Council, 2011).

Discrimination based on race

Since the adoption of Employment Equality Act in 2003 and the Equal Status Act 2004, people may lodge complaints of discrimination on the grounds of race with the Equality Tribunal. 'Race' includes skin colour, nationality and ethnic origin. The Employment Equality Act outlaws discrimination in relation to employment while the Equal Status Act prohibits discrimination in regard to access to goods and services. 'Discrimination' is defined as unfavourable treatment based on particular grounds, such as race. Since the recession began, a growing number of cases were related to the race ground. While many of those were eventually settled in favour of the respondents, they testify to the subjective experience of complainants. Furthermore, although only in the minority of cases, complaints were awarded in favour of the complainants, too.

Year	'03	'04	'05	'06	'07	'08	'09	'10	'11
Employment Equality Cases	7	13	11	10	14	21	52	167	126
Equal Status Act (access to goods and services)	0	8	7	5	12	16	4	6	1

Source: Equality Tribunal



Chapter 4: Methodology and Planning Process

Overview of Planning Process

Participatory Planning Methodology

The process used to determine the barriers to integration within South Dublin County and positive actions to overcome these barriers was developed through the PLA (Participatory Learning and Action) methodology. The PLA process maximises participation within decision-making processes, it seeks to avoid consultation, but to facilitate active problem solving amongst participants. PLA is dynamic in its approach in terms of gathering feedback and motivating participants to remain involved, drawing on their local knowledge and experience. It sees members of participating communities as the real “experts” in relation to their own socio-cultural settings and issues of concern. PLA gives voice to multiple perspectives; it seeks to create an environment where each participant feels free to give individual input, within a semi-formal group setting. Building a strong sense of rapport and trust with fellow participants and the PLA facilitators from the outset is of course key to this process, and also serves as a solid foundation upon which to engender ownership and a desire to become involved in subsequent actions.

The process itself involved several diverse methodologies and tools, these may include: mapping, matrices, visual brainstorming, timelines, direct ranking, card sorts and image selection. These tools seek to form a description of the diverse communities living in South Dublin County and their primary issues of concern. Based on the descriptive process, both positive identification of the benefits of living in the local area and also identification of the issues preventing integration locally are listed. Following this, a voting activity which seeks to rank the identified barriers to integration according to their importance, is undertaken by the individual participants. A consensus is then formed on the priority areas to tackle for the development of actions.

Originally, the PLA process developed as a bottom-up approach to community development and planning. This came about in response to concerns about how research and planning often tends towards the consultation of those involved as opposed to facilitation for the direct input of those involved.

PLA envisions members of a local community as the drivers of change within their local environment; it prioritises the input of the community in strategy development and the active involvement of those people in the eventual implementation of the Strategy. The process of involvement from the outset of development increases the likelihood that participants will invest in the implementation of the strategy and helps to create a sense of ownership over the realisation of actions.

Selection of Participants and Venues

The Steering Committee put in place by the SIM Committee to oversee the development of the integration strategy indicated the desired geographical spread of venues for the PLA sessions and the priority target participants; those from a migrant background residing in South Dublin County. Emphasis was also placed on the participation of those from indigenous Irish backgrounds in the PLA sessions to reflect the need and benefits of two-way integration for the development and subsequent implementation of an Integration Strategy.

Outreach for PLA Sessions

Information outreach for participation in the PLA sessions was delivered through a variety of means; posters, flyers and emails were sent to: community centres, family resource centres, Citizens Information Centres, Dodder Valley Partnership, CPLN Partnership, Intercultural Centres, libraries, women’s groups, community groups, schools, Garda stations, public health clinics, SDMIF, Intercultural Liaison Volunteers, mosques, churches, faith groups, the host venues

Chapter 4 continued...

themselves and through individuals working within the community with contact networks. Outreach was also undertaken through two local radio interviews in advance of the sessions and through local newspaper coverage. Both means of advertisement were used with the express intention of generating interest amongst indigenous Irish residents to achieve wider demographic equity in the development of the strategy. Participation in the PLA sessions was achieved by self-selection to foster a sense of direct ownership and investment in the final strategy amongst residents, and service providers, alike.

Phase 1 of Planning Process:

Phase 1 comprised of two separate sets of PLA based sessions; the first set with members of local communities and the second set with service providers and those involved in community work. All PLA sessions were 3 hours in duration and were deliberately held in venues central to the communities involved, in order to maximise attendance in settings, which embodied a community oriented ethos. During the first set of PLA sessions a total of 67 participants representing 25 nationalities took part in the community based sessions. During the second set of PLA sessions, 30 participants, representing 18 different community-based organisations/agencies took part in the service provider PLA sessions.

5 PLA sessions were held with residents in areas around South Dublin County, on a variety of days of the week and at various times of the day. Simultaneously, 3 PLA sessions were also held with service providers and those working within the community in the areas of Lucan and Tallaght, again on a variety of days of the week and at various times of the day to maximise attendance.

During the phase 1 PLA planning sessions participants were asked to answer the following questions in groups:

1. Identify the positive aspects of living within your local community?

Participants were asked to do this by creating collages of photographic images displayed on large wall charts.

2. Identify the main issues and challenges to integration within your local community?

Participants were asked to identify the main issues and challenges to integration and group these into themed categories. Once participants in all of the groups had completed these charts, they were asked to vote on the most significant issues to prioritise.

3. Propose actions to overcome the identified challenges to integration?

Participants were asked to categorise responsibility for the actions under the following 3 categories:

- By You
- By You and Others
- By Others

Day/Date	Venue/Location	Participant Numbers
May 29th, 2012	Tallaght Library	14
May 31st, 2012	Lucan Library	13
June 6th, 2012	Áras Chrónáin Centre, Clondalkin	12
June 11th, 2012	Fettercairn Community Centre, Tallaght	13
June 27th, 2012	Adamstown Castle, Educate Together School	10
June 20th, 2012	Service Provider Session, Tallaght Library	12
June 25th, 2012	Service Provider Session, Lucan Library	9
July 31st, 2012	SDCC Service Provider Session, SDCC County Hall, Tallaght	10
July 31st, 2012	SDMIF Session, SDCC County Hall, Tallaght	5
Ongoing May-Sept	One to one semi-structured interviews with Service Providers at various locations and by phone	28
		126 in total

Chapter 4 continued...

Analysis of Key Findings from PLA Sessions

After the completion of the Phase 1 PLA sessions, findings were presented to members of the Steering Committee for the Integration Strategy, to update them on the completed PLA session and the ongoing one-to-one service provider interviews. Feedback and suggestions were given by members for the preparation and implementation of the phase 2 planning sessions.

In advance of the Phase 2 Planning Session all of the information gathered from participant input at the Phase 1 PLA sessions was collated and reviewed through a group analysis session. This group analysis session was completed by staff of the Integration Centre and an external representative involved in intercultural community work within the County.

Key findings from the analysis focused on the many positive initiatives which promote integration and inclusion currently underway within South Dublin County. A culture of accommodation and acceptance was frequently identified throughout all PLA sessions as an unequivocal benefit to living within South Dublin County. Challenges to integration manifesting in pockets of anti-social behaviour were highlighted by participants as being experienced in certain areas within the County. These positives and challenges were then categorised in line with the 2010, EU level Zaragoza Declaration on monitoring integration under the 4 sections of education, employment, active citizenship and social inclusion. The latter category of social inclusion was sub-categorised for the purposes of this strategy into 3 further sections covering discrimination, housing and facilitating integration. The analysis format was coordinated to complement the priority categories outlined by South Dublin County Council in 'An Integrated Strategy for the Economic, Social and Cultural Development of South Dublin County, 2002 – 2012'. This Strategy envisages successful integration developing in a place to connect, an economically competitive place, a learning place,

a cultural place, a place to live, a safe place, a healthier place.

One-to-One Semi-Structured Interviews

In addition, 28 one-to-one semi-structured interviews were conducted with a broad range of service providers from a wide variety of fields. Those interviewed represented areas within primary and secondary education, youth-work, the HSE –Public Health Nursing, Social Work and Children's Services, Tallaght IT, Volunteer services, Án Garda Síochána, local employment and training services, social support services, intercultural mediation work, the Victory Centre, the Pentecostal Calvary Church, English language provision, children's services, sports development, Fettercairn Community Centre, and finally community development work in Adamstown.

All those interviewed were asked to provide answers to the following questions:

1. Level of contact your service has with members of minority communities
2. Main reasons/ purpose for contact
3. Agency's approach to members of minority communities
4. Agency's understanding/ definition of integration
5. Ways your agency seeks to advance integration
6. Key issues and challenges you face when engaging with minority clients

Those interviewed were contacted on occasion after the one-to-one semi-structured interview to clarify information or to seek further input regarding an issue area or proposed action.

Phase 2 of Planning Process

Phase 2 centred around 3 open PLA sessions, wherein all residents and service providers who had previously participated in the phase 1 PLA sessions were invited to return and newcomers to the process were also encouraged to attend. These sessions were held in repeat venues from phase 1 to maximise return attendance and to utilise the opportunity to showcase the community spaces involved. These sessions were again held at various times of the day to maximise attendance options. Participants were asked to formulate suggested actions in response to the categorised issue areas identified in Phase 1.

Day/Date	Venue/Location	Participant Numbers
Sept 11th, 2013	Tallaght Library	15
Sept 19th, 2012	Lucan Library	13
June 6th, 2012	Áras Chrónáin Centre, Clondalkin	14
		42 in total

All participants were given a list of possible initial actions developed in the original planning sessions to further develop or omit as they deemed appropriate. Providing participants with some suggested initial actions was done firstly, to stimulate thought and group debate and secondly, to give direction to their action development for the matrix format, as displayed below.

Participants were presented with categorised action matrices (see below) the categories corresponded to the 4 main areas under Zaragosa; education, employment, active citizenship and social inclusion (the latter category further categorised into housing and living environment, discrimination, health and facilitating integration. Participants were also presented with lists of possible actions per category, which were derived from the phase 1 planning sessions and compiled together. Participants were asked to develop the actions they considered to be most viable for inclusion

in the Strategy and to complete the matrices as displayed below, according possible actors under, a timeframe, possible outcomes.

Strategic Area: Positives to build upon: Issues to address:				
Key Actions	Who is involved?	Timeframe	Possible outcomes	Any comments

Example of Action Matrix Used by Participants during Phase 2 PLA Sessions

Final Action Review

Both the SIM Committee for SDCC and the Steering Committee were presented with a final draft of the proposed actions for the Strategy. Both groups were given the opportunity to review the actions and give feedback and suggested alternatives or alterations where necessary to ensure the effectiveness and viability of the proposed actions for the implementation of the Integration Strategy. All those specified as possible lead organisations for the actions were then contacted by email and phone to ask for their involvement in the implementation of the Strategy. When confirming the lead organisations for the implementation for each of the actions, those contacted were also given the opportunity to suggest improvements or modifications to the content and direction of the actions, again to ensure the long term effectiveness of those actions.



Chapter 5: Findings

Positives: Ways People Feel Included in South Dublin County

The below findings are based on group PLA planning sessions with residents and service providers using the PLA method (see previous section) and one-to-one semi-structured interviews with service providers and those involved in community work.

Visibility of Diversity

Participants noted that the visibility of diversity in South Dublin County increased their sense of belonging in the community and represented a strong anti-racism message. Examples of visibility of diversity included: the availability of ethnic food, clothing and shops; mixed marriages/partnerships and families; and diverse festivals and cultural events such as the Lucan Festival and SDCC's Social Inclusion week.

Volunteering initiatives such as South Dublin Volunteer Centre's (SDVC) Volunteer Corps or Tallaght Hospital Volunteer Services provide an opportunity for regular migrant participation at community level which greatly contributes to this. The rise in the number of Gardaí with a migrant background is another strong example, helping to portray migrants in authoritative and public service roles.

Good Living Environment

This theme brings together a number of quality of life issues that are connected with the physical and social environment in which people live. There was an appreciation shown for amenities such as parking and security as well as for the Irish landscape and how it is preserved. Also noted was a feeling of 'neighbourliness', which was fostered by open dialogue between communities, and a sense of homeliness and ownership.

These impressions are bolstered by initiatives such as Tidy Towns and Pride of Place, encouraging community 'clean up' residents groups i.e. the 'Clean up Clondalkin' project. Community Safety Initiatives (CSI) play a strong role. Fettercairn Community Centre spearheaded a CSI in Drumcairn Parade that has seen positive developments. The Healthy Living Centre, which was set up in Clondalkin to raise awareness around healthy living and deliver relevant programmes, adds to this.

The Availability of Local Services

This refers to a wide variety of easily accessible services and amenities available to local communities. Such amenities include libraries, schools, sports facilities and spaces for prayer or worship. Services in the areas of Health, Youth and Community Relations received mention. Specific good of such include: the availability of PHN (Public Health Nurse) services within community health clinics and the South Dublin Community Health Fair; Tallaght Youth Service's 'Matrix Programme' and youth initiatives targeting early school leavers, young parents and anti-social behaviour diversion; access to childcare and crèches; and local policing forums, Garda clinics and station 'Open Days'.

Targeted, Local Integration Initiatives

The theme emphasized a number of local initiatives, programmes and intercultural spaces that are targeted towards facilitating integration and fostering diversity. One strong example is Dodder Valley Partnership's Mentoring Programme which pairs local residents with members of new communities in a cultural learning exchange. Dodder Valley is also involved in a collaborative project with the HSE, RAPID and Safety Net, which focuses on health provision for Roma communities. Supported by Roma cultural mediators and health forums, a travelling GP Mobile Unit provides health care assistance to Roma community members within the grounds of Tallaght Hospital since 2012. The

Chapter 5 continued...

CPLN Area Partnership 'Integration Project', funded by the European Integration Fund, sought to promote integration by building the capacity of migrant communities through a series of actions and volunteering opportunities to ensure strong, supported intercultural interaction in the locality.

Developing and/or providing intercultural awareness or anti-racism training for all staff and volunteers stands as an excellent example of commitment to integration. TYS (Tallaght Youth Services) the HSE (Health Service Executive) and South Dublin County Council are a few examples of organisations that have incorporated this into their work.

The availability of spaces which serve to foster diversity - such as South Dublin's intercultural centres (Tallaght and Clondalkin) - is central to the integration process. The Clondalkin Intercultural Centre runs a regular Intercultural Dialogue group. Another encouraging example is in Tallaght hospital; it has responded to the increasing diversification of its staff and volunteers by dedicating a side room of its chapel to the Muslim faith.

Youth-focused initiatives have been identified as being a fundamental aspect of long-term integration. Tallaght Youth Service's Multicultural Teens programme fosters leadership skills among youth, emphasising multiculturalism. Dodder Valley, too, arranges cultural mediators within schools and youth groups. It is important to underline sport as having a strong role to play as a medium for integration also, particularly at youth level. Organisations such as SARI (Sports Against Racism Ireland) and SRRC (Show Racism the Red Card) have done a great deal of work combating racism and promoting integration through sport in South Dublin County and nationally.

The appointment of people with specific integration-related duties, such as the Intercultural Liaison Volunteers or the Gardaí Ethnic Liaison Officers, is seen as a constructive

step. Added to this, Garda clinics, station open days and the introduction of mechanisms to report and monitor racist incidents were seen as very positive and necessary.

There are also a number of language-focused integration initiatives in place in South Dublin County that will be further addressed, below, in point 6 'Language and Communication'.

Opportunities for Children

The advantages for children in terms of quality of life and participation in local community groups and activities were discussed. The focus fell upon access to good schools, availability of healthy food, participation in youth clubs and sports-related opportunities. For example, healthy eating programmes in South Dublin County Déis schools are coordinated by HSE PHNs. As well as the youth focused initiatives identified in the previous section, the 'Late Night Soccer League', organised by the Community Gardaí and South Dublin County Council Sports & Recreation Office, seeks to build trusting Gardaí - youth relationships. The league takes place on Friday and Saturday nights, in six-week intervals, three times per year, in Clondalkin, Tallaght and Collinstown. It is a very popular initiative with numbers in attendance ever increasing.

Language and Communication

The recognition and tolerance surrounding the use of native, migrant languages in South Dublin, the participants felt, allows for people - adults and children alike - to foster a sense of identity that lends itself to an equitable integration process in Ireland: one can more easily identify as being both Irish and their country-of-origin nationality. This is deepened by statutory bodies' and relevant organisations' efforts to produce essential documents and materials in a wide variety of languages as well as facilitating languages other than English. The South Dublin County Council funded introductory resource, 'New to Fettercairn?' (2003) is a good example

Chapter 5 continued...

of this. Versions for Kiltalown and Brookfield were also commissioned. The Gardaí have information booklets translated in as many as 50 different languages. In addition, when dealing with incidents, the Gardaí make translators available to ensure that people without strong English know rights. Members of Adamstown Educate Together School's Parents' Association run afterschool Polish and Spanish language classes too.

Secondly, the use of English as a common language means that an accessible communication platform exists which transcends ethnic and social divisions and crosses many different international borders allowing for greater interaction, not only between host and new communities in Ireland but between different migrant communities themselves. English language education provision is a key facet of this. In the face of recent DES funding cuts, Co. Dublin VEC has adopted an innovative approach to mainstreaming English language provision in its schools and adult education centres. Utilising CLIL (Content, Language and Integrated Learning) methodology, over 130 teachers across 36 Co. Dublin VEC schools have been equipped with this University of Cambridge certified training which heightens teachers' language awareness in the non-language subjects of Geography, History, Science and Maths, allowing them to aid language learning in class while remaining a specialist in their own subject. This approach is complemented by a strong system of monitoring and student evaluation.

South Dublin Partnerships have been instrumental in providing English language classes too; CPLN supports the Clondalkin Intercultural Centre's English classes while Dodder Valley runs 'Develop' English classes.

Community Involvement

This theme recognised the possibility for political and civil participation which leads to a feeling of

inclusion in the community. Volunteering opportunities, cultural initiatives and communitarian activities such as participation in local 'clean up days' were all mentioned. SDCC Social Inclusion Week was highlighted as a positive initiative in this regard too.

Volunteer centres play an unparalleled role in fostering community involvement. South Dublin Volunteer Centre (SDVC) has been coordinating volunteering and active citizenship activities for over ten years. It has been repeatedly observed by participants and interviewees that there is a high uptake of volunteering amongst many migrant communities. SDVC's recently established Volunteer Corps – a database of volunteers for once-off events or short-term opportunities – has taken on up to 145 persons, the majority of whom have a migrant background. Tallaght Hospital Volunteer Services also boasts a diverse volunteering team. In both cases, this active citizenship lends itself to an increase in the visibility of diversity in an area while simultaneously equipping migrants with key integration skills such as language abilities, professional up skilling and increased inter-community interaction.

Negatives: Challenges to Integration in South Dublin County

The findings below are based on group PLA planning sessions with residents and service providers using the PLA method (see previous section) and one-to-one semi-structured interviews with service providers and those involved in community work.

Racism

This theme reflected the feeling among community members and service providers that

Chapter 5 continued...

racism was still a serious issue. There are experiences of racism within some communities such as racially motivated bullying, vandalism, theft, verbal and even physical assault in several cases. Anti-social behaviour is the form in which racism has been found to be predominately experienced in a number of areas in South Dublin County.

Many participants have lamented the lack of sufficient structures or processes for the reporting and monitoring of racism, largely due to the fact that racism is not legislated for in the criminal justice system. It was also felt that, when reported, the incident was not followed up on. As a result, many incidents go unreported and the issue persists. The Garda, for its part, stated that they made attempts to build relationships with communities, through 'open days' for instance. They felt that such opportunities could be more availed of by people with an immigrant background.

Racism in the workplace and the insufficient support for individuals having such experiences were also identified. It was perceived that authorities and employers might not be clear as to how to address racism and discrimination due to a lack of anti-racism policies in place and a clear definition of racism. It was felt that ethnic tension was more apparent in areas with low socioeconomic status and that, fundamentally, all these experiences had exacerbated as Ireland has experienced recession. It must be noted however that levels of perceived racism varied, with some participants stating that it was very high in their community and others noting that there was none, depending on the area.

Process of Integration Unclear

There is a sense that integration is poorly defined and communicated. As a process, there is lack of understanding surrounding ownership, empowerment, participation and inclusion. The absence of a centralised integration authority makes ownership an ambiguous

concept; some participants felt that not being categorised outwardly as a "stereotypical migrant" meant that integration did not apply to them. Overall, it was felt that there were deficiencies with regard to dialogue between communities, individuals, groups and policy makers in terms of the concept of integration and what it means to all those involved, as well as a lack of inclusion in the process more generally.

Attitudes to, and Understanding of, Cultural Diversity

This theme addresses the basis for negative attitudes towards, and misunderstandings of cultural diversity and migrant communities in South Dublin County. It has been suggested that such opinions are fuelled by a lack of awareness of, and contact with, other cultures, as well as misguided beliefs about the entitlements of migrants with regards to benefits and services.

Environmental factors need to be taken into consideration also; negative attitudes have been found to be more pronounced in areas of low socioeconomic status, while levels of interaction between members of new and old communities tend to be comparatively lower in rural, as opposed to urban contexts. Drawing upon this, it is encouraging to note that interaction between Tallaght Hospital's patients and its diverse Volunteer Service has been seen to enhance multicultural knowledge and dispel many negative attitudes, particularly amongst some older patients who may hold more entrenched views on diversity.

It was felt that a combination of migrant misrepresentation in the media and economic recession served to exacerbate these issues. Furthermore, the limited availability of counteractive resources and services such as intercultural training or awareness programmes makes it more difficult to address. Without cultural understanding, the risk of ethnic separation is greater; misinformed opinion can breed misconception and prejudice leading to

Chapter 5 continued...

population clustering and division. Indeed a number of interviews highlighted discrimination on the part of some Irish parents in choosing not to send their children to schools with a high level of diversity. This may be attributed to prejudice and/or a fear of lower standards of teaching for their children. As well as this, a variety of participants and interviewees noted marked youth-ethnic separation within schools, communities and youth groups in some areas.

Barriers to Active Participation

This theme had two distinct strands with emphasis in two different places. The first strand focused on barriers to active participation that centres on individuals and families. Many individuals may have practical problems actively participating in the local community, such as a lack of money, time or transport, while cultural differences and issues may also prove to be a barrier, such as religious issues (Friday Sabbath for Muslim individuals) or attitudes towards time keeping or hospitality.

The second strand referred to barriers that were centred on organisational problems. Problems with appropriate, meaningful inclusion were noted as a salient issue at organisational level. There was a feeling expressed by some participants that inclusion was sometimes tokenistic.

Language and Communication

The importance of the English language as a tool of integration is a point that has received much attention. While tolerance levels of native languages in South Dublin County have been presented as positive, it is vital that migrants equip themselves with the necessary English language skills to integrate successfully in all aspects of collective life. It was suggested that there needs to be greater provision of English language classes, as well as greater parental support for the use of English in family life in order to foster greater language competency in

the children of migrants. Mainstreaming English language support in schools would be a welcome measure considering recent cuts to services and supports including English as an Additional Language (EAL) support.

EU nationals found it more difficult to enrol for adult English classes as some programmes were open to only non-EU nationals. The regrettable closure of the Adult Refugee programme means that many non-EU nationals will face the same difficulty in finding regular English classes. Up to this point, the limited number of classes at intermediate level was noted as a particular issue but the current cuts mean the basic learner will be presented with similar problems.

Apart from the limited number of intermediate and advanced classes, attaining occupational vocabulary and passing international exams required for entry to university and professional bodies pose significant challenges to people with a migrant background. Classes are often held in the city and people cannot get support for travel. Furthermore, for some classes, such as IELTS exams, participants cannot receive financial support.

Some interviewees identified a communication issue arising when the role of translator is inappropriately required of children, for example during doctor visits for both child and parent, during childhood developmental checks, during PHN post-natal check-ups for mothers, or simply when making a formal visit to a service provider.

Resource Limitations

A limited availability of resources - namely funding, staff support and amenities - has been highlighted, particularly in relation to service provision, as being a challenge in addressing key integration-related issues. This was especially the case in the provision of services that would target complex needs, such as language development and social supports for vulnerable migrant children, or work with

Chapter 5 continued...

communities and groups that were particularly isolated. The interviews also suggested that, when services were provided, there was often insufficient capacity in order to meet the needs of large numbers of people, especially for appropriate language classes; demand outpaces provision.

Involvement in and Access to the Education System

It was felt that there are problems accommodating the needs of specific minority groups in the education system and that the current curriculum does not fully represent Ireland's diversity. As minority groups may need a more targeted approach in terms of both student support and involvement of parents, it was felt that specific integration measures should be made such as incorporating the Intercultural Education Strategy guidelines in schools or initiatives such as ICI's Pathways to Parental Leadership.

In terms of access, it has been found that some schools' policies (enrolment and ethos) are seen to be unfavourable for members of new communities i.e. must have a sibling in the school or submissions to waiting lists are accepted years in advance; system of patronage may affect minority religions unfavourably. Alternatively, a number of interviewees pointed out the high concentration of migrant children that some South Dublin schools are experiencing and the challenge that this represents for integration.

Challenges accessing third level education tended to stem from immigration status-based policies and fee allocation structures. The designation of EU/EEA or non-EU/EEA fee status is not standardised and depends on the higher education institute in question. As well as being confusing, this is particularly challenging for children of migrants whose status is ambiguous.

Separation

This issue refers to both physical and communicative separation, not only between host and new communities in Ireland, but between different migrant communities themselves. It revolves around clustering settlement patterns of migrant communities and businesses in specific areas, compounded by a lack of cultural understanding and interaction between different communities. One of the main concerns is, without developing greater intercommunity links and cultural understanding that such clustering patterns serve to perpetuate misconception and distrust among communities and in the future could in extreme cases lead to 'ghettoisation'.

Acknowledging that there are a number of factors which influence migration patterns, accessibility of schools and housing policies are two that have been more readily identified in South Dublin County. As addressed in the previous point, school policies surrounding enrolment and ethos are two contributing factors to clustering in schools. For example, some schools have migrant student base of up to 95%. Furthermore, in recent years, a large number of people with a migrant background have chosen accommodation or have been allocated social housing in clusters which has led to problems arising between communities, particularly in low socioeconomic areas. In some instances this has resulted in high levels of anti-social behaviour and racist incidents, predominantly amongst youth. Some participants believed that such behaviour was fuelled by youths' perceptions of migrant communities as being isolated and, as such, vulnerable.

Insecurities and Anti-Social Behaviour

There were concerns expressed about security and anti-social behaviour experienced by migrant communities. Some areas have seen drug dealing, vandalism while conflict with neighbours and landlords were also noted in some cases throughout this research. There were concerns

Chapter 5 continued...

about confidentiality with regards to reporting to the Gardaí as well as dissatisfaction with responses of the Gardaí to anti-social behaviour voiced at some of the resident planning sessions. On a related note, some residents pointed out that there was a lack of awareness amongst communities of the sequential nature of the Garda call-out system, which if highlighted as suggested, could reduce some of the negative perceptions surrounding Garda response and service.

A great deal of anti-social behaviour has been directed at migrant communities, in key locations, which finds its roots in aforementioned issues such as 'racism', 'lack of cultural understanding' and 'separation'. One noteworthy reason given was based upon the perception of such communities as being isolated or vulnerable. Interestingly, in some areas it was found that once migrant families were seen to be receiving support that incidents of anti-social behaviour directed towards them tended to dissipate.

Employment and Labour Market Activity

It is statistically evident that migrants have been more affected by Ireland's economic downturn; experiences of this have been echoed by many participants. 20% of the unemployed population is non-Irish, while they only make 13% of the total population. As competition within the labour market has become more acute, the biggest challenges for migrants include developing requisite language skills, understanding and realising up-skilling opportunities and navigating a very competitive job market in general.

Policy Related Challenges

This category relates to migrant-related issues arising from key policy decisions. The most salient challenge revolves around the asylum process, namely, asylum seekers not having the right to work while awaiting a decision to be made on their asylum claim. The duration of time spent in direct provision exacerbates this policy

related poverty. This has been documented in a number of recent national research reports. Concerning migrants outside of the asylum process, many have found that the Habitual Residency Condition - upon which social welfare payments and medical card eligibility is hinged - to be unfavourable to migrants, in the sense that the complexity of actually applying the condition led to poor decision making; many people were refused at first instance only to be awarded payment at appeal level.

From an advocacy / service provider perspective, a number of participants highlighted some small, but significant, anomalies within policy or systems of provision that manifested in unforeseen problems for those from migrant communities. Most importantly, they emphasised the limited possibilities to inform higher levels of governance or civil management of these anomalies, or to advocate for review. This is connected to a lack of migrant representation at committee and decision-making levels which was mentioned several times throughout the resident planning sessions.

Poor Communication between the State and Communities

Communication problems were highlighted in relation to engaging with state bodies and, in some cases, non-state bodies. Some residents complained of an inability to be involved in development planning and where there was a lack of information regarding future development disseminated to the residents. Many migrants expressed a lack of awareness of the Irish system and difficulties engaging with state services due to inaccurate or unclear information.

Lack of Cultural and Systematic Understanding

Defining integration as a dynamic, dual-process of mutual accommodation, there is a responsibility on both host and migrant populations to develop a shared understanding

Chapter 5 continued...

of cultures, customs and norms. This theme addresses challenges experienced in developing an understanding of Ireland's culture and its systems of governance.

While interaction and experience undoubtedly play a central role in this, a dearth of guidance, such as orientation courses or cultural training materials, serve to further complicate matters. The Adult Refugee Programme was instrumental in providing such services to Stamp 4 holders. Unfortunately its funding has been pulled and the programme will terminate in 2013.

Many issues were raised in relation to the discretion that dominates decision making in Ireland. There is a lack of transparent, decision-making guidelines in many aspects of the immigration system. In addition, the sometimes poor communication between departments e.g. Department of Justice and Department of Social Protection (termed as 'silo-thinking') can result in confusion and sometimes even poor decisions that need to be reviewed thereafter. While information materials were produced, they do not cover all areas and often do not reach more vulnerable communities. While it is recognised that there are problems with the way governments communicate with communities, there was also a mutual need for communities to engage with social systems and the state in order to acquire the knowledge and understanding needed to navigate a complex system.



Chapter 6: Strategy Actions

Introduction to Actions

The action gird which follows within this final chapter contains specific actions developed through the Integration Planning sessions and semi-structured interviews conducted with a variety of community residents and service providers in key locations in South Dublin County. These actions are divided into the following six distinct categories:

1. Active Citizenship
2. Employment
3. Education and Training
4. Attitudes to Diversity and Facilitating Integration
5. Social Inclusion – Housing, Living Environment and Health
6. Social Inclusion – Discrimination

These six categories are derived from the 2010, EU level Zaragoza Declaration on monitoring integration under the 4 sections of education, employment, active citizenship and social inclusion. The category of social inclusion is sub-categorised for the purposes of this strategy into 3 further sections covering discrimination, housing and facilitating integration. The categorical format was coordinated to complement the priority categories outlined by 'An Integrated Strategy for the Economic, Social and Cultural Development of South Dublin County, 2002 – 2012' (South Dublin County Development Board). This Strategy envisages successful integration developing in a place to connect, an economically competitive place, a learning place, a cultural place, a place to live, a safe place, a healthier place.

The actions in each section were chosen to directly tackle challenges and obstacles to integration, identified as most relevant for communities living and working within South Dublin County. These actions are reflective of a desire to coordinate a county-wide response to the challenges of integration which is both

realistic and pragmatic given the difficulties of the current economic climate. Some actions seek to expand or promote positive initiatives or programmes already underway in certain areas of the County, building on best practice and collaboration amongst organisations. Other actions aim to establish new initiatives and practices where a lack has been identified. Each of these actions will be implemented by a Lead Organisation with support from Strategic Partners, helping to foster collaboration and partnership amongst organisations across the County. A monitoring mechanism is being put in place to ensure that the actions will be carried out within the timeframe. The key objective of the Integration Strategy is to generate, not only a collective approach to the implementation of these actions but an ownership and investment in their realisation throughout the diverse communities of South Dublin County.

1. Active Citizenship: A Place to Connect

Strategic Aims:

- To increase a culture of volunteerism amongst all communities in South Dublin County
- To enhance diverse inclusion and representation in cultural activities and initiatives

Existing Positive Integration Initiatives in South Dublin County		Key Integration Challenges in South Dublin County	
<ul style="list-style-type: none"> South Dublin Volunteer Centre is a key player in supporting and encouraging volunteers with a migrant background i.e. Volunteer Corp Local 'clean-up' days (i.e. Clondalkin, Drumcain) Availability and use of intercultural centres and community centres such as intercultural centres and community centres Targeted programmes Availability of funding for small projects: SDCC, NGOs Participation in sporting and cultural events 		<ul style="list-style-type: none"> Basic knowledge of English language, Irish society and history Inclusion on decision-making bodies Intercultural consideration in local events & activity planning (from both new and host community) Difficulty amongst service users in engaging with state services due to lack of understanding of systems and services 	

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
1.1 Increase the scope of the Social Credit Scheme in order to involve people from a wider diversity of backgrounds	2013 – 2015	<ul style="list-style-type: none"> Volunteering amongst migrant communities in The Social Credit Scheme promoted Diversity awareness, ownership and civic pride promoted Networks & relationships created 	<ul style="list-style-type: none"> SDCC Environment Section PTAs 	<ul style="list-style-type: none"> South Dublin Volunteer Centre
1.2 To emphasise the involvement of people from diverse cultural backgrounds at committee level in all town Festivals and community organisations	2014 – 2017	<ul style="list-style-type: none"> Diversity and inclusion in mainstream festivals across the County achieved Visibility of diversity promoted 	<ul style="list-style-type: none"> SDCC Community Forum 	<ul style="list-style-type: none"> Multicultural Groups Event organisers Local Partnership
1.3 Re-launch the voter-awareness and registration campaign	Local Election (2014) General Election (2016)	<ul style="list-style-type: none"> Political awareness and engagement promoted Access to civic information increased 	<ul style="list-style-type: none"> ACT 	<ul style="list-style-type: none"> Schools Libraries Community Centres New Community Partnership Local Partnership

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
1.4 Continue promoting community activities and places with a particular emphasis on attracting members of migrant communities	2013 – 2017	<ul style="list-style-type: none"> Inclusion and active participation across all areas increased 	<ul style="list-style-type: none"> Local Partnership Community Centres Comhairle nÓg South Dublin Volunteer Centre 	<ul style="list-style-type: none"> Sports Development Officers & Clubs Faith based groups Intercultural Centres Community Platform Community Forum Cricket Development Officers Youth Services
1.5 Continue to promote the involvement of people from migrant backgrounds in youth focused activities in the areas of South Dublin County	2014 – 2017	<ul style="list-style-type: none"> Diverse parental involvement in youth work increased More sustainable networks around volunteering in youth work created 	<ul style="list-style-type: none"> Local Community Centres Youth Services Lucan – CYC Clondalkin – CYC Tallaght – Foróige 	<ul style="list-style-type: none"> South Dublin Volunteer Centre Youth Services SDMIF
1.6 Promote the portrayal of positive contribution made by migrant communities in SDC	2013 – 2017	<ul style="list-style-type: none"> Positive awareness of migrant communities and the benefits of diversity promoted 	<ul style="list-style-type: none"> SIU SDCC 	<ul style="list-style-type: none"> SDMIF Intercultural Centres
1.7 Increase outreach for volunteerism in local sports organisations such as Cricket and GAA clubs	2013 – 2017	<ul style="list-style-type: none"> Support for adult volunteerism with established and growing clubs increased 	<ul style="list-style-type: none"> Sports and Recreation Development Department SDCC Social Inclusion Unit South Dublin Sports Partnership 	<ul style="list-style-type: none"> Cricket Development Officer GAA Development Officer FAI Development Officer Community Centres SDMIF South Dublin Volunteer Centre

2. Employment: An Economically Competitive Place

Strategic Aims:

- To improve access to information on skills training and entrepreneurship for migrant communities
- To increase collaboration between employment services and training initiatives for the benefit of migrant communities

Existing Positive Integration Initiatives in South Dublin County		Key Integration Challenges in South Dublin County		
<ul style="list-style-type: none"> • Availability of LES, PARTAS, County Enterprise Board services • Existence of migrant work placement and internship scheme • Existence of Job's Club Initiative 		<ul style="list-style-type: none"> • Lack of qualification recognition • High demand for training & up skilling opportunities • Difficulty in understanding workplace terminology and jargon – employment/vocational specific language • Lack of understanding of industry specific regulations (Driver CPC, Safe Pass etc) • Need for increased enterprise support • Financing requirements for small businesses, including rent rates 		
Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
2.1 Continue supporting the access of people with a migrant background to self-employment through general services and promoting the lecture series of the Institute for Minority Entrepreneurs for people with a migrant background	2013 – 2017	<ul style="list-style-type: none"> • Entrepreneurship amongst migrant communities in SDC increased 	<ul style="list-style-type: none"> • To be confirmed 	<ul style="list-style-type: none"> • Dublin Institute of Technology, Institute of Minority Entrepreneurship (DIT IME) • Intercultural centres • Local Employment Services (LES) • CICs • Local Enterprise Officers • IT Tallaght
2.2 Promote migrants' awareness of education and training pathways to employment through guidance in partnership among employment support, training and community organisations	2014 – 2017 If resources permit: 2015 – 2017	<ul style="list-style-type: none"> • Knowledge and use of employment support and training opportunities increased • Understanding of career opportunities promoted • Collaboration and referral system among organisations increased 	<ul style="list-style-type: none"> • SDCC • Community Forum 	<ul style="list-style-type: none"> • VEC • LES • EPIC • Partnership

Chapter 6 continued...

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
2.3 Provision of employment skills classes for people with lower level of English.	2014 – 2015	<ul style="list-style-type: none"> Opportunity to review employment prospects, skills-based orientation to improve levels of employability amongst migrants provided 	<ul style="list-style-type: none"> The Intercultural Centre, Clondalkin VEC (To be confirmed) 	<ul style="list-style-type: none"> EPIC (Business in the Community) LES Local Partnership SOLAS FÁS Community Groups v

3. Education and Training: A Learning Place

Strategic Aims:

- To improve parental inclusion and understanding of the education system
- To encourage English language provision amongst migrant communities

Existing Positive Integration Initiatives in South Dublin County	Key Integration Challenges in South Dublin County
<ul style="list-style-type: none"> • Availability of schools & multi-denominational education • Availability of language exchange classes within libraries 	<ul style="list-style-type: none"> • Basic knowledge of Irish society and language • Challenge of including parents in children's education • Limited targeting of specific migrant needs in schools • Availability of state-provided English language classes • Parents unfamiliar with education system – better use of orientation programme • Lack of creative ways to promote the increased inclusion of migrant parents within schools

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
3.1 Promote community-led English programmes and classes	Exploration: 2014 – 2015 If viable: 2015 – 2017	<ul style="list-style-type: none"> • Language learning capacity increased locally 	<ul style="list-style-type: none"> • SDCC will lead exploration of Failte Isteach Programme 	<ul style="list-style-type: none"> • Fáilte Isteach • South Dublin Volunteer Centre • Co. Dublin VEC
3.2 Promote migrants' awareness of education and training pathways to employment through guidance in partnership among employment support, training and community organisations	2014 – 2017 If resources permit: 2015 – 2017	<ul style="list-style-type: none"> • Knowledge and use of employment support and training opportunities increased • Understanding of career opportunities promoted • Collaboration and referral system among organisations increased 	<ul style="list-style-type: none"> • SDCC • Community Forum 	<ul style="list-style-type: none"> • VEC • LES • EPIC • Partnership

4. Attitude to Diversity and Facilitating Integration: A Cultural Place

Strategic Aims:

- To highlight and promote the benefits of cultural and ethnic diversity of all South Dublin County areas
- To encourage communication and intercultural exchange between the diverse communities of South Dublin County

Existing Positive Integration Initiatives in South Dublin County	Key Integration Challenges in South Dublin County
<ul style="list-style-type: none"> • Strong visibility of diversity: availability of ethnic food, clothing and shops; and diverse festivals and cultural events and places for prayer / worship • Funding for smaller support projects, sporting or cultural. • Youth group work such as Tallaght Multicultural Teens (Tallaght Youth Services) • Availability of Garda Clinics held within the Direct Provision Centre, Mosques and Intercultural Centres in certain areas of South Dublin County • Local initiatives and programmes specifically designed to facilitate integration; establishment of intercultural centres (Tallaght and Clondalkin) and targeted integration programmes • Intercultural Liaison Volunteer Scheme 	<ul style="list-style-type: none"> • To increase interaction and dialogue between communities, as well as between migrant communities and organisations, regarding the concept of integration • To increase cultural and intergenerational understanding so as to combat negative pre-conception within communities • Stereotyping and cultural labelling • To increase the focus on youth work as a means of fostering integration • Involvement of Irish communities in the integration process

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
4.1 Explore the introduction of annual local citizenship celebration ceremonies within SDC (Potentially incorporate into Social Inclusion Week)	Exploration: 2014 – 2015 If viable: 2015 – 2017	<ul style="list-style-type: none"> • Act of becoming a citizen localised and celebrated • Inclusion and visibility of new citizens increased and promoted • Civic engagement encouraged 	<ul style="list-style-type: none"> • South Dublin County Council 	<ul style="list-style-type: none"> • Local Partnership • Liaise with the Office for the Promotion of Migrant Integration (OPMI) for register of citizens
4.2 Provide skills and mechanisms to allow for the Mainstreaming of integration into all local authority working areas	2013 – 2017	<ul style="list-style-type: none"> • Networking opportunity for Senior Management and Local representatives to meet and discuss how to improve policy and practice facilitated • Improvements in policy and practice achieved 	<ul style="list-style-type: none"> • South Dublin County Council Social Inclusion Unit 	<ul style="list-style-type: none"> • New Communities Partnership (NCP)

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
4.3 Facilitate communication between SDMIF and new communities in the County (Open forums held annually at minimum)	2013 – 2017	<ul style="list-style-type: none"> • Increase membership of SDMIF forum 	<ul style="list-style-type: none"> • SIU –SDCC • NCP • SDMIF 	<ul style="list-style-type: none"> • Local Partnership • Intercultural Centres • The Towers Residents Association • Community Centres/Family Resource Centres
4.4 Increase targeted outreach to residents of the Direct Provision Centre for participation in courses within the Clondalkin Intercultural Centre and maintain established links with support services locally	2014 – 2015	<ul style="list-style-type: none"> • Community involvement with the residents of the Towers Centre encouraged • Classes which promote personal development facilitated 	<ul style="list-style-type: none"> • Clondalkin Intercultural Centre 	<ul style="list-style-type: none"> • Direct Provision Residents Group • SIU of SDCC

5, Social Inclusion – Housing, Living Environment and Health: A Place to Live and A Healthy Place

Strategic Aims:

- To improve inclusion for all residents within community organisations and Resident's Associations within their own residential areas and encourage civic involvement in the maintenance, upkeep and safety of all residential areas
- To improve access to health services, information and support for migrant communities and facilitate better communication between service users and service providers

Existing Positive Integration Initiatives in South Dublin County		Key Integration Challenges in South Dublin County	
<ul style="list-style-type: none"> Tidy Towns and Clean-up days Positive response to Community Safety Initiative Libraries, schools, sports facilities accessible to all communities Availability of places for prayer / worship Local Garda Station 'Open Days' for the community to attend in certain areas of SDC Existence of a variety of support services throughout the County High level of volunteerism in the County Hospital amongst migrant communities Commitment among HSE primary care teams and PHNs to initiatives which promote inclusion and diversity awareness Targeted outreach initiatives developed for vulnerable groups (e.g. Roma GP Bus) 		<ul style="list-style-type: none"> Reduce anti-social activity and crime in residential areas Increase communication between migrant communities and organisations Promote cultural understanding between different migrant communities Increase interaction between Irish and migrant communities More research needs to be conducted into mental health problems and suicide rates amongst migrant communities More multi-lingual health & support services literature required Communication issues complicating diagnosis and developmental check up procedures for children and new mothers 	

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
5.1 Support the establishment of Resident's Associations in new estates and Strategic Development Zones, particularly in areas with high levels of diversity	2014 – 2016	<ul style="list-style-type: none"> New membership and participation in areas of diversity increased 	<ul style="list-style-type: none"> Housing and Community Departments SDCC 	<ul style="list-style-type: none"> SDCC SDMIF (South Dublin Migrant Integration Forum) Estate Management Committees Cluid Residents Association Neighbourhood watch committees Local Schools PTAs

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
5.2 Continue to facilitate the reporting of racist incidents within council housing areas	2013 – 2017	<ul style="list-style-type: none"> Public confidence in the reporting of racism increased Safety in residential levels increased 	<ul style="list-style-type: none"> Housing Department SDCC SIU SDCC 	<ul style="list-style-type: none"> Local Policing Fora Estate Management Committees Resident's Associations Intercultural Liaison Volunteers (ILVs)
5.3 Continue working with, and expand the number of Intercultural Liaison Volunteers (ILVs) across the County	2014 – 2017	<ul style="list-style-type: none"> Representation for migrant communities to service providers increased Communication between migrant communities and service providers improved 	<ul style="list-style-type: none"> SIU SDCC NCP 	<ul style="list-style-type: none"> ILVs Housing Department & Community Services SDCC Community Groups
5.4 Include information on diversity and anti-racism in pre-tenancy courses for new tenants in Council Housing	2013 – 2017	<ul style="list-style-type: none"> Awareness of diversity and community responsibility increased Climate of zero-tolerance towards racist behaviour amongst residents promoted 	<ul style="list-style-type: none"> Housing Dept SDCC SIU of SDCC 	<ul style="list-style-type: none"> SDMIF
5.5 Cairde to engage with and establish links with local policy makers/ service providers to raise awareness of the issues around health and social protection experienced by ethnic minority communities in SDC	2014 – 2017	<ul style="list-style-type: none"> To highlight ethnic minority experiences and outcomes from their use of health and social services; To highlight barriers in accessing health care and model approaches to address these barriers; To promote statutory/ ethnic minority interaction; engagement; and co-decision making on health service planning and delivery. 	<ul style="list-style-type: none"> Cairde 	<ul style="list-style-type: none"> Community Department of SDCC HSE Social Protection & Employment Services in SDC Local Partnership

6. Social Inclusion – Discrimination: A Safe Place

Strategic Aims:

- To reduce incidences of racism and anti-social behaviour within South Dublin County
- To promote a message and ethos of equality in diversity and anti-discrimination throughout South Dublin County

Existing Positive Integration Initiatives in South Dublin County			Key Integration Challenges in South Dublin County	
<ul style="list-style-type: none"> • Spaces - intercultural and community centres (i.e. Tallaght & Clondalkin) • Diversity initiatives i.e. SDCC Social Inclusion week • Garda clinics/station open days, Garda Ethnic Liaison Officers and the introduction of mechanisms to report and monitor racist incidents • Community Safety initiatives 			<ul style="list-style-type: none"> • Observations of racially-motivated anti-social behaviour in certain areas of SDC • Discrimination deepened by the recession / economic downturn • Need for capacity building amongst authorities and employers on issues of racism and in providing support to victims 	
Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
6.1 Utilise the learning of the RAPID programme to combine strong Garda response with offering support through youth work	2014 – 2017	<ul style="list-style-type: none"> • Best practice in the development of community response initiatives maximised and transferred between areas • Develop an information exchange day or workshop 	<ul style="list-style-type: none"> • RAPID Programme Staff • Tallaght Youth Service 	<ul style="list-style-type: none"> • Fettercairn Community Centre Staff • Community Garda & ELOs • Housing Dept • Sports Organisations • JPC
6.2 Continue to promote initiatives which explore racist prejudice within schools through discussions and projects	2013 – 2017	<ul style="list-style-type: none"> • Frequency of racist incidents reduced • Communication between diverse groups increased 	<ul style="list-style-type: none"> • SIU SDCC 	<ul style="list-style-type: none"> • Schools • SDMIF • Youth Services
6.3 Increase outreach and awareness-raising of Garda Clinics and Garda Open Days where currently underway amongst migrant communities, (introduce these initiatives where not already in place). Provide information on the reporting of racism and within clinics and open days.	2014 – 2017	<ul style="list-style-type: none"> • Members of migrant communities empowered to engage with Garda and to report racist incidents 	<ul style="list-style-type: none"> • Garda Station Superintendents • Community Gardai & ELOs • Local Partnerships 	<ul style="list-style-type: none"> • Intercultural Centres • Schools • Mosques, Churches • SDMIF • JPC

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
6.4 Develop improved representation and participation from minority ethnic communities in Local Policing Forums to ensure comprehensive representation of and communication with all community groups and issues of concern as they arise. JPC workplan to support strategy actions	2013 – 2017	<ul style="list-style-type: none"> Diverse representation to fully reflect the demographics and issues of concern amongst communities within SDC increased 	<ul style="list-style-type: none"> Local Policing Forums 	<ul style="list-style-type: none"> Garda Síochána Local Drugs Task Force SDCC JPC
6.5 Continue collaboration between existing initiative of recording racist incidents and providing support for victims	2013 – 2017	<ul style="list-style-type: none"> General awareness of racism reporting, including mechanisms in place, raised Reporting of racist incidents and support structures for victims of racism increased Online visibility of information increased on SDCC website 	<ul style="list-style-type: none"> Housing Department SDCC Gardaí 	<ul style="list-style-type: none"> Gardaí Community Organisations Local Partnerships INAR JPC SIU

#1 Positives (WAYS INCLUDED)

In what ways do you and your family feel included
and a part of your local community in
South Dublin County?

#1 POSITIVES

DATE: 27/06/2012



TOGETHERNESS



Children DIVERSITY



Youth & Sports

#1 POSITIVES

DATE: 23/6/12



INTEGRATION
THROUGH SPORTS



FEELING INCLUDED, AS PART OF
THE SCHOOL COMMUNITY



TRIBES TONGUE
MAY DIFFER
BUT BEFORE
GOD WE ARE
ONE INDIVISIBLE
COMMUNITY



PARTICIPATION
IN LOCAL
FESTIVALS
AND CULTURAL
ACTIVITIES



SKILLED WORKERS
& INTEGRATING INTO THE
COMMUNITY

IN THE COURSE
WE MAY GET
TIRED

Appendix 1: Registration and Consent Form

Planning Process for South Dublin County Integration Strategy 2013-2017

Registration and Consent Form

Date:	
Venue:	
Facilitator Names:	
Contact:	01 6453070 or aoife.breheny@integrationcentre.ie

Thank you for your participation in this process to develop a five-year integration strategy for South Dublin County. 😊

Information generated during this process will be used to develop the integration strategy for South Dublin County and may also be used to improve similar planning processes elsewhere.

We would like to assure you that:

- Your participation is entirely voluntary
- You are free to engage as little or as much as you like
- You are free to withdraw from the planning process at any time
- Your comments and input will be treated confidentially

Participant Name		
Nationality & Organisation		
Phone number		
Email address		
How did you hear about this integration planning process?		
Is it okay to use photographs in which you appear?	<input type="text" value="Yes"/>	<input type="text" value="No"/>
Would you like to receive a copy of the final plan by email?	<input type="text" value="Yes"/>	<input type="text" value="No"/>
Would you like to be involved in the future work of this integration plan in South Dublin County?	<input type="text" value="Yes"/>	<input type="text" value="No"/>
Please sign your name:		

Thank you once again for participating in this integration planning process! 😊

Appendix 2: List of Participants

Appendix 2a: List of Participant Agencies/ Organisations/ Groups

Integration Planning Sessions:

- Clondalkin Garda Station
- Clondalkin Intercultural Centre
- County Dublin VEC
- CPLN Area Partnership
- Dodder Valley Partnership
- Educate Together National School Esker, Lucan
- FAI Development Officer
- GAA Development Officers
- Lucan Garda Station
- OPMI – Dept. of Justice
- Rugby Development Officer
- SDCC Community Department
- SDCC Housing Department
- South Dublin Community Platform
- St. Kevin's Family Resource Centre
- St. Maelruain's Church, Tallaght
- Tallaght CIC
- Tallaght Garda Station
- The Carers Association
- Women Together Tallaght Network

One-to-One Semi-Structured Interviews:

- Clondalkin Drugs Task Force
- Clondalkin Garda Station
- Clondalkin Local Training Initiative
- Clondalkin/Lucan Partnership Local Employment Service
- Co. Dublin VEC
- Cricket Development Officer
- Dodder Valley English Development Programme
- Fettercarin Community Centre
- GAA - Dublin Strategic Programme Manager
- Housing Service, SDCC

- HSE Public Health Nurses, Clondalkin
- HSE Social Worker
- HSE Tallaght Children's Services, Clinical Psychologist
- Intercultural Mediators
- South Dublin Adult Education Centre
- South Dublin Volunteer Centre
- Tallaght Adult Education Service
- Tallaght Hospital, Volunteer Services
- Tallaght Institute of Technology Student Services
- Tallaght Youth Service
- Tallaght, PARTAS Self-Employment
- The Base Youth Centre

Appendix 2b: List of Participant Communities

Community Resident Sessions:

67 Participants & 25 Communities Represented

- | | |
|-------------|----------------|
| • Angola | • Moldova |
| • Belarus | • Nigeria |
| • Burundi | • Pakistan |
| • Cameroon | • Poland |
| • Congo | • Slovakia |
| • Egypt | • Somalia |
| • Ghana | • South Africa |
| • India | • Spain |
| • Iraq | • Sweden |
| • Ireland | • Uganda |
| • Lithuania | • Vietnam |
| • Malaysia | • Zimbabwe |

Appendix 3: Outreach Material

Appendix 3a: Phase 1 Community Resident Integration Planning Session Poster

INVITATION TO INTEGRATION

The Integration Centre is working with South Dublin County Council to develop a long-term integration strategy for the people of South Dublin County on behalf of the County Development Board.

If you have an immigrant background or are anyone with an interest in integration we would like you to get involved.

PLEASE ATTEND ONE OF THE PLANNING SESSIONS BELOW:

Tallaght Library	Tuesday, May 29th	10am - 1pm
Lucan Library	Thursday, May 31st	10am - 1pm
Áras Chrónáin, Clondalkin	Wednesday, June 6th	6pm - 9pm
Fettercairn Community Centre, Tallaght	Monday, June 11th	10am - 1pm
Adamstown Community College	Thursday, June 14th	10am - 1pm
Rossecourt Resource Centre, Lucan	Monday, June 18th	2pm - 5pm

For more information please contact:
Aoife Breheny at aolfe.breheny@integrationcentre.ie
or 01 6453070




Appendix 3b: Phase 1 Community Organisation and Service Provider Integration Planning Session Poster

**SOUTH DUBLIN COUNTY DEVELOPMENT BOARD
INTEGRATION STRATEGY**

The Integration Centre is working with South Dublin County Council on behalf of the County Development Board to develop a five year integration strategy for South Dublin County. This five year integration strategy will be informed by input from service providers, a wide variety of organisations based in South Dublin County and members of minority ethnic communities.

INVITATION TO INTEGRATION PLANNING

Throughout May and June 2012 a number of planning sessions are being held with members of minority ethnic communities themselves. This will be followed in late June with similar integration planning sessions for representatives of service providers and local organisations.

PLEASE ATTEND

We would be very grateful if you could ATTEND ONE OF THE SESSIONS BELOW to explore frontline experiences of engaging with members of minority ethnic communities and to help plan for future integration initiatives across the County.

Tallaght Library	Wednesday, June 20th	10am - 1pm
Lucan Library	Monday, June 25th	2pm - 5pm

For more information please contact:
Aoife Breheny at aolfe.breheny@integrationcentre.ie
or 01 6453070




Appendix 3c: Phase 2 Integration Planning Session Poster

INVITATION TO INTEGRATION

The Integration Centre is working with South Dublin County Council to develop a long-term integration strategy for the people of South Dublin County on behalf of the County Development Board.

The strategy will focus on promoting integration between old and new communities in South Dublin County.

This September, The Integration Centre will host three final sessions to identify Actions as part of the upcoming South Dublin County Integration Strategy (2013-2017).

Tallaght Library	Tues 11 th Sept	10am - 1pm
Lucan Library	Wed 19 th Sept	6pm - 9pm
Áras Chrónáin, Clondalkin	Mon 24 th Sept	2pm - 5pm

PLEASE ATTEND ONE OF THE PLANNING SESSIONS ABOVE

The three sessions above will be open to anybody who would like the opportunity to contribute to this Integration Strategy, whether they have participated in one of the previous workshops (held May - July 2012) or not.

In order to register your attendance, please **RSVP** by Friday 7th Sept 2012. To **RSVP**, or for more information, please contact Aoife Breheny at: aolfe.breheny@integrationcentre.ie or 016453070




Appendix 5: References

- Annual Integration Monitor 2010 by Mc Ginnity et al (2011) Dublin: ESRI & The Integration Centre
- Census 2006, Central Statistics Office
- Census 2011, Central Statistic Office
- Central Statistic Office, Garda statistics on racist incidents; Available at www.integration.ie
- Centre for Participatory Studies (2011) PLA Training Manual. Galway, Ireland: unpublished
- Chambers, R. (1994) 'Participatory Rural Appraisal: Challenges, Potential and Paradigm' in World Development Vol 22 (10) 1437-1454.
- Department of Education, Post-Primary schools database (2011)
- Department of Justice, Equality and Law Reform (2005) 'Planning for Diversity – The National Action Plan Against Racism'
- Department of Social Protection, Live Register figures
- Equality Tribunal, Annual Reports 2003-2011; Available at www.equalitytribunal.ie and www.integration.ie
- Eurobarometer on Discrimination, 2012. See http://ec.europa.eu/public_opinion/archives/ebs/ebs_393_fact_ie_en.pdf
- European Commission (2005) 'A Common Agenda for Integration: Framework for the Integration of Third-Country Nationals in the European Union', Brussels: European Commission
- Fanning, B., Boyle, N. & Shaw, J. (2009), New Irish Politics: Political Parties and Immigrants in 2009, Migration and Citizenship Initiative, University College Dublin
- Fundamental Rights Agency (2009) European Union Minorities and Discrimination Survey, Main Results Report Available at www.fra.europa.eu/eu-midis
- Immigrant Council of Ireland (2011) Taking Racism Seriously
- Immigrant Council of Ireland, Count us in campaign, 2011
- INAR (Irish Network Against Racism) press release, 14th March 2012
- Migration and Citizenship Initiative (UCD)/Immigrant Council of Ireland (2008) Getting on: From Migration to Integration – Chinese, Indian, Lithuanian and Nigerian Migrants' experience in Ireland Dublin: Immigrant Council of Ireland
- Nasc, the Irish Immigrant Support Centre, 'Know your Rights: reporting racism', Cork; see www.nascireland.org/know-your-rights/reporting-racism/
- Quarterly Household National Surveys (Central Statistics Office)
- South Dublin County Council (2005) 'New to Fettercairn? A pocket guide to Local Services', Troyen Kozaki Limited, 2005
- The Integration Centre & Dublin City Council (2012) 'Monitoring Integration in Dublin City'

