UNITING THE DIVERSE

KILKENNY INTEGRATION STRATEGY 2013-2017

KILKENNY INTEGRATION FORUM

INTERCULTURAL KILKENNY

UNITED IN HUMANITY
DIVERSE IN NATURE

UNITING THE DIVERSE

KILKENNY INTEGRATION STRATEGY 2013-2017

KILKENNY INTEGRATION FORUM

AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAIS
DEPARTMENT OF JUSTICE AND EQUALITY

The Councils of the
City and County of Kilkenny

County Development Board
Kilkenny

THE **INTEGRATION** CENTRE
Connecting Communities • Advancing Integration

Copies of this document can be downloaded from www.kilkennycoco.ie

Foreword

Since its inception in 2010 the Kilkenny Integration Forum has facilitated and highlighted the integration process through joint participation of immigrants and host community organisations in the development of partnerships within the local community. This has contributed hugely to an environment of mutual trust and cooperation in Kilkenny and one where people and communities can flourish and grow side by side with respect and dignity.

As Chairperson of Kilkenny County Development Board it has been an honour to support and endorse the development of this key Integration Strategy for Kilkenny. A key objective of the Kilkenny County Development Board in endorsing this Strategy has been to incorporate integration issues into all relevant service delivery areas.

The Kilkenny Integration Forum has organised this strategy using the 2010 Zaragoza Declaration framework which will support our capacity to monitor integration on a common European level, as well as local level, based on the following policy areas:

- Employment
- Education
- Active Citizenship
- Social Inclusion

Finally, the dedication and commitment of the volunteers undertaking the consultation and development of this strategy has been commendable. It started with a training course in Participatory Learning and Action Strategies – skills based training used with groups that are traditionally marginalised, powerless, disadvantaged, and voiceless. This built to an extremely engaging consultation process across the county and to a practical strategy that is highly implementable. The group of 12 volunteers, guided by the expertise of The Integration Centre, have undertaken a key piece of work that can only strengthen the voice, role and contribution of ethnic minorities in Kilkenny and help to create a community that is mutually enriching and humane for all its citizens.

Cllr. John Brennan

Chairperson of Kilkenny County Development Board

December 2012

Acknowledgements

Kilkenny County Development Board (CDB) wishes to acknowledge that the development of this integration strategy has benefitted immensely from the partnership between Kilkenny Integration Forum, The Integration Centre and the CDB. This approach ensured that the strategy was developed with the involvement of an extensive array of participants, which is itself a key ingredient of integration at local level.

Special thanks are extended to each and every individual who participated in this planning process from a diverse range of communities and cultures, and from a large number of local statutory and community sector organisations. The development and implementation of this strategy would be impossible without your involvement and on-going support, and indeed without the commitment shown by many local organisations who undertook to lead various actions in this strategy over the next five years.

Thanks are due to the members of Kilkenny Integration Forum whose support and contributions underpin this strategy. A review of the planning methodology undertaken gives an insight into the extent of preparation and subsequent follow-up undertaken throughout each phase of this integration planning process. In that regard, particular thanks are due to those on the Integration Planning Team listed in Appendix 1 of this document; their support and many hours of voluntary involvement ensured this process was as participatory as possible. Additional help provided by Mariusz Loszakiewicz as coordinator of Kilkenny Integration Forum is also acknowledged, in terms of logistical support, distribution of flyers and the final cover design.

Thanks are due to the Centre for Participatory Strategies (CPS) in Galway for their training and insights in relation to the use of PLA.

The contributions of those at The Integration Centre are also acknowledged, in particular Séamus O'Leary, Péter Slovak, Arthur McIlveen and Brian Gallagher for coordination of the planning process and drafting of the final strategy document.

Thanks also to Kilkenny County Council, for its on-going support for both this planning process and Kilkenny Integration Forum, through the work of Lindsey Butler and John McCormack. The additional support of countless other local organisations that provided a venue for a planning meeting and/or encouraged people to participate is also acknowledged.

Given the extent of commitment and interest shown by all those involved, it is hoped that this integration strategy will contribute to the creation of a more integrated society in very practical ways at local level here in County Kilkenny.

Table of Contents

Acronyms

ARDS – Anti-Racism and Diversity Strategies (developed by local authorities within the parameters of the National Action Plan Against Racism 2005)

CDB – County Development Board (Interagency body that oversees local economic, social and cultural development, set up under Local Government Act 2001 and to be replaced with new structures in 2013.)

CIC/ CIS – Citizens Information Centre (At times there are a few CICs in a Citizens Information Service/CIS.)

DES (HSCL) – Department of Education and Science (Home School Community Liaison programme)

DSP – Department of Social Protection

FAI – Football Association of Ireland

FAS/ ETB – FAS (Foras Áiseanna Saothair) is Ireland's National Training and Employment Authority. This is changing with some functions transferring to the Department of Social Protection and others due to form part of new local Education & Training Boards (ETB) from 2013.

FRC – Family Resource Centre

GAA – Gaelic Athletic Association

HSE – Health Services Executive

KCC – Kilkenny County Council

KCCC – Kilkenny County Childcare Committee

KEC – Kilkenny Education Centre

KIF – Kilkenny Integration Forum

KLP – Kilkenny Leader Partnership (the local, county-wide, community development partnership company)

KRSP – Kilkenny Recreation and Sports Partnership (a localised initiative of the Irish Sports Council)

KTCM – Kilkenny Traveller Community Movement

LEO – Local Enterprise Officer (to be based in local authority to replace City/County Enterprise Boards)

LES – Local Employment Service

MABS – Money Advice and Budgeting Service

NUIM Kilkenny Campus – National University of Ireland Maynooth, Kilkenny Campus

OPMI – Office for Promotion of Migrant Integration (formerly Office of the Minister for Integration or OMI)

PLA – Participatory Learning and Action

PSPN – Primary Schools Principals Network

SEC – Socio Economic Committee (SECs are due to be established in all local authority areas in 2013 to oversee development at local level, as outlined in "Putting People First 2012")

SIM Group – Social Inclusion Measures Group (under the CDBs)

SSPN – Secondary Schools Principals Network

TIC – The Integration Centre

VEC – Vocational Education Committee (These structures are currently changing and are due to fall under newly formed Education & Training Boards (ETB) from 2013.)

VPSJ – Vincentian Partnership for Social Justice

Glossary of Terms[1]

Acculturation – "Acculturation is the process whereby the attitudes and/or behaviours of people from one culture are modified as a result of contact with a different culture. Acculturation implies a mutual influence in which elements of two cultures mingle and merge. … J. W. Berry has suggested that there are four possible outcomes of the acculturation process: assimilation (movement toward the dominant culture), integration (synthesis of the two cultures), rejection (reaffirmation of the traditional culture), or marginalisation (alienation from both cultures)."[2]

Ethnic Minorities – This term is used very loosely throughout this strategy to refer to people who identify themselves as being a member of an ethnic minority group (such as the Traveller community or a wide variety of communities whose country of origin is outside Ireland). The term is used loosely to refer to those who are seen as different from the ethnic majority population, while also recognising that any such set of attributes is but one facet of a person's overall personal and social identity.

Ethnic Minority Community –This term refers to a community who share their own distinct ethnicity and who in numerical, demographic terms is in a minority in the geographic area in which they reside.

Ethnic Minority Groups – The term "Ethnic Minority Groups" is used loosely within the action plan of this strategy. The term is used to refer to voluntary, minority-lead groups who represent and/or engaged closely with various ethnic minority communities.

Ethnicity – "Ethnicity has been defined as shared characteristics such as culture, language, religion, and traditions, which contribute to a person or group's identity. Ethnicity has been described as residing in: the belief by members of a social group that they are culturally distinctive and different to outsiders; their willingness to find symbolic markers of that difference (food habits, religion, forms of dress, language) and to emphasise their significance; and their willingness to organise relationships with outsiders so that a kind of 'group boundary' is preserved and reproduced" (NCCRI 2007)[3].

Integration Approaches/ Models – A variety of frameworks and models are used in attempts to define useful approaches for integration. However, in reality a blend of approaches tends to work best, whereby several approaches are taken simultaneously with the emphasis varying in line with the time, place, situation and people involved. Popular models of integration include some or all of the following approaches:

- **Assimilation** – Encouraging minorities to adopt the cultural norms and practices of the majority to the point that differences are expected to disappear.
- **Multiculturalism** – Recognising and celebrating difference and diversity in recognition of the inherent value of every culture and worldview. However, with little emphasis on interaction, distinct groups may tend to keep to themselves.
- **Interculturalism** – Building on the respect element of multiculturalism, the aim is to encourage interaction with a view to exploring and resolving differences.
- **The Commons** – Focussing on interaction based on interests that diverse cultural groups may have in common. This is less provocative than interculturalism, as the initial emphasis is on building solid relationships, through which differences either become redundant or can be explored later.

---

[1] These working definitions are taken from The Integration Centre's *Policy Research Resources.*
[2] Taken from: http://www.enotes.com/acculturation-reference/acculturation-172816
[3] This definition of ethnicity is taken from "Useful Terminology for Service Providers", produced by the National Consultative Committee on Racism and Interculturalism (NCCRI) in March 2007.

- **Contact Theory** – Differences, and even conflict, between mutually exclusive communities can be overcome through social interaction and contact, provided the following conditions are in place: equal status; common goals; opportunities to become acquainted; and the support of some higher authority recognised by both.

Race – This is an inaccurate term, often used to refer to ethnic identity, skin colour and/or ancestral area of origin. While, the term "race" is still used in legislation and elsewhere, it unfortunately creates the impression of some sort of physiological or genetic distinction and leaves the way open to misleading classifications that lie at the heart of racism. The term also undermines the recognition of commonalities that exist among all peoples as part of one human race.

Racism – "Racism is a specific form of discrimination and exclusion faced by minority ethnic groups. It is based on the false belief that some 'races' are inherently superior to others because of different skin colour, nationality, ethnic or cultural background. The United Nations International Convention on the Elimination of All Forms of Racial Discrimination (CERD) defines racial discrimination as "Any distinction, exclusion, restriction or preference based on 'race', colour, decent, 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"." (NCCRI 2007)[4].

---

[4] This definition of ethnicity is taken from "Useful Terminology for Service Providers", produced by the National Consultative Committee on Racism and Interculturalism (NCCRI) in March 2007.

Executive Summary

Demographic Background

This strategy has been developed in recognition of the social and cultural diversity of Ireland's population notwithstanding current economic challenges. Every part of Ireland, including Kilkenny, has experienced rapid demographic change from the mid-1990's as high numbers of Irish emigrants began to return home to find work and equally high numbers of immigrants from other countries and cultural backgrounds began to make their homes here.

Interestingly, according to latest census figures the numbers of those moving to Ireland from other countries continued to rise during the period 2006 – 2011 (albeit at a reduced rate more recently), despite the impact of the economic downturn. This continued inward movement, combined with a balancing of ratios in terms of men to women, and adults to children, indicates that many are settling here with their families and that diversity is far from a passing feature of this new Irish society.

Thus, having been regarded in the past as a society with little diversity in terms of distinct cultural identities, at this stage, 13.5% of Ireland's population now identify themselves with ethnic groups with roots in other countries and whose cultures are quite different to that of the majority population; while a further 0.7% at least are re-affirming their distinct Traveller cultural identity. The corresponding figures for Kilkenny are a little lower at 9.4% and 0.5% respectively, but no less significant.

Integration Policy Context

While integration policy is the domain of national government, it is recognised that integration will only flourish with the support and commitment of local communities. National and EU integration policy alike emphasise the importance of local authority involvement in the development and implementation of integration policies. Indeed it is at local level, that social exclusion and marginalisation can be addressed and a more integrated society created. With this in mind, Kilkenny Integration Forum, with the support of Kilkenny County Development Board (CDB), coordinated the development of a long-term strategy to advance integration in County Kilkenny.

This strategy's development echoes similar processes in many other local authority areas around the country, all of which draw inspiration from national policy documents such as *Planning for Diversity (2005)* and *Migration Nation (2008).* The process was also informed by EU integration policy, encapsulated in the *Stockholm Programme (2009)* and a number of other EU-level agreements on integration, such as *EU Common Basic Principles (2004)* and the *Zaragoza Declaration (2010)* all of which seek to recognise diversity and its role as a driver for development within the EU.

The *Stockholm Programme* designed a framework to monitor integration policies through a number of indicators within each of the following areas: employment; education; active citizenship; and social inclusion. The core integration areas to emerge from the *Stockholm Programme* have been adopted at EU level for the monitoring of integration progress in EU member-states. These areas helped frame the findings and action plans of this integration planning process and have been adopted as central themes for this local strategy in Kilkenny.

Kilkenny Integration Forum Coordination of PLA-based Planning Process

In late 2010 Kilkenny County Council secured funding from the then Office of the Minister for Integration (OMI)[5] to support the newly emerging Kilkenny Integration Forum. The Forum was established as a broad forum of multiple stakeholders interested in promoting integration from a diverse range of different community and service provider backgrounds. During 2012, this extended to the development of a long-term integration strategy for the county by Kilkenny Integration Forum with the support of The Integration Centre.

In order to ensure a wide variety of ethnic minority communities remained at the heart of decisions in relation to this strategy and to motivate involvement in actual implementation of actions proposed, a generative methodology known as "Participatory Learning and Action" or PLA was used. PLA is a participatory research and planning methodology used to enhance the involvement of local communities. The process helps to maximise stakeholder involvement and accommodate cross-cultural communication, regardless of language and literacy abilities, or levels of experience with multi-stakeholder planning processes. Members of the Forum undertook training in PLA in 2011.

In January 2012 an Integration Planning Team was formed from among 12 members of Kilkenny Integration Forum, to facilitate the overall integration planning process on behalf of Kilkenny CDB. A series of guidelines were developed to ensure consistency throughout both phases of the overall process. In all, 11 PLA-based sessions and 16 semi-structured interviews were held during Phase 1, which in total involved 129 participants. Participation in the planning process was on the basis of self-selection, with no restrictions on who could attend. However, in order to ensure a balance of perspectives, some of the sessions were held with particular focal groups. Phase 2 of the planning process involved 61 participants through 3 PLA-based action planning meetings, and a series of follow-up phone discussions with local service providers to identify lead organisations for the actions proposed. The process aimed to ensure that this strategy is grounded in local, lived experiences, while also ensuring that the agreed actions are not overly ambitious but can contribute to a degree of gradual progress in the long-term.

Key Findings in Kilkenny

Table A below summarises the positive experiences and key challenges to emerge during the planning process, under a number of thematic headings derived from parameters agreed at EU-level.

Table A: Summary of findings from Kilkenny integration planning process, 2012		
	- **Existing Positives**	- **Challenges to Integration**
Theme 1: Employment & Economic Activity		
	- Past and current employment experiences and related training opportunities	- Money and financial advice
	- High uptake of "Start your own business" courses among ethnic minority individuals	- Barriers to credit
	- Very high levels of and good visibility of diversity in the craft sector	- Unemployment
	- Broad range of commercial services available	- Under-employment in relation to qualification

---

[5] OMI is now known as the Office for the Promotion of Migrant Integration (OPMI).

Theme 2: Education & Training

	- Having access to and receiving support within education	- Understanding and engaging with the education system
	- English language training programmes	- Traveller children often have negative experiences of school
	- Some notices/brochures/etc produced in a number of different languages	- Difficulties getting secondary school places without previous family connections
	- Using plain English and illustrations when giving talks and information sessions	- Language barriers and communication problems

Theme 3: Active Civic & Civil Participation

	- Interaction through sport	- Feeling isolated and unsure about access to and the use of public spaces/ facilities
	- Social interaction and sharing common interests or values	- Language barriers and communication problems
	- Volunteering and personal involvement	- Off-putting interactions with service providers
	- Facilitation exhibitions, cultural events and national celebrations	- Organisational capacity to adapt and change

Theme 4: Social Inclusion (Interacting with Services)

	- Being open to suggestions from ethnic minority groups	- Off-putting interactions with service providers
	- Positive experiences of community and statutory support services	- Organisational capacity to adapt and change
	- Community policing	- Limited outreach work
	- Health and well-being	- Not easy to identify new ethnic minority groups
	- Significant progress by Traveller Community Health Workers Project	- Language barriers and communication problems
	- Presence of family and children	- Reliance on informal translation arrangements
		- Health-related concerns (including the impact of weather on health)
		- Childcare expenses
		- Housing & accommodation arrangements

Theme 5: Social Inclusion (Culture, Identity & Discrimination)

	- Recognition & respect for culture, heritage & religion	- Ability to retain one's own personal identity and roots
	- Library: culture-specific & multi-lingual materials	- The ability to practice one's own culture
	- Facilitating exhibitions, cultural events & national celebrations	- Cultural differences
	- Social interaction & sharing common interests or values	- Racism and hostile attitudes
	- Availability of technology and innovations in ICT	- Unintentional discrimination and inaccurate assumptions
	- Open door policy and welcoming all	- Difficulties highlighting issues of concern for specific communities without generating stereotypes
	- No tolerance for racist attitudes from staff or volunteers	
	- Some diversity training for staff a few years ago	
	- Community policing	

The findings outlined above are based on the cumulative experience of a wide array of different community members and local organisations (both statutory and non-statutory) who outlined the factors to date that have facilitated the process of integration in County Kilkenny, as well as challenges faced along the way.

During Phase 1 of the planning process, participants were also asked to rate the relative importance of challenges they identified. A summary of this rating process is outlined in Chapter 5. While the outcome of this rating process does not necessarily indicate the prevalence of a particular challenge in terms of the numbers of people it affects, the rating does offer an interesting insight into the perspectives of those who participated in the planning process. In particular, when the ratings of those representing ethnic minority communities are compared to those of local organisations involved, some interesting differences in perspective can be noted. The results do not necessarily suggest that some perspectives are erroneous, but underlines the fact that multiple and differing perspectives need to be taken into account when endeavouring to promote the creation of a more integrated society for and with all those involved.

Action Plan 2013-2017

The action plan for the period 2013-2017, is centred on the same five broad thematic headings as were outlined in the findings of the strategy and each theme is driven by two strategic aims. These are summarised in Table B below.

Table B: Themes and strategic aims of Kilkenny Integration Strategy 2013-2017	
Theme	**Strategic Aims**
1. **Employment and Economic Activity**	- To raise awareness among local employers that a diverse workforce can be an asset and to enhance the required skills-base among ethnic minority individuals - To help address challenges faced by ethnic minority entrepreneurs who are new to the business and banking environment in Irish society
2. **Education and Training**	- To assess and address the English language training needs of ethnic minorities living in Kilkenny - To ensure ethnic minority children can get the same benefits from mainstream education in County Kilkenny as members of the majority ethnic-Irish population
3. **Active Civic and Civil Participation**	- To encourage cross-cultural interaction in Kilkenny and enhance public awareness of the social and cultural diversity right around the county - To increase the level and quality of involvement that ethnic minorities have in how decisions are made within the wider community and civic structures
4. **Social Inclusion (engaging and interacting with service providers)**	- To provide opportunities to ethnic minority communities to inform service providers of their respective communities' experiences of engaging local services - To support local community organisations and service providers in their efforts to fully engage and adapt to a broad range of ethnic minority communities
5. **Social Inclusion (expressing culture and identity; addressing discrimination)**	- To organise and promote training, social events and initiatives that recognise various aspects of cultural diversity in County Kilkenny - To highlight and address issues of stereotyping, racism and discrimination

One of the strengths of this strategy is the diversity of perspectives which contributed to it and which are thus reflected in its findings and proposed actions. The strategy is intended to assist Kilkenny County Council, key service providers, local development agencies and the community and voluntary sector to ensure that their policies and practices are inclusive of the whole community, including people from new and existing ethnic and cultural minorities.

Actions listed under the themes and strategic aims outlined above in Table B are each linked with a specific organisation (and in some cases more than one) that has agreed to lead the respective action. Additional possible strategic partners are also listed, but the extent to which they are available to assist will need to be confirmed by the lead organisation at the appropriate time. Timeframes and expected outcomes are detailed in the action plan, which it is hoped will contribute to the creation of a more integrated society in Kilkenny over the next five years.

Mindful of the current resource constraints faced by local organisations, care was taken to ensure the actions outlined in this strategy are not overly ambitious. The actions were all proposed by various communities and organisations involved in this process, and are based on initiatives that participants themselves indicated they would be willing to help implement. Overall, it is hoped that through small but gradual initiatives, this integration strategy will build upon positive work that has already been done in Kilkenny, and will lay a firm foundation for future long-term integration initiatives in the county.

Chapter 1: Introduction

Background

Demographic Changes (1996 – 2011)

> In 1996, Ireland reached its migration "turning point," making it the last EU Member State to become a country of net immigration. The main reason: rapid economic growth created an unprecedented demand for labour across a wide range of sectors, including construction, financial, information technology, and health care. Unemployment declined from 15.9 percent in 1993 to a historic low of 3.6 percent in 2001. (Ruhs & Quinn 2009)[6]

Ireland has experienced rapid demographic change from the mid-1990's as high numbers of Irish emigrants began to return home to find work and equally high numbers of immigrants from other countries and cultural backgrounds began to arrive. People moved to Ireland for a wide variety of reasons ranging from study and/or work-related opportunities, to the need to seek protection from persecution elsewhere, or in many cases simply to join family members who had settled here. According to latest census figures the numbers of those moving to Ireland from other countries continued to rise during the period 2006 – 2011 (albeit at a reduced rate more recently), despite the impact of the economic downturn. Census figures for 2011 also indicate that the ratio of men to women, and of adults to children, among immigrant communities is moving closer to that of the wider population, suggesting that many are deciding to settle here with their families.

Thus, having been regarded in the past as a society with little diversity in terms of distinct cultural identities, at this stage, 13.5% of Ireland's population now identify themselves with ethnic groups whose cultures are quite different to that of the majority population, while a further 0.7% at least are re-affirming their distinct Traveller cultural identity. There are varying ways in which ethnic minority and/or immigrant communities in particular could be classified, which will be detailed later in Chapter 3, but for now the following three broad definitions are worth noting:

Nationality: The non-Irish citizen population increased to 12.2% by 2011.

Birthplace: The largest grouping relates to those who are born outside of Ireland (some of whom are Irish citizens), and according to Census 2011 this group has increased to 17.3%.

Ethnicity: Ethnicity is made up of many aspects – of which nationality is but one – and is classified within the Census by large cultural groups; as such, ethnic groups with roots in other countries made up 13.5% of the population in 2011, and the Traveller Community a further 0.7% at least.

EU, National and Local Integration Policies

Such a sudden demographic change in social and cultural diversity presents both opportunities and challenges. In recognition of this, a number of useful policy frameworks have been developed at EU level, "to explore the key aspects of integration as a driver for development and social cohesion"[7] and to promote consistency in terms of how EU member states approach integration. Chapter 2 will

---

[6] Ruhs, M. & Quinn, E. (2009) *Country Profiles: Ireland From Rapid Immigration to Recession.* Oxford: Centre on Migration, Policy and Society (COMPAS), Oxford University
[7] Taken from Draft Declaration of EU Ministerial Conference on Integration, Zaragoza, April 2010

explore this policy context further, but as will be seen later on, this integration strategy document is framed within the broad parameters for assessing integration that were set out at EU level under the Stockholm Programme in 2009.   In addition, a number of related national policies have been developed, both by central government and a variety of sectoral bodies, as will be outlined later. Two in particular serve to inform the core of national integration policy to date, namely *Planning for Diversity (2005)* and *Migration Nation (2008).*

Planning for Diversity was developed in 2005 as the National Action Plan Against Racism. It has as one of its core aims the development of Anti-Racism and Diversity Strategies (ARDS) by each of the 34 Local Authorities around the country. Progress in this regard was slow at first, with just 7 local authority areas having done so by 2008. It did however generate an impetus whereby local government bodies and structures began to take a lead on responding to both the opportunities and challenges presented by newfound social and cultural diversity in their own respective areas.

Integration is described as a local process in many EU policy documents, and this was further emphasised in 2008 with the publication of *Migration Nation* by the Office of the Minister for Integration (OMI), which had been newly established the previous year. Funding support from OMI to Local Authorities soon followed, with many opting to develop their own ARDS or Integration Strategies. This funding was also used to support the implementation of a wide variety of locally based integration initiatives, including in areas where long-term strategies had yet to be developed. This funding and indeed the office itself (re-named as OPMI) experienced cutbacks with the economic crisis and 2011 change of government. Nevertheless, the momentum of developing locally-based long-term integration strategies has continued, so that by the end of 2012 integration strategies had been developed in 20 of the 34 local authority areas, while a further 6 are either about to or are actually in the process of doing so.

Local Government Reform Plans (2012)

Significant reform in terms of how local government and indeed local community development structures operate, has been flagged by the current Government, both through the *Alignment Report* of March 2012, and *Putting People First,* which was published later in 2012. It is important, that during such a time of flux, and in spite of funding restrictions that have accompanied the broader economic crisis, the issue of integration remains on the agenda.

As has already been mentioned, Irish society has changed significantly in demographic and socio-cultural terms in recent years and many recognise the need to adjust services and local governance processes in accordance with increased demographic diversity. In this context, it is hoped that the improvements and changes that are envisaged for government and community development structures at local level can fully reflect this new reality in order to contribute to the creation of a fully integrated society. In particular it will be important to ensure a diverse range of communities and perspectives are represented in a decision-making capacity on proposed new structures, such as the Socio-Economic Committees.

Kilkenny Context

Emergence of Kilkenny Integration Forum

Kilkenny, like most other areas of the country, has seen a significant increase in the diversity of its population over the past 15 years. According to Census 2011, 9.4% of those living in Kilkenny identify with ethnic groups whose roots are in other countries, while a further 0.5% identify themselves as being of a Traveller cultural background. As in other parts of the country, the majority of those arriving in Kilkenny came to work (many from other EU member states), while about one in ten of those arriving came to seek protection/ asylum from difficult situations in their own countries. Many of these applied for refugee status upon arrival and from 1999 were accommodated in various locations around the country in line with the Government's "Direct Provision and Dispersal Policy". Ormonde House Hostel in Kilkenny was one such centre, accommodating a number of asylum applicants up until its closure in 2007. A number of locally-based community support groups with a focus on integration also emerged around this time, such as ARAK, ASK and Dóchas Kilkenny.

The second manner in which someone can receive refugee status is prior to arrival in Ireland through the UNHCR Refugee Resettlement Programme. One such programme undertaken by the Irish Government involved the resettlement of a number of Sudanese families in Kilkenny in 2008. This was done in partnership with Kilkenny County Council and a wide range of local community sector and statutory service providers, and all under the auspices of Kilkenny County Development Board.

In light of the significant demographic changes in Kilkenny and in an effort to build upon and replicate the successes of inter-agency cooperation under the Sudanese Resettlement Programme, in 2009 Kilkenny County Council began a process through which a broad-based forum with a focus on integration could be formed. Newly emerging ethnic minority lead groups such as Kilkenny Sudanese Association and Multi-City Kilkenny Polish Association engaged in this process alongside a number of local community and statutory sector agencies, as well as a wide variety of individuals from diverse cultural backgrounds. As a result, Kilkenny Integration Forum was established in January 2010 and has been meeting regularly since then to advance with the following overall aim:

- To recognise diversity and promote intercultural harmony in County Kilkenny by providing opportunities for community, business and statutory sectors to interact regularly and support collaborative initiatives

OMI/OPMI and Kilkenny CDB Support

In late 2010 Kilkenny County Council secured funding from the then Office of the Minister for Integration (OMI)[8] to support the work of Kilkenny Integration Forum. Part of this support was used to strengthen the capacity of the Forum and enable it to develop a long-term integration strategy for the county. To this end, nine members of the Forum undertook training in a participatory planning methodology with the Centre for Participatory Strategies (Galway), as will be outlined further in Chapter 4.

---

[8] OMI is now known as the Office for the Promotion of Migrant Integration (OPMI).

Stemming from this, on 20th September 2011 Kilkenny County Development Board (CDB) mandated Kilkenny Integration Forum to develop a long-term integration strategy with the adoption of the following resolution:

> Kilkenny County Development Board hereby gives its full support and authorisation to the Kilkenny Integration Forum to initiate the development of a long-term integration strategy for Kilkenny that will become part of the Kilkenny County Development Board Strategy from 2012 and beyond.

The Integration Centre and a PLA-based Planning Process

In early 2012 a twelve-member Integration Planning Team was formed from among Kilkenny Integration Forum members to develop this long-term integration strategy for the county. Due to its experience of having supported similar integration planning processes elsewhere, and as a member of Kilkenny Integration Forum, The Integration Centre was contracted to coordinate this Integration Planning Team. The entire planning process is outlined in detail in Chapter 4, but in essence, it involved 14 planning meetings and 16 semi-structured interviews over two phases with the widest possible variety of communities and organisations around Co. Kilkenny.

This integration planning process in Kilkenny was taken as an opportunity to motivate all those interested in integration to not only participate in developing an integration strategy but also to assist with its implementation thereafter. Therefore the planning process revolved around a methodology known as Participatory Learning and Action (PLA) and the interactive nature of PLA tools used facilitated cross-cultural communication, regardless of language and literacy abilities, or levels of experience with multi-stakeholder planning processes. The use of this methodology also aimed to ensure that communities themselves remained at the centre of decision-making processes in relation to the analysis of the current situation in Kilkenny (as outlined in Chapter 5) and the actions that would be included in the final strategy (as outlined in Chapter 6).

Chapter 2: Integration Policy Review

International Integration Policy[9]

EU Common Basic Principles (2004)

Eleven Common Basic Principles, often referred to as CBP, were authored by R. Pennix and were designed to make clear the obligation, of each member state, to work with and act for a shared agenda of integration. These principles for immigrant integration outline the process by which immigrants, both individually and collectively, become a valued part of society. The 11 principles are outlined in "A Common Agenda for Integration" (2005: 389), but can be summarised as follows:

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

The Stockholm Programme (2009)

The Stockholm Programme provides a roadmap for EU progress in the area of justice, freedom and security for the period 2010-14. It contends that a coherent policy response is required in order to address the challenges of Europe. In this light a framework has been designed to monitor integration policies through a number of indicators within each of the following broad areas:

- **Employment**: This acknowledges the economic value of a well integrated migrant work force; highlighting some key barriers to integration, such as the recognition of foreign qualifications; and declares the intent of each EU member state to overcome these restrictions.
- **Education**: The centrality of education in creating a successful and active immigrant population is identified. It highlights, however, a current deficit in the educational attainment of migrants. Having pinpointed some of the root causes of this deficit, such as language difficulties and low levels of parental involvement in children's studies, it commits to addressing the situation.
- **Social Inclusion**: Immigrants must have access to both public and private goods on a basis equal to that of local citizens; indicators proposed in relation to social inclusion cover a wide range of areas from poverty levels to health and housing.
- **Active Citizenship**: Initiatives should be encouraged, which bring together both immigrants and local citizens in active participation in local communities. Civil society is recognised as being a key vehicle for the success of the two way process of integration.

A number of indicators are proposed under each of these areas so that progress in terms of integration policy and practice could be assessed consistently across all EU member states.

---

[9] These summaries are taken from The Integration Centre's *Policy Research Resources.*

European Ministerial Conference on Integration: Zaragoza Declaration (2010)

A declaration on integration was made at an EU Ministerial Conference held in Zaragoza, Spain on 15th and 16th April 2010, which resulted in the drafting of this document. A comprehensive list of European Council conclusions, principles, agendas, pacts and communications dating back to 2002 are outlined in this declaration. They give evidence of the commitment of Ministers from all EU Member States 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 following areas:

- Education and Employment: This section highlights the need to develop integration policies which are adapted to the labour market, rights of access to employment, new ways of recognising qualifications, and developing training to help immigrants access the labour market.
- Comprehensive Participation – Diverse Districts: This section emphasises "the role of local authorities and cities in dealing with intercultural challenges and developing and implementing integration programmes." It calls on local governments to better manage diversity and combat racism, and to invest in districts with a high immigrant concentration.
- Evaluation of Integration Policies: This section calls for core indicators in employment, education, active citizenship and social inclusion for monitoring integration policies.

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. In an annex to this report, there is a list of 15 core indicators under the four broad areas agreed in the Stockholm Programme (2009).

It is also worth noting that in July 2011, a ***European Agenda for the Integration of Non-EU Migrants*** was designed by the European Commission. The agenda aims to increase economic, social, cultural and political participation by immigrants, with an emphasis on local action, and highlights barriers that prevent the EU fully benefiting from the potential offered by migration and the value of diversity. The potential role in the integration process of countries of origin is also examined.[10]

EC Handbook on Integration (2010)

The content of this handbook was elicited from 14 technical seminars, which aimed to develop co-operation and the exchange of information, within and between the national contact points for Integration across Europe. These seminars also gained the experience and input of integration experts from Canada, Australia, Norway, Switzerland and the USA.

The third edition of the *Handbook on Integration for Policy-makers and Practitioners* was written in 2010 by the Migration Policy Group on behalf of the European Commission. This edition broadens prior perspectives to address issues of public perception and identity. It examines in-depth: (1) European exchange of information and good practice; (2) mass media and integration; (3) awareness raising and migrant empowerment; (4) dialogue platforms; (5) acquisition of nationality and the practice of active citizenship; (6) immigrant youth, education and the labour market.

---

[10] For further information on EU actions and instruments around integration, refer to the following website http://ec.europa.eu/ewsi/en/EU_actions_integration.cfm

The two earlier handbooks focused on: the introduction of immigrants; civic participation and indicators; mainstreaming integration; housing; economic integration; and integration governance. These three handbooks are the main drivers of the exchange of information, along with a new network of European cities called **"Integrating Cities"** and a newly developed European Website on integration (www.integration.eu), which acts as a platform for networking on integration. Integration stakeholders from both governmental and non-governmental agencies are encouraged to create and share knowledge in the form of documents or good practices using this website.

The European Commission also has an **"Immigration Portal"** for those wishing to migrate to an EU country which lists member states, supports organisations, and covers immigration law, statistics and reports (http://ec.europa.eu/immigration/).

National Policies[11]

Planning for Diversity – The National Action Plan Against Racism (2005)

The primary focus of *Planning for Diversity – The National Action Plan Against Racism (also known as NPAR)* 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, but based on policies that promote interaction, equality of opportunity, understanding and respect." It was developed by the Irish Government following commitments made at the UN World Conference Against Racism in South Africa in 2001 and focused on the period 2005 to 2008.

The framework has five objectives, which are as follows: (1) effective <u>protection</u> and redress against racism and other forms of discrimination; (2) <u>recognition</u> and awareness of diversity; (3) full <u>participation</u> in Irish society; (4) <u>economic inclusion</u> and equality of opportunity; and (5) accommodating diversity in <u>service provision</u>. This plan was to be delivered in a "whole system approach" the key elements of which are: mainstreaming; targeting; benchmarking progress; and the engagement of key stakeholders to support the implementation of the plan.

Under the National Action Plan, a number of local strategies were supported to encourage greater integration at a local and sectoral level. The 'Anti-Racism and Discrimination Strategies' (ARDS) and 'Integration Strategies' stem from this. The time frame of this action plan has passed; nonetheless it continues to inform the work of statutory and non-statutory agencies and so does not necessarily require renewal.

In November 2011, the current Minster for Justice, Alan Shatter (TD) confirmed that the Government does not intend to develop a second national action plan against racism, noting the following: "The National Action Plan against Racism 2005-2008 was very ambitious and wide ranging in its scope. Since 2005, there has been a substantial penetration of anti-racist policies, programmes and activities and awareness raising initiatives. The focus is now on the continued implementation of the sectoral strategies which flowed from the Plan." However, the **ECRI Report on Ireland**, adopted in December 2012 by the European Commission, does suggest more needs to be done in this area.

---

[11] These summaries are taken from The Integration Centre's *Policy Research Resources.*

Migration Nation (2008)

This national policy statement on integration strategy and diversity management, *Migration Nation* was launched by the then Minister for Integration, Conor Lenihan (TD), in 2008. As a government statement on integration it emphasises the need for a local focus to integration in practice and points out that "integration lives and breathes, and indeed dies, at the level of community (2008: 22)."

The document promotes a "whole of government" approach to integration policy development. Its key priorities are: (1) a 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; and (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. In relation to the proposed new structures, Ministerial Councils were convened once in each of four regions in October/November 2010, but have not reconvened since. The other two proposed bodies were not set up.

The key principles that underpin this Government strategy on integration are: (1) a partnership approach between the government and NGOs 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 ghettoes; and a mainstream approach to service delivery to migrants; and (4) a commitment to effective local delivery mechanisms that align services to migrants with those for indigenous communities.

Sector-specific Integration Strategies (2007 through to 2015)

The past decade has also seen the development of a host of sector-specific integration strategies, aggregating the goals of a number of national service providers in the areas of health, education, employment, policing and culture. These strategies were developed using broad consultative processes and inform the work of service providers responding to the specific needs of particular groups. While each strategy has its own unique principles and aims, each one sought to provide equal, indiscriminate access to services for all clients, identified barriers to achieving this goal and envisioned an environment in which new ethnic minority communities were empowered to contribute fully to this society in which they live. The following sector-specific integration strategies have been developed in recent years and can be found on websites of the relevant statutory body:

- National Intercultural Health Strategy (2007-2012)
- Action Strategy to Support Integrated Workplaces (2008)
- An Garda Síochana's Diversity Strategy and Implementation Plan (2009-2012)
- Cultural Diversity and Arts Strategy (2010)
- Intercultural Education Strategy (2010-2015)
- National Strategic Plan on Early Childhood Care and Education (2011-2013)

Annual Monitoring Reports on Integration (2010 and 2011)

Commissioned by The Integration Centre, and written by the ESRI, these two annual reports track Ireland's progress on integration and identify models of good practice in integration planning. The core indicators, and the findings within them, are modelled on indicators chosen by the Zaragoza Declaration (2010) to compare integration progress across EU Member States. The four indicator areas examined are: (1) employment; (2) education; (3) social inclusion; and (4) active citizenship. Copies of this and future Monitoring Reports can be downloaded from the "Publications" section of www.integrationcentre.ie. Table2.1 below brings together the key indicators from both annual reports published to date and offers a comparison over the two year period 2010 – 2011.

Table 2.1 Key indicators from *Annual Monitoring Reports on Integration 2010/ 2011*				
Key indicators of integration at a glance	**2010**		**2011**	
	Irish	**Non-Irish**	**Irish**	**Non-Irish**
1. Employment, Working Age				
Employment Rate	60.1%	61.0%	58.9%	59.0%
Unemployment Rate	12.7%	16.1%	13.8%	18.2%
Activity Rate	68.8%	72.7%	68.3%	72.1%
2. Education				
Share of 25-34 year olds with tertiary educational attainment	47%	52%	47%	49%
Share of early leavers from education (20-24)	17.3%	15.4%	9.4%	10.4%
Mean achievement scores for 15 year olds in maths	492	Eng. speakers: 486 Non-native English speakers: 457	502	Eng. Speakers 500 Non-native English speakers 443
3. Social Inclusion				
Median annual net income (needs adjusted)	€20,897	€18,097	€20,115	€19,630
At risk of poverty rate	14.1%	18.4%	14.2%	13.0%
Consistent poverty rate	4.3%	2.9%	5.4%	6.5%
Share of population (16+) perceiving their health as good or very good	84%	90.7%	82.5%	91.6%
Proportion of households that are property owners	80.4%	32.9%	78.6%	26.5 %
• Experience of discrimination: accessing services • Experience of discrimination: work-related	8.4% 6.4%	17.2% 16.5%		
4. Active Citizenship				
Share of non-EEA immigrants aged 16+ that have acquired citizenship (best estimate)		13%		16%
Share of non-EEA immigrants aged 16+ holding long-term residence permits (best estimate)		5%		7%
Share of immigrants among elected local representatives		0.2%		0.2%

Alignment Report (2012)

The *Final Report of the Local Government/Local Development Alignment Steering Group* was published in March 2012, in addition to the interim report of November 2011, at the request of Minster for Environment, Community and Local Government. Together these reports provide a series of recommendations in relation to the role of local government in pursuing local and community development. Among the recommendations of the group was the development of a cross-governmental, cross-departmental approach to local and community development.

This proposed alignment process, combined with local government reform announced later in 2012 in *Putting People First*, indicates that Local and Community Plans are to be developed by the newly established Socio-Economic Committees of each local authority area, setting out an integrated approach to community development programmes supported at all levels of government. Given the significant demographic changes that have occurred in Ireland over the past decade or more, it will be essential that a long-term and strategic approach to integration will be incorporated into such Local and Community Plans at local authority level.

Putting People First (2012)

Putting People First is an action plan for local government reform spearheaded by the Department of Environment, Community and Local Government and published in October 2012. This policy document involves "the most fundamental set of changes in local government in the history of the State... making our political funding system more transparent; increasing the participation of women; reducing the number of TDs; establishing the Constitutional Convention; and introducing legislation to address conflicts of interests, lobbying procedures and to strengthen our planning system". The Action Plan to 2014 covers four main themes:

• **Structures**: Local Government will be "streamlined" with, for example, a reduction in the number of local authorities from 114 to 31 City and County Councils with integrated districts.
• **Funding, Accountability and Governance:** Local services and local authorities are to be funded directly by an equitable property tax, creating a service more responsive to residents.
• **Economic Development and Job Creation:** Local government will have an enhanced economic role in the community with a new dedicated strategic policy Committee for economic development created in each local authority.
• **Delivering Services Efficiently:** The action plan aims to create a more transparent, accountable and efficient level of public service, while also reducing costs. A new "National Oversight and Audit Commission" will be established to provide an external monitor of performance.

This new structure aims to create a "stronger relationship between local government, local representatives and the communities they serve", gaining the interest and support of the people. Local Government is the one area of the legislature in which all residents of Ireland, regardless of nationality, are enfranchised and entitled to vote. Unfortunately, this document makes no reference at all to immigrants and or the broad issue of integration despite other EU and national policy documents pointing to local government as the primary vehicle for integration. However, this overall policy should be read in conjunction with the *Alignment Report* from earlier in 2012.

Local Policies

Local Integration Strategies (and ARDS) (2005 through to 2012)

Following the publication of *Planning for Diversity (2005)*, local authorities across the nation were encouraged to develop their own local integration initiatives supported by the County/City Development Boards. In addition, many of the local authorities helped to establish either an immigrant forum or an interagency forum with immigrant participation as a means of promoting a participatory approach to integration. At a time of rapid immigrant population growth, it was useful to establish such links between ethnic minorities and service providers unaccustomed to catering for the specific needs of our new communities. Mutual learning could then inform appropriate service provision and support, rather than service providers hoping that immigrants would just slot into Irish society, or would adjust to the "Irish way of doing things."

Table 2.2 below charts integration initiatives across Ireland's 34 Local Authority areas from 2005-2012 that benefited from the involvement of local government structures. This table does not capture the numerous social inclusion and integration initiatives that have been lead by local immigrant groups, community groups, FRCs, partnership companies, etc across the country. Instead, it focussed on key integration initiatives that are commonplace across many areas and that are lead by the Local Authority and/or City/County Development Board in the respective 34 areas.

Table 2.2 Overview of local government involvement in integration initiatives, December 2012	
Nature of integration initiative	**Number of Local Authorities and/or CDBs engaged in this initiative (2005 - 2012)**
Supporting integration/ ethnic minority forum on an on-going basis	19 out of 34
Accessed and dispersed OMI/OPMI funding for local integration projects	28 out of 34
Currently developing "Anti-Racism & Diversity (ARDS)"/ "Integration Strategy"	10 out of 34 (5 again + 5 for the first time)
Already developed and implementing "ARDS"/ "Integration Strategy"	18 out of 34 (3 of whom already developed two)
Formed committee to monitor implementation of "ARDS"/ "Integration Strategy"	9 out of 34

As indicated in the table above, central government funding specifically targeted at integration initiatives began to be dispersed by a new Office of the Minister for Integration (OMI) in 2008, with particular attention paid to local authority initiatives. By 2012, 28 of the 34 Local Authorities received funding from this central government source and directed funding towards local integration projects and/or the development and support of long-term "Anti-Racism and Diversity Strategies (ARDS)" and "Integration strategies". In the 18 local authority areas where they have been developed, these strategies seek to encourage wide-ranging civic, NGO, and voluntary participation in actions that celebrate diversity and see integration as a progressive development in Irish society. In addition, a further 3 new areas (Galway County, Kilkenny and South Dublin) are due to finalise and launch their strategies in early 2013, thus increasing the number of areas with strategies from 18 to 21. A list of "ARDS"/ "Integration Strategies" developed to date can be found on www.integration.ie, the official government website of the Office for the Promotion of Migrant Integration (OPMI).

Kilkenny CDB Strategy (2002-2012)

This ten year strategy for economic, social and cultural development of Kilkenny was formed after the most extensive public consultation process that has every taken place in Kilkenny, involving 577 organisations, 14 public meetings and five special group meetings. The overarching principles behind this "programme for action" are the empowerment of the local community to take control over issues affecting them, the strengthening of the relationship between Kilkenny City and County, co-operation between organisations and service providers throughout Kilkenny, and the cultural and economic wealth and equality of the county. It built upon an audit of the services already available in the county and then through the consultative process, endeavoured to identify what was working and where action was required. The latest review of the strategy covers the period 2009-2012 and found that the success or failure of this strategy will ultimately be decided by the commitment, support and flexibility of central government and national agencies.

As mentioned earlier, within the context of *Putting People First (2012)*, Kilkenny CDB – as with all other CDB's around the country – will be wound down during 2013. However, new Socio-Economic Committees will be formed during 2013 to align local government and local development structures and will be required to develop five-year "Local and Community Plans".

Kilkenny Traveller Interagency Group Strategic Plan (2011-2013)

The overall aim of the KTIG is to build the capacity of the Traveller Community to participate in all forums that concern them and to build holistic responses to Traveller needs. The Traveller Interagency fund was set up by the Department of Justice, Equality and Law Reform to add value to the work of interagency groups but is not intended to underpin their overall work. This strategy mapped the Traveller population and structures in place in the county and agreed on a small number of strategic actions and deliverables to be implemented by 2013. The strategy also acknowledges the ongoing nature of capacity building work and highlights a number of issues that may require specific actions in the future.

KTCM Strategic Plan – Towards 2020

Kilkenny Traveller Community Movement (KTCM) is a Traveller-led organisation which supports Travellers and Traveller Community development throughout County Kilkenny to work together and make progress. KTCM is currently focussed on six main strategic programmes in the areas of healthcare, education (youth work), community development and housing. 'Towards 2020' identifies a series of key actions to be initiated within this existing framework of the organisation, which is outlined in detail, providing points of contact and a budget summary.

During 2013, in conjunction with the Kilkenny Traveller Interagency Group, KTCM will undertake a Traveller Community Profile and an assessment of need. It is hoped that this will both inform and improve service provision for Travellers across the county and aid integration.

Kilkenny Age Friendly County (2011-2016)

This strategic plan, developed by the Kilkenny Age Friendly Alliance, envisages a Kilkenny, which will be a great place to grow old; enjoyed and appreciated by everyone. It aims to create an environment in which people can age with security, dignity and the capacity to participate as citizens to their fullest potential. With invaluable support from statutory and non-statutory bodies and The Kilkenny Older People's Forum in particular, this plan set out a wide array of actions under the following thematic titles: 1) respect, social inclusion and social participation; 2) transport; 3) home; 4) communication and information; 5) community support and health services; 6) outdoor spaces, physical environment and public services; and 7) civic participation, employment and income.

Kilkenny Age Friendly Alliance published the plan's first annual review in 2012, which outlines significant progress made in these areas and also highlights the empowerment of the target community achieved in the process. When presenting this report to Kilkenny CDB it was noted that this Alliance also has the potential to complement other similar initiatives such as those of Kilkenny Integration Forum and the broader Kilkenny Integration Strategy.

KLP Local Community Development Programme (2011-2013)

Kilkenny Leader Partnership (KLP) was formed as part of the national cohesion process in 2009/2010 through the merger of the two County Kilkenny-based partnership companies and the local rural development company. The Local Community Development Programme (LCDP) 2011-2013 was then developed to direct the newly synergised social inclusion efforts of the county, across the six Local development Areas (LDAs). The aim of the LCDP is "to tackle poverty and social exclusion through partnership and constructive engagement between Government and its agencies and people in disadvantaged communities". As such, the programme has four strategic goals:

- To promote awareness, knowledge and uptake of a wide range of statutory, voluntary and community services
- To increase access to formal and informal educational, recreational and cultural activities and resources
- To increase people's work readiness and employment prospects
- To promote active engagement with policy, practice and decision making processes on matters affecting local communities

Through the implementation of the LCDP, KLP has developed the County Kilkenny Employability Strategy, which highlights the focus on unemployment within the social inclusion pillar of the company. Recognising the profound impact which the current economic environment has on local communities, KLP has prioritised initiatives targeted at the unemployed but is also involved in a range of other local community development initiatives.

Chapter 3: Statistical Profile of Ethnic Minorities

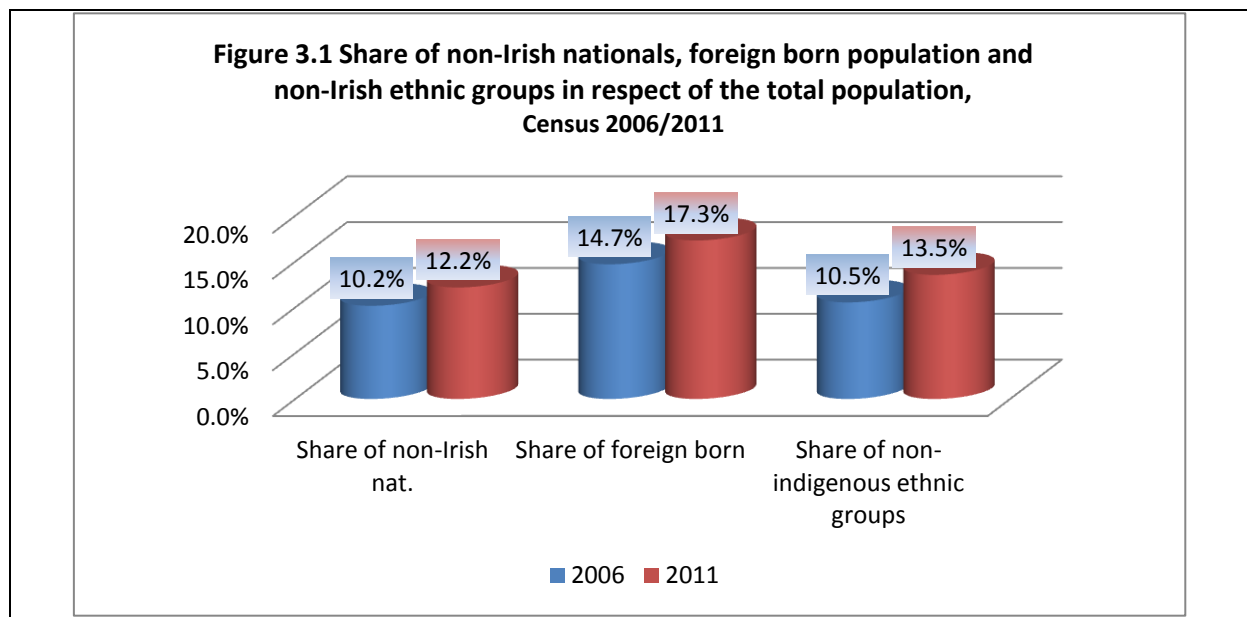# 1. National Profile of Immigrant Ethnic Minority Population

1.1 Size of the Immigrant Population

There are many ways of looking at and assessing the immigrant population. One is by nationality, defined by citizenship. This provides a certain picture, but does not detail groups who have recently become citizens here in Ireland, or their children, who may have been Irish citizens at birth.

The second option is to look at country of birth. Birthplace has the advantage of not being subject to changes. However, those born outside of Ireland could easily be the children of Irish citizens living abroad who have recently returned. Furthermore, an increasing number of children are born to non-Irish parents in Ireland. In 2010 every fourth child was born to non-Irish parents.

The third option is to look at the ethnic group with which a person identifies, regardless of nationality or birthplace. Ethnicity represents large cultural groups and as such is better at capturing second generation immigrants and an individual's association with numerous groupings (e.g. Black Irish). However, currently it only works with large categories and could contain figures that do not reflect the shifting nature of the world's population.

It is useful to look at all three sets of figures from the census as depicted in Figure 3.1:

Figure 3.1 Share of non-Irish nationals, foreign born population and non-Irish ethnic groups in respect of the total population, Census 2006/2011

|	Share of non-Irish nat.	Share of foreign born	Share of non-indigenous ethnic groups
2006	10.2%	14.7%	10.5%
2011	12.2%	17.3%	13.5%

- Nationality is defined by citizenship. The non-Irish national population has increased from 10.2% of the overall population in 2006 to 12.2% by 2011.
- Birthplace: The largest grouping relates to those who are born outside of Ireland. They include some Irish nationals born abroad who have attained citizenship either through birth to Irish parents or the citizenship application process. According to Census 2011 this group had increased to 17.3% by 2011, up from 14.7% in 2006.
- Ethnicity is classified within the Census by large cultural groups (White Irish, White non-Irish, Asian-Irish, etc). Ethnic groups with roots in other countries make up 13.5% of the population, up from 10.5% in 2006.

**1.2   Composition of Immigrant Population**

1.2.1   Nationality

In terms of nationalities, UK citizens accounted for a fifth of foreign nationals living in Ireland while other EU nationals made up half of the foreign population; the majority of those being Accession State Nationals. Just under one third of foreign nationals were non-EU citizens. This is lower than in most EU countries but still significant. The main reason for difference between the birthplace and nationality figures is that a large number of Irish nationals were born in the UK.

Figure 3.2 Breakdown of non-Irish population by nationality
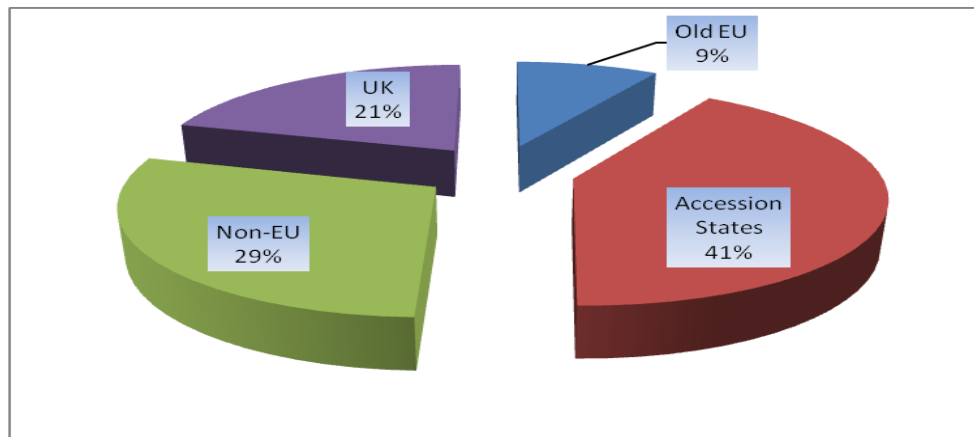
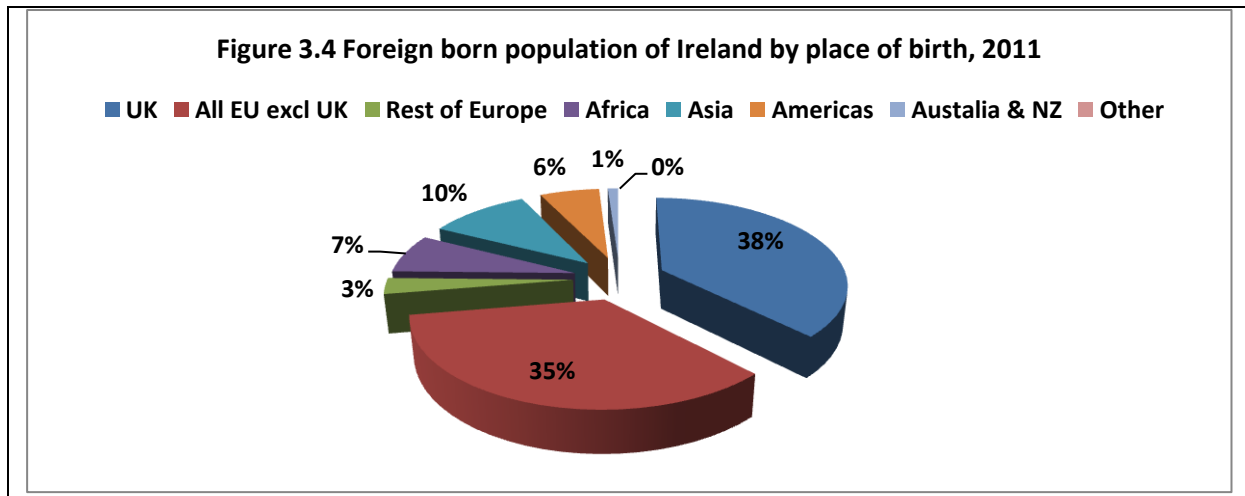- 12 nations made up 74% of the non-Irish populations in Ireland: China, Germany, India, Latvia, Lithuania, Nigeria, Philippines, Poland, Romania, Slovakia, UK and USA.
- Large increases over the period 2006-2011 occurred in the number of Polish, Romanian, Indian, Latvian and Hungarian populations living in Ireland.

Figure 3.3 Top nationality groups, including mixed nationalities, in 2011
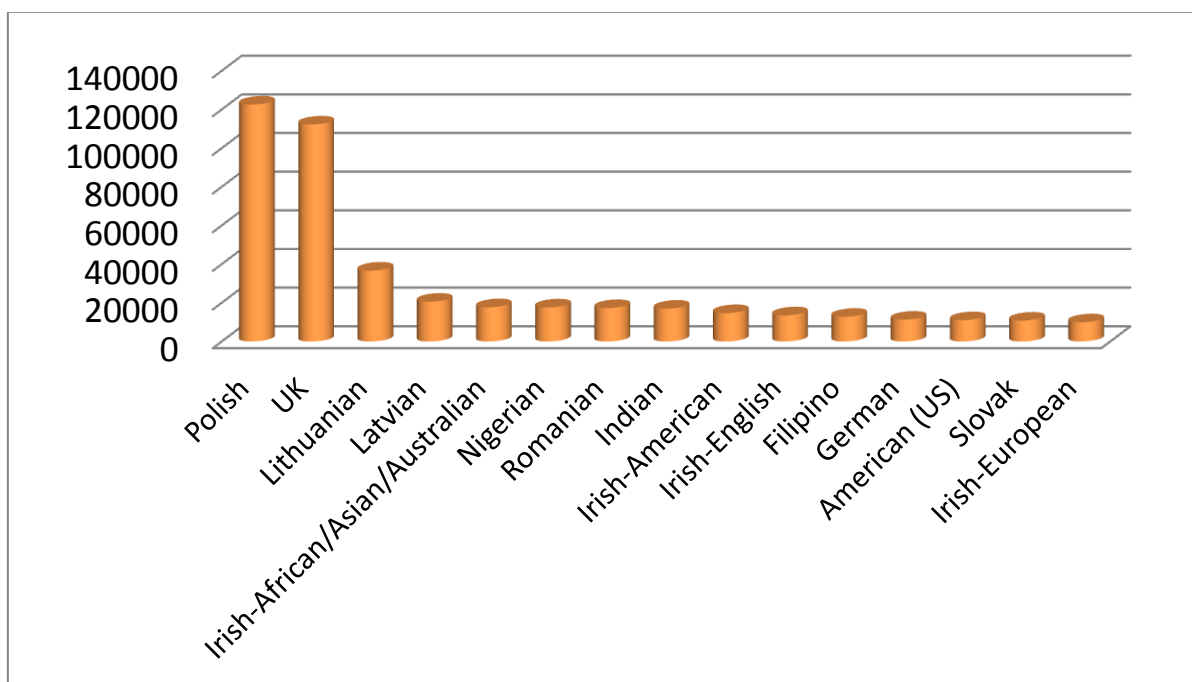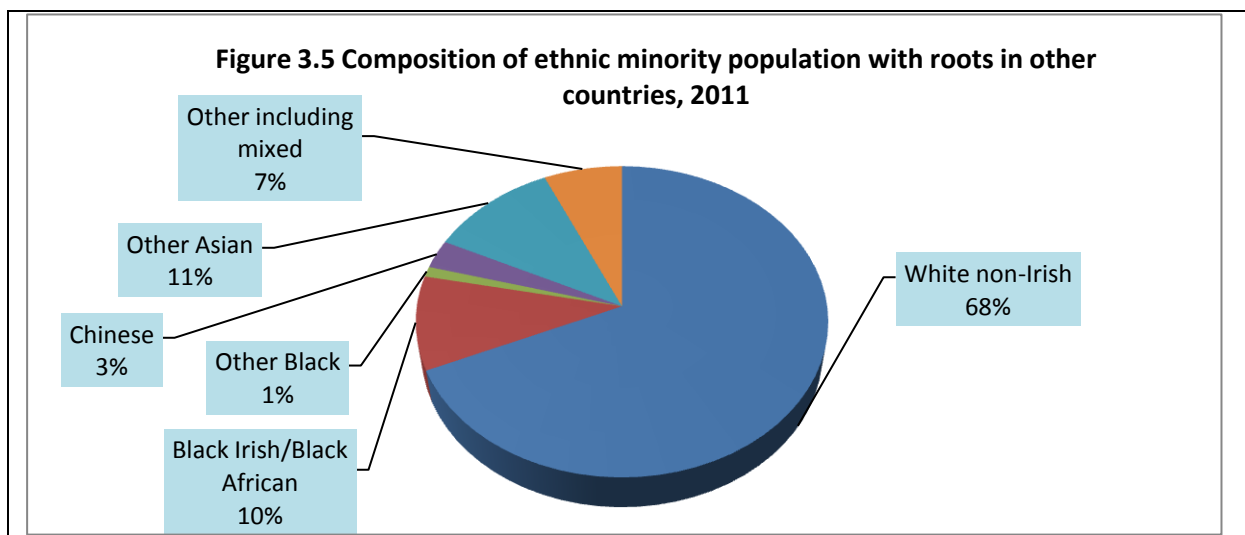
1.2.2   Birthplace

According to birthplace, there is a relatively even distribution among those born in the UK, EU and non-EU countries. As for those born outside the EU, most people arrived from Asia, followed by Africa, the Americas (both North and South) and non-EU Europe.

Figure 3.4 Foreign born population of Ireland by place of birth, 2011

■ UK ■ All EU excl UK ■ Rest of Europe ■ Africa ■ Asia ■ Americas ■ Austalia & NZ ■ Other

6% 1% 0%
10%
7%
3%
38%
35%

1.2.3   Ethnicity and Ethnic Groups with Roots in Other Countries

Regarding the minority ethnic population, the share of White non-Irish is dominant, which is expected in light of the large influx of EU nationals. Interestingly, Asian groups other than Chinese registered a strong increase between 2006 and 2011 (3% increase).

Figure 3.5 Composition of ethnic minority population with roots in other countries, 2011

Other including mixed
7%

Other Asian
11%

Chinese
3%

Other Black
1%

Black Irish/Black African
10%

White non-Irish
68%

1.3   Distribution of the Immigrant Population

Non-Irish nationals are concentrated in urban areas: they make up 14% of the town populations but only 5.6% of rural areas. Greater Dublin area saw the biggest increases in non-Irish nationals in terms of numbers (Fingal, Dublin City, South Dublin) during the period 2006-2011. However, in percentage terms, County Laois witnessed the largest increase.

1.4 Gender

Males and females were evenly represented in the non-Irish nationals' population in 2011 with 271,864 males and 272,493 females; whereas in 2002 and 2006 the number of males exceeded the number of females among the non-Irish national community.

1.5 Age Profile and Trends

There are much higher numbers of non-Irish nationals living in Ireland who are between the ages of 20 and 44, than any other age bracket. Just 19% of non-Irish nationals were aged 44 and over compared with 37% of Irish nationals. The low numbers of immigrant people aged 44 years and over may reflect the fact that significant inward migration has been a very recent experience in Ireland.

- The peak age in 2011 was 30 years for non-Irish nationals and 32.6 years for Irish nationals.
- It appears that significant numbers of non-Irish nationals immigrate into Ireland from their early twenties onwards.
- A comparatively low number of non-Irish nationals living in Ireland are in the youngest age cohorts. Just 21% of non-Irish nationals were aged under-22 compared with 31% of Irish nationals. Nevertheless, Census 2011 also recorded an increase in the number of non-Irish children in Ireland compared with 2006 so this is changing.

Figure 3.6 Age profiles of Irish and non-Irish nationalities, Ireland 2011
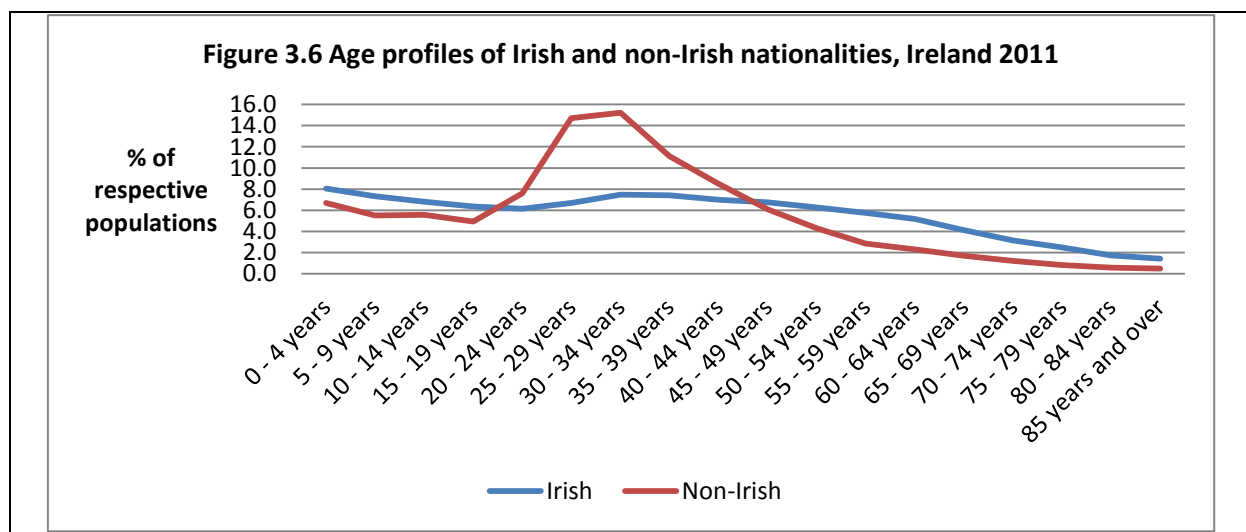
- When comparing the age profiles of Irish nationals, there is similarity among Irish and UK nationals but the age profile of UK nationals shows that there are larger groups in the older age cohorts, particularly in the age groups 40-59.
- In contrast, EU nationals are concentrated in the 20-44 age groups. However, the share of children among EU nationals is notable and grew significantly in the period 2006-2011. For instance, the share of Polish aged under-20 doubled from 9.9% to 21.2%.
- Similarly, high proportions of non-EU European, African and Asian nationals are among the 20-39 year age-cohorts.
- A comparatively high proportion of African nationals are in the teenage cohorts (9-19 year olds). For instance, the number of Nigerians in the age cohort 10-13 is markedly high.

1.6 Households

Census 2011 reveals that many immigrants live here now with their families. The most common household type for non-Irish nationals in 2011 was couples with children. 34% of households headed by non-Irish nationals were couples with children compared with 35% of Irish nationals. Between 2006 and 2011, there was a marked increase in the number of non-Irish households where families lived with children.

- Single person households made up 17% of households headed by non-Irish nationals compared with 25% of Irish households (due to the higher number of older Irish people who lived alone).
- 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. Many UK and US nationals lived with Irish people in 2011; but also a large number of South African, French, Filipino and Spanish resided with Irish people. In contrast, Hungarian, Polish, Slovakian, Lithuanian and Latvian residents tended to live with non-Irish people. Interestingly, the highest rate of mixed households with Irish nationals was recorded among Nigerians; in these cases the majority of Irish nationals were children of the Nigerian parents (which can be attributed to particular arrangements that were made after the change in the citizenship law in 2004).

1.7 Multiple Languages

Census 2011 indicated that 11.3% of the population speaks foreign languages at home (other than English/Irish). Almost onethird of those are Irish-born and likely to be bilingual – an asset for the country.


Figure 3.7 Numbers of people speaking languages other than English (Census 2011)
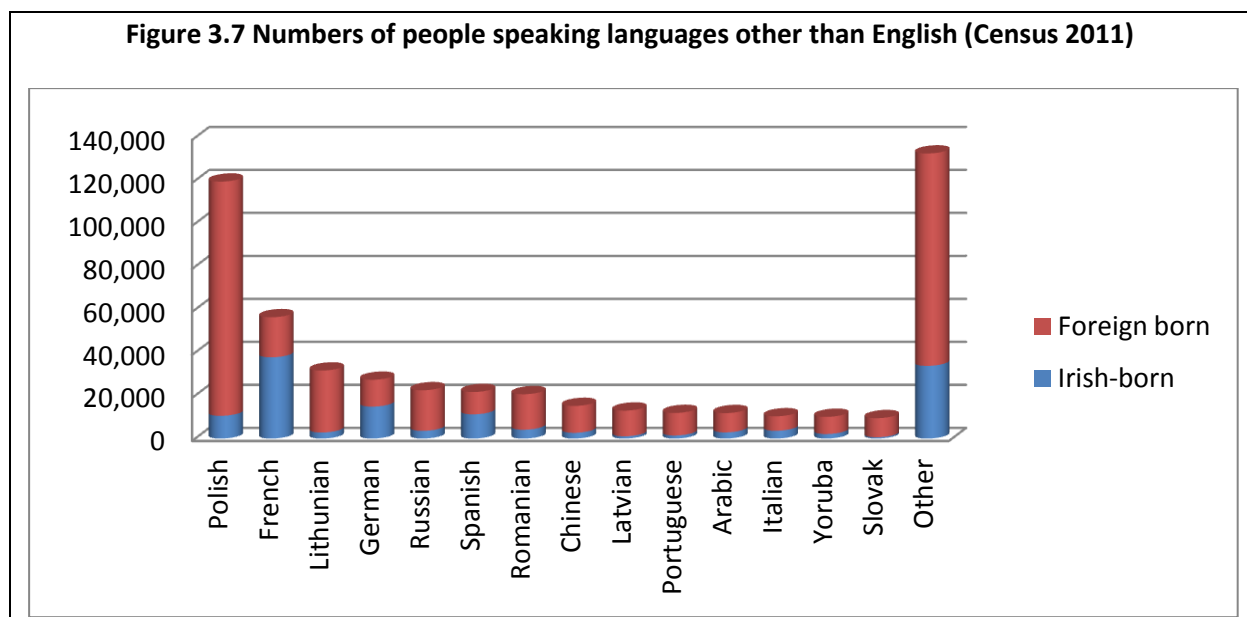
1.8 English Language

According to Census 2011, 18% of the foreign language speaking population (who spoke a language other than English or Irish at home) reported difficulty with English. More precisely, 2% 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 as well as students who are here to study English (Chinese, Brazilian, etc). Among Accession State Nationals, there were 9,000 people who reported that they spoke virtually no English.

1.9 Religious Diversity

Ireland's religious landscape has changed through the increasing number of non-Catholic groups. The Orthodox, Muslim, and Pentecostal populations, as well as those with no religion, have seen the biggest increases. Non-Irish nationals account for the majority of increases in religious groups including Catholics. While the Catholic religion remains dominant at 86%, those identifying with non-Catholic religions account for 8.3% of total population and those with no religion make up 5.8%.
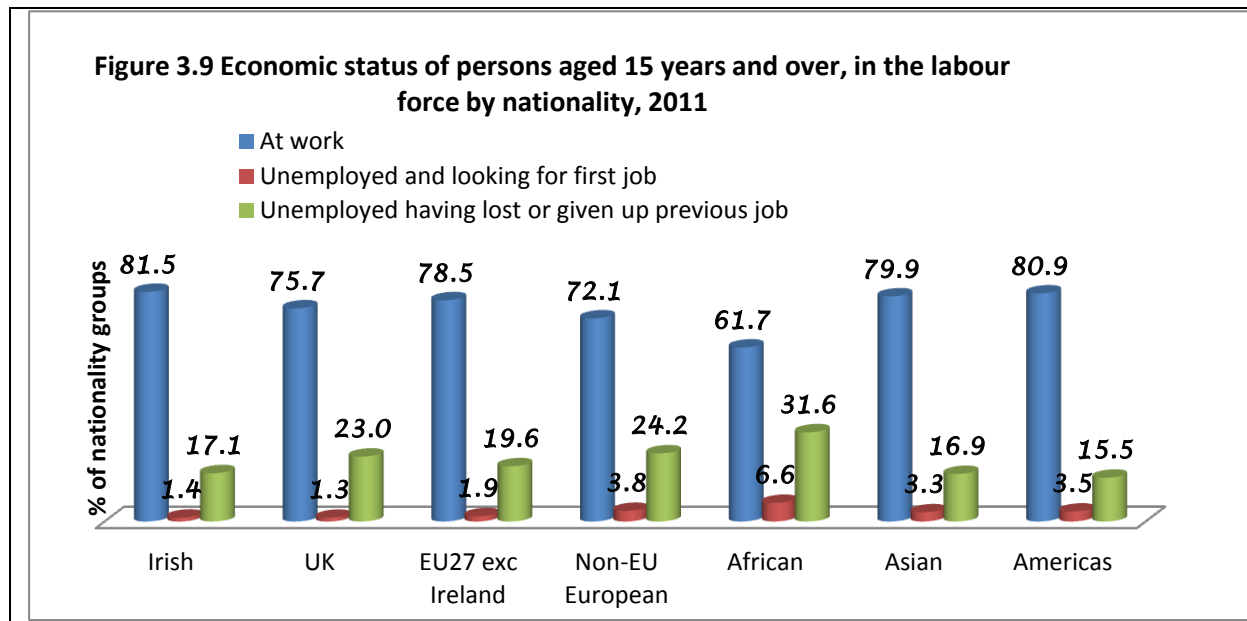
Figure 3.8 Numbers identifying with different minority religions in Ireland, 2006/2011
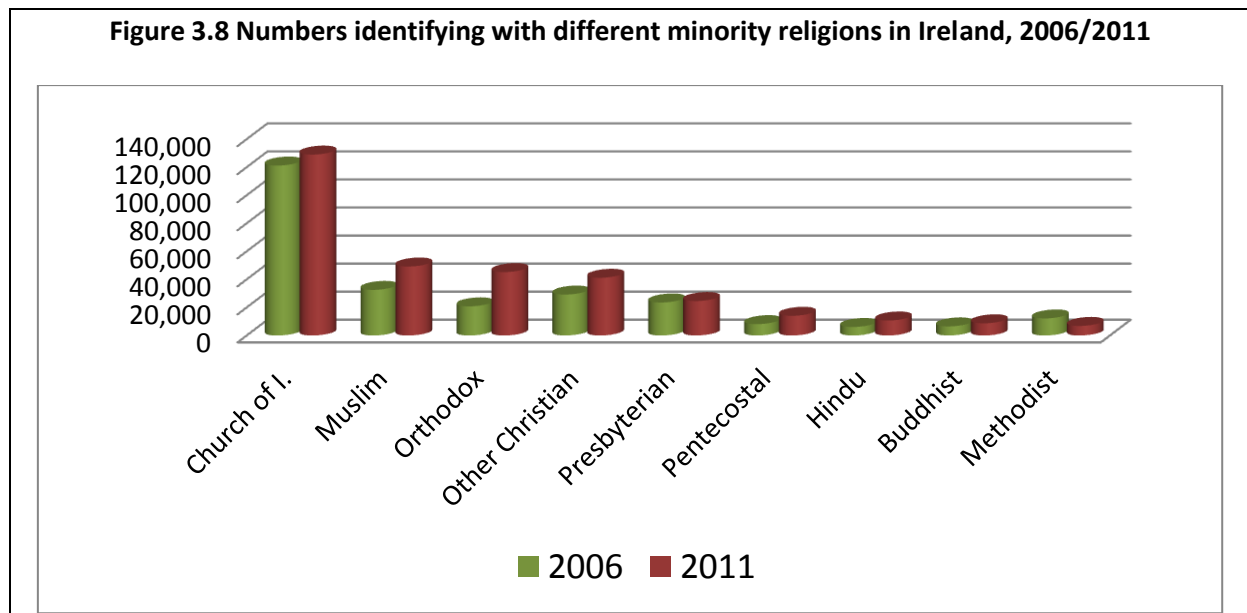
1.10 Integration Indicators: Employment and Economic Activity

Immigrants in Ireland have brought a wealth of skills, qualifications, and a strong work ethic to our shores. The Annual Integration Monitor 2011 showed that 45% of non-Irish nationals have third level qualifications compared with 32% of Irish nationals.

- Non-Irish nationals have filled labour and skills shortages: nurses, doctors, accountants, IT specialists and care workers, deli assistants, kitchen porters, cleaners and security personnel. But there is a considerable group whose qualifications are not utilized.
- Non-Irish nationals in total represented 13% of the total working age population. 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 has further 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.

- Examining the different broad nationality groups, it can be observed that unemployment rates are similar among Irish nationals and citizens of countries from the Asian and American continents. The Annual Integration Monitor using Quarterly Household National Survey data showed that Africans and Accession State Nationals suffered from higher unemployment rates while those from Old EU states were relatively shielded from recession-related unemployment.

Figure 3.9 Economic status of persons aged 15 years and over, in the labour force by nationality, 2011

- At work
- Unemployed and looking for first job
- Unemployed having lost or given up previous job

	Irish	UK	EU27 exc Ireland	Non-EU European	African	Asian	Americas
At work	81.5	75.7	78.5	72.1	61.7	79.9	80.9
Unemployed and looking for first job	1.4	1.3	1.9	3.8	6.6	3.3	3.5
Unemployed having lost or given up previous job	17.1	23.0	19.6	24.2	31.6	16.9	15.5

% of nationality groups

- A relatively large share of non-EU European and Asian people who are not active in the labour market 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 their inability to receive social welfare support. Census 2011 showed that a large proportion of Filipino and Indian men look after home and family.
- 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.

1.11 Integration Indicators: Education and Training

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

- On average 11% of secondary school pupils are non-Irish nationals but there are differences: in one-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.
- The command of English has a major impact on the performance of pupils from non-English speaking backgrounds. Where English is not spoken at home they perform worse, while those

coming from English speaking backgrounds perform just as well as their Irish counterparts. This indicates the vital importance of language support for pupils and parents alike.

1.12 Integration Indicators: Active Civic and Civil Participation

Immigrants 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, representing the first step in civic, and very often political, participation.

- Nearly half of Irish/UK nationals are members or volunteers of sport organisations, while 27% of EU nationals and 19% of non-EU nationals do so.
- Non-Irish nationals are under-represented on the electoral register: in Dublin only about 5% of registered voters are non-Irish. Previous voter registration drives led to increases but many non-Irish nationals are still not registered to vote.
- Four immigrants were elected in the June 2009 local elections (0.2% of all local council members). Overall only 37 immigrant candidates actually ran for election in 2009. While political parties made some effort in recruiting immigrants, their efforts were confined to the run-up to the last local election and mainly targeted the Polish community.
- It also seems that many politicians did not realize that around 25,000 non-Irish nationals received Irish citizenship between 2005 and 2011, which granted them the right to vote in general elections if registered.

1.13 Integration Indicators: Social Inclusion

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

- In general immigrants cannot access social welfare payments unless they show a connection to Ireland – e.g. record of employment (except refugees). Worryingly, in a large number of cases people who 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. This delay causes its own difficulties in terms of deprivation.
- According to the Annual Integration Monitor (2011) 79% of Irish nationals own their houses, compared to just 27% of Non-Irish nationals (albeit an increase since 2006).
- Non-Irish nationals are more likely to report good health than Irish nationals, perhaps due to a younger age profile. Studies show that access to health services can be difficult for some groups due to cost, the existence of rare or unfamiliar health conditions and language difficulties.
- Overall, 43% of Irish nationals reported playing sport, compared to 37% of EU nationals and 28% of non-EU nationals. Significant efforts are being made by bodies like the FAI and GAA, but there is still room for improvement in terms of sport participation among non-Irish nationals.

2.   National Profile of Traveller Ethnic Minority Population

2.1   Size of Population and Age Profile

According to Census 2011 the Traveller population was 29,573, making up approximately 0.7% of the total population of Ireland. This is a slight increase on Census 2006 figures which were at 0.5%. However, the Annual Count of Traveller Families 2010 (ACTF) indicated a slightly higher Traveller Community population of just over 36,000.

The Traveller community is made up of a very young population compared with national averages. CSO figures (2006) pointed to a higher birth rate and a lower rate of life expectancy among Travellers. It was found that 63% were under the age of 25 years (compared with 35% nationally); 42% were under 15 years (compared with 21% nationally) and 3% were 65 years or older (compared to 13% nationally).

Figure 3.10 Population pyramids of Traveller and overall populations
(Source: Pavee Point and Census 2006)
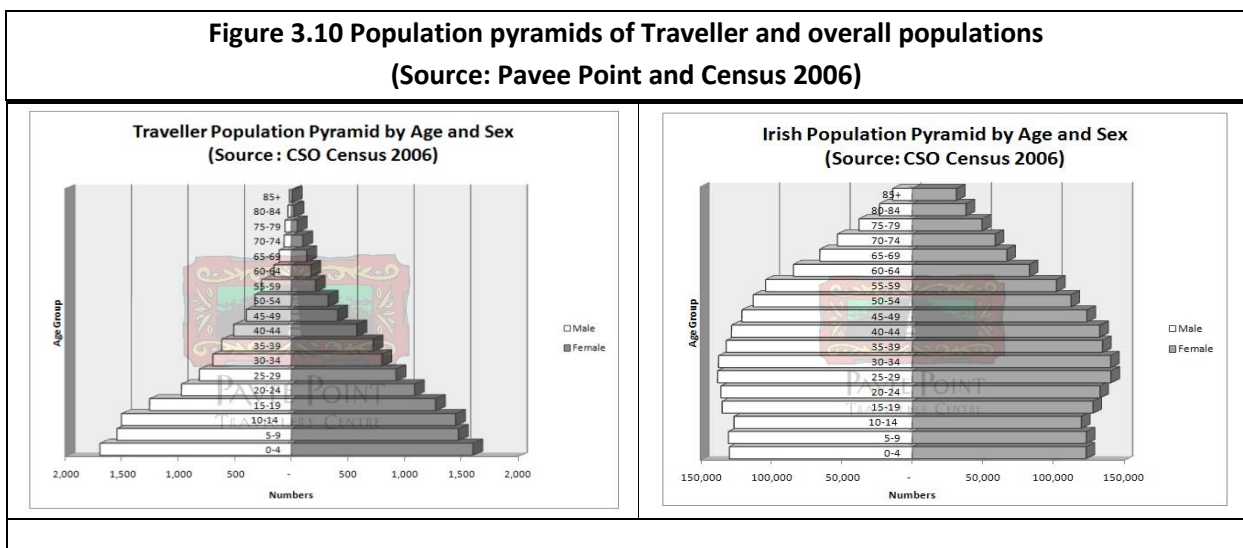
2.2   Integration Indicators: Employment and Economic Activity

In 2011, 57.3% of Irish Travellers over the age of 15 were in the labour force in Ireland. Of these, only 15.6% are working, compared with 80.8% of the total population, as indicated in Figure 3.11.

Figure 3.11 Economic status of persons aged 15 years and over in labour force,White Irish and White Irish Travellers in Ireland by %, 2011

- In 2011, 42.7% of Travellers 15 years and over were not part of the labour force, compared with 29.3% of the entire population. Of these, Travellers were nearly twice as likely to be at home looking after the family (42.1% compared to 24.9%), and twice as likely to be unable to work due to serious sickness or disability (22.3% compared to 11.6%).
- There were also less Travellers, as a percentage of those outside the labour force, that are students or pupils compared to the rest of the population of Ireland.
- In addition, while 33.2% of the entire population not in the labour force were retired, only 6.2% of Travellers not in the labour force identified as being retired.

2.3   Integration Indicators: Education and Training

In Ireland in 2011, 16.3% of Travellers, whose full-time education had ceased, had no formal education, compared with 1.4% of the rest of the population who stated their ethnicity.

- 47.3% of Travellers whose full time education has ceased, finished at primary level, while 20.1% finished at lower secondary and 5.4% finished at upper secondary.
- Only 44 Travellers, whose full time education has ceased, had qualified with an Honours Degree or higher. This represents just 0.4% of Travellers whose full time education has ceased, compared with 17% of the rest of the population whose education has ceased.
- However, the 'All Ireland Traveller Health Study' (2010), found that, in studies among 14 year old Traveller children, attendance in education was high, at 89%. Among these, 54.6% of Traveller girls and 46.2% of Traveller boys reported that they were getting on well at school.

2.4   Integration Indicators: Active Civic and Civil Participation

There are currently no elected representatives at national level with a Traveller background.

2.5   Integration Indicators: Social Inclusion

<u>Discrimination</u>:

In the past year, 26.1% of respondents worried about being unfairly treated as a Traveller most of the time, while 26.9% worried about unfair treatment sometimes.

- According to the All Ireland Traveller Health Study, appreciable numbers of respondents cited frequent episodes of discrimination in all settings. The worst ranked settings related to being served in a shop or pub, with for instance 35.1% indicating this occurred at least 4 or more times. Situations most frequently cited as never occasioning such discrimination were on a sports team (64.9%), obtaining insurance or a loan (60.7%) or in accessing health services (60.4%).
- However, 6% of Traveller families, when surveyed, felt that, in the last year, there had been episodes when a family child has needed treatment or care, yet did not receive it. This was due to many complex factors such as cost, lack of trust or information or unavailability of services.

Health:

In 2010, a majority of Traveller adults indicated their health was either excellent (22.6%) or very good (27.8%), with only 5.7% indicating their health was very poor. However, Traveller life expectancy remains at rates last experienced by the general population in 1941 (AITHS 2010). Male Travellers' life expectancy stands at 62 years (compared with 77 years nationally) and females at 70 years (compared with 82 years nationally). Alarmingly, from 1987 to 2008 the gap in life expectancy between Traveller men and settled men in particular has increased from 10 to 15 years.

- Compared to the general Irish population a male Traveller is 7.5 times more likely to die from diseases of the lungs or chest whereas a female Traveller is 5 times more likely to die from heart disease or stroke.
- Added to this, 40% of adult Travellers have indicated poor mental health, with statistics showing suicidal likelihood within Traveller communities can be up to 6.5 times higher.
- 9.7% of Traveller families in Ireland in 2010 have a child with an on-going chronic physical or mental health problem, illness or disability.
- An appreciable minority of respondents (17.8%) indicated their daily activity or work was limited by long-term illness; this was more so in men (19.9%) than women (16.2%).

Accommodation:

Only 18.2% of Traveller families lived in caravans, mobile homes or trailers in 2010. 73.3% lived in houses, while 7.3% lived in other permanent structures such as flats, apartments or chalets.

Figure 3.12 National Accommodation Profile of Traveller Families, 2010
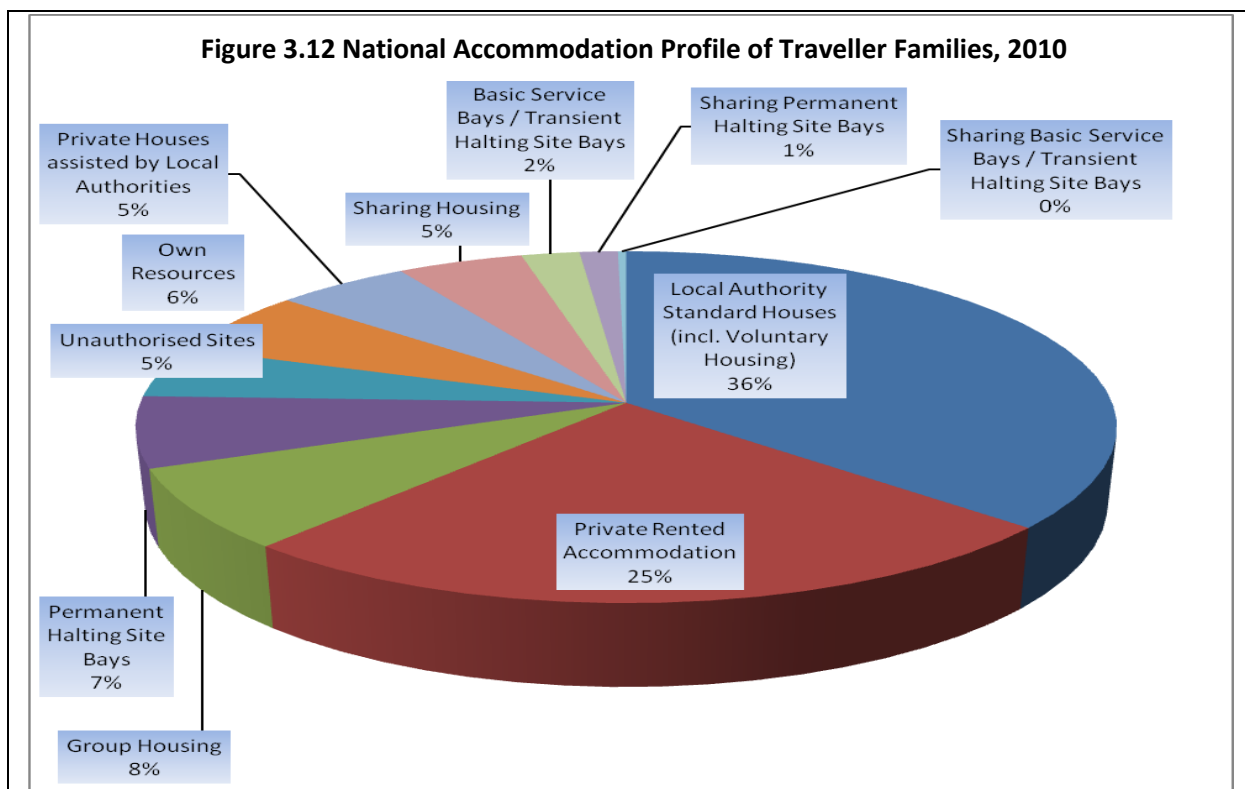
3.   Kilkenny Profile of Ethnic Minority Population[12]

3.1 Size of the Ethnic Minority Population in County Kilkenny

It is interesting to take a note of the differences between the different groups. Foreign-born population is the biggest as it includes not only non-Irish nationals but also some Irish nationals who got Irish citizenship through birth to Irish parents or the citizenship application process. The small but growing group of people who became Irish nationals but report membership of ethnic minority communities explains the difference between the share of non-Irish nationals and the share of ethnic groups with roots in other countries. Key statistics can be summarized as follows:

- 8.9% were non-Irish nationals
- 12.6% were foreign-born (6.9% were born outside UK and Ireland)
- 9.4% belong to ethnic groups with roots in other countries; while a further 0.5% belong to the Irish Traveller Community

Table 3.1 Size of ethnic minority population in Kilkenny by different definitions, 2011[13]				
Nationality	Birthplace		Ethnicity	
Non-Irish nationals	Born outside Ireland	Born outside Ireland & UK	Ethnic groups with roots in other countries	Ethnic Traveller Community
8.9%	12.6%	6.9%	9.4%	0.5%
8,367	11,929	6,581	8,829	483

3.2 Size of the Ethnic Minority Traveller Population in Kilkenny

Table 3.2 Size of Traveller Community population around County Kilkenny (according to census)		
Electoral Areas	**Census 2006**	**Census 2011**
Kilkenny City (urban areas & rural environs)	156	263
Piltown	111	136
Ballyraggett	31	39
Thomastown	45	35
Callan (urban areas & rural environs)	18	10
Totals	**361**	**483**

---

[12] Very little up-to-date statistical information is available on the Traveller Community in County Kilkenny. However, during 2013 Kilkenny County Council will support KTCM to undertake an in-depth Kilkenny Traveller Community population profile as well as an assessment of need. The intention is to link this profile with the HSE health assessment of need and Kilkenny County Council's housing needs assessment and local *Traveller Accommodation Plan*.

[13] According to Census 2011, the total population of Kilkenny is 94,584. However, there may be a slight variation if the percentages stated in this table are applied to that total due to the fact that a small number of people did not state their birthplace or ethnicity on the census form; therefore actual numbers of those who did give this information are also given above in Table 3.1.

- There are 483 members of the Traveller Community in County Kilkenny (i.e. 0.5% 0f the population of Kilkenny) according to Census 2011
- However, there are 177 families according to the Annual Count of Traveller Families for Kilkenny 2012, which suggests a slightly higher number than the census figures indicate.
- The Traveller Community's share in Kilkenny City's population, at 1.1% is almost twice as much as their share in the county's overall population.

3.3 Composition of the Ethnic Minority Immigrant Population in Kilkenny

The immigrant population is significant in Kilkenny even though it is lower than the national average. The final figures vary, depending on how immigrants are defined, whether it is by nationality, birthplace, or large ethnic/cultural groups. However, even with the definition of nationality, which is probably the narrowest, 8.9% of the population of the county hold nationality other than Irish. Again, as was the case nationally, accordingly to Census 2011 the immigrant population in Kilkenny increased further since 2006 according to all three definitions used.
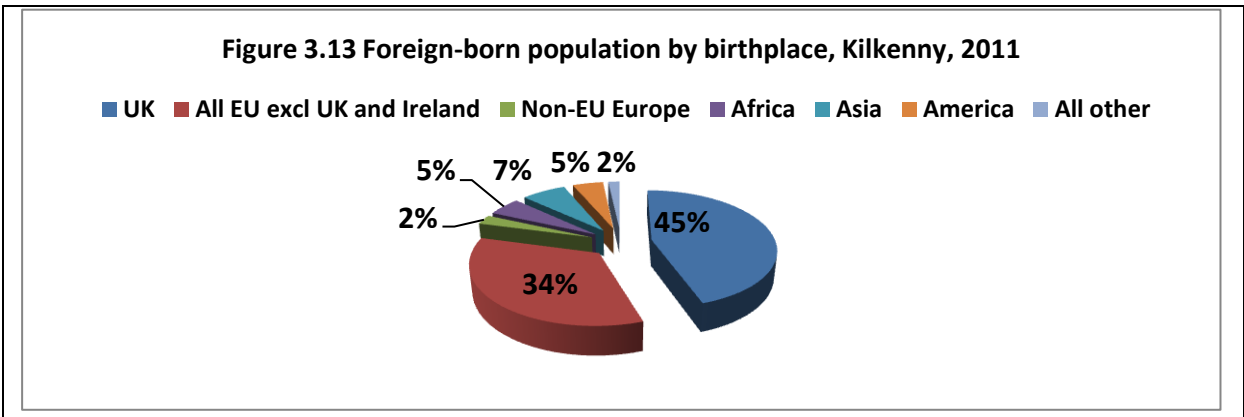
3.3.1   Nationality

Nationality is defined by the type of citizenship people hold. In terms of nationality, 8.9% of people in Kilkenny reported nationality other than Irish; that is 8,367 people. This compares to 12.1% in the whole country. Three of ten non-Irish nationals were UK citizens (28.9%), with a further five being from other EU states (50.5%) and two being non-EU citizens (20.7%). The biggest nationality group in the county is UK nationals followed by Polish citizens.

Census 2011 figures show that there are more EU nationals than EU born people living in Kilkenny, suggesting that some EU nationals were born *in* Ireland but did not get Irish citizenship. In contrast, a significant minority of Irish nationals were not born in Ireland but in the UK and non-EU countries.

3.3.2   Birthplace

As can be seen in Figure 3.13 below a different picture emerges when based on birthplace alone.

Figure 3.13 Foreign-born population by birthplace, Kilkenny, 2011

■ UK ■ All EU excl UK and Ireland ■ Non-EU Europe ■ Africa ■ Asia ■ America ■ All other

5% 7% 5% 2%
2%
45%
34%

Among County Kilkenny residents, 11,929 people were born outside Ireland, representing 12.6% of the population (lower than the nationwide average, 17%). The total number of foreign-born people increased by 2,288 since 2006; and almost all of those arrived from countries outside the UK. Over the time period 2006 to 2011, the population group that was born in Poland was the fastest growing foreign-born group in Kilkenny; growing from 1.2% of the county's total population to 2.15%.

Table 3.2 Top countries of birth outside Ireland, 2011					
County Kilkenny			**Ireland**		
Country of Birth	**Population**	**% of Immigrant Population**	**Country of Birth**	**Population**	**% of Immigrant Population**
England and Wales	4,689	39.3	England and Wales	212,286	27.7
Poland	2,033	17.0	Poland	115,193	15.0
Northern Ireland	462	3.9	Northern Ireland	58,470	7.6
Lithuania	396	3.3	Lithuania	34,847	4.5
United States	375	3.1	United States	27,726	3.6
Latvia	275	2.3	Latvia	19,989	2.6
Romania	238	2.0	Nigeria	19,780	2.6
Scotland	197	1.7	Romania	17,995	2.3
India	181	1.5	Scotland	17,871	2.3
Nigeria	162	1.4	India	17,856	2.3

3.3.3   Ethnicity and Ethnic groups with Roots in Other Countries

Ethnic groups with roots in other countries accounted for 9.4% of those people who reported their ethnicity in Kilkenny (notwithstanding the problematic and limited manner in which ethnicity is labelled on census forms). A further 0.5% reported membership of the Irish Traveller Community, but the Traveller population makes up approximately 1.1% of the population of Kilkenny City.

Excluding the majority White Irish group, Census figures show that the broad group of White non-Irish is higher than nationwide while the share of Black/Black Irish is lower, as is that of Asians/Asian Irish. This is similar to the finding on birthplaces since the proportion of those born in Africa and Asia was also found to be lower than nationwide.

It is notable, that while the share of people born in Asian countries was 7% and born in African countries 5%, among all foreign-born the share of the broad ethnic groups of Asian and Black are 9.5% and 7.2% respectively, indicating a significant portion of Irish-born who identify with ethnic minority groups.

Figure 3.14 Composition of ethnic minority population, Co. Kilkenny & Ireland, 2011
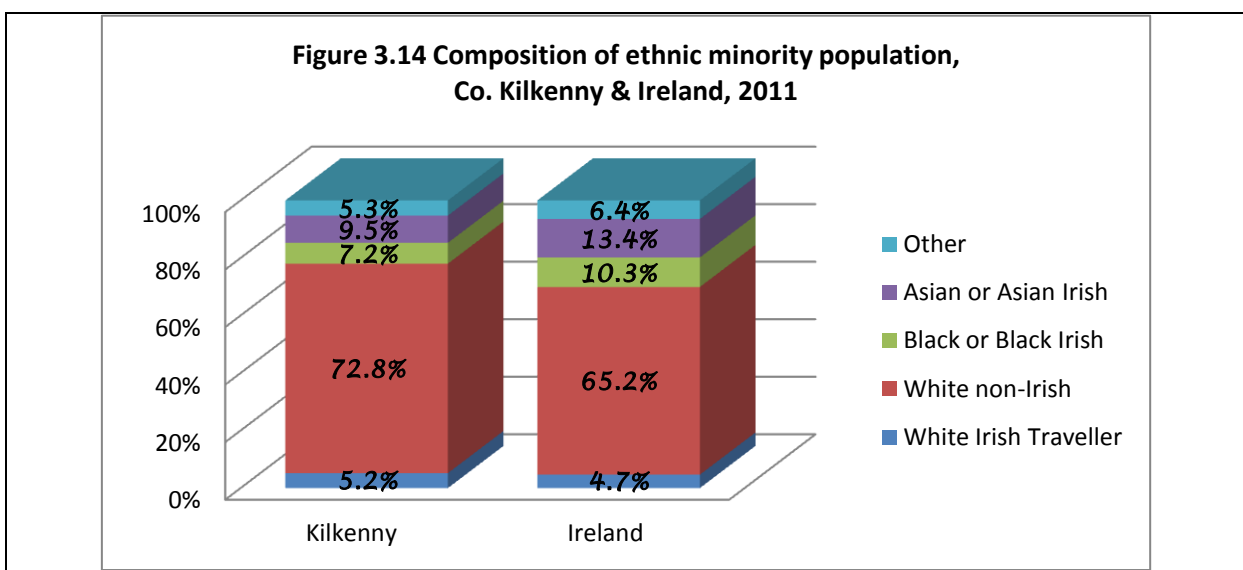
3.4   Distribution of Immigrant Population

According to census figures from both 2006 and 2011, people born in foreign countries appear to cluster into more urban areas, namely the areas in and around Kilkenny City, Callan, Castlecomber, Urlingford, Thomastown and in the southern corners of County Kilkenny adjacent to Waterford City (Kilculliheen) and New Ross (Rosbercon).

- Kilkenny City and Kilculliheen are the two areas with the greatest densities of people born outside of Ireland; Kilkenny Urban no. 1 and Kilculliheen electoral districts have approximately 22% of their total populations who are foreign-born.
- The population group that was born in Poland makes up 5.23% of the Kilkenny Urban No.1, and 4.89% of the Kilkenny Urban No.2, electoral districts, as well as 7.12% of the Rosbercon Rural district, near New Ross, and 7.4% of the Kilculliheen district, near Waterford City.

3.5   Multiple Languages: 8% spoke foreign language at home

There were 7,544 people who spoke foreign languages at home (not English or Irish). They made up 8% of the population, which is lower than nationwide where 11% of the population spoke a language other than English or Irish at home. Around one in six foreign language speakers in Kilkenny (i.e. 1,455 people) reported that they do not speak English well or not at all. At 16.7%, this is a little lower than the nationwide average of 18% of foreign language speakers. Overall, those having difficulty with English made up 1.3% of the total population of Kilkenny in 2011.

3.6   Religious Diversity

Looking at the broad group of non-Catholics, other religions made up 6.4% of the population of Kilkenny while those with no religion accounted for a further 4.1%. Nationwide the share of non-Catholic religions and those with no religion was higher (8.3% and 5.8%, respectively).

**3.7   Integration Indicators: Employment and Economic Activity**

15.4% of the total number of unemployed people in Kilkenny County are non-Irish. Of those non-Irish jobseekers, 27% are from the UK, 26% are from Poland and 21% are from other EU countries.

3.8   Integration Indicators: Education and Training

On average, non-Irish pupils accounted for 8.5% of the total secondary school population in Kilkenny (City and County together). This is almost identical with the share of all non-Irish nationals in Kilkenny, which suggests that the share of families among immigrant communities mirrors that of the wider population in Kilkenny.

Figure 3.15a Share of non-Irish pupils in secondary schools of Kilkenny, 2011
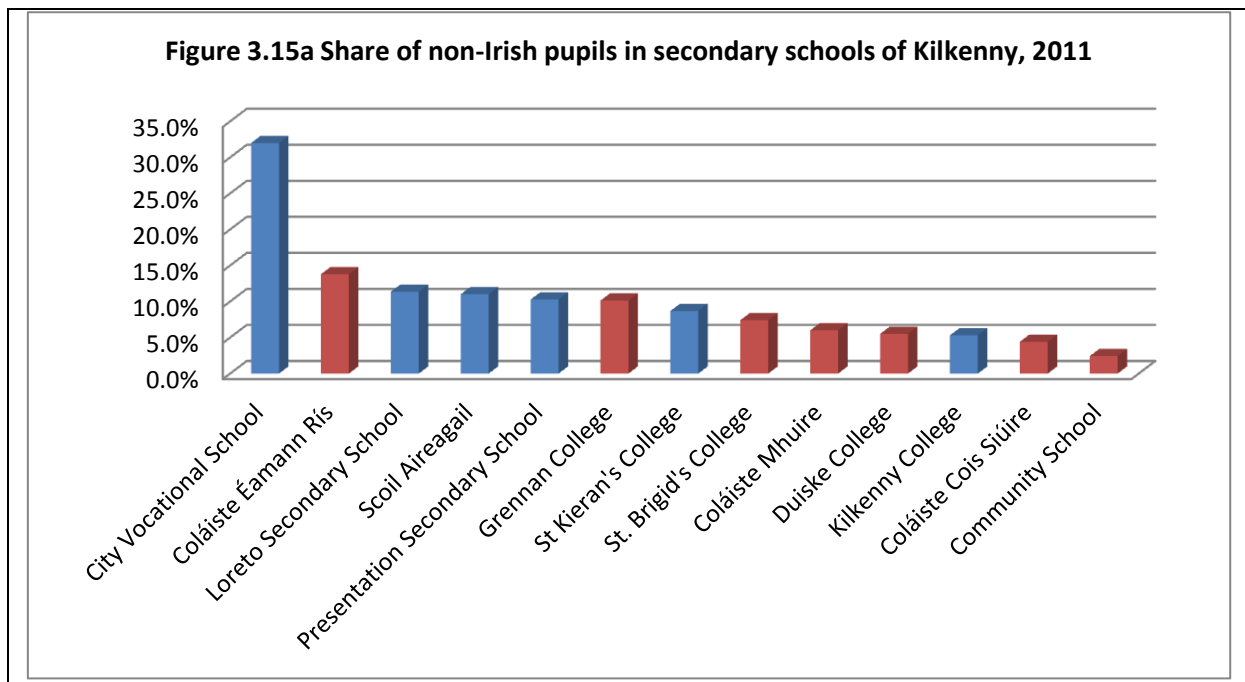
- Figure 3.15a above shows that schools in the city (which are blue in the graph) have a higher proportion of non-Irish students than those in other areas of the county (which are red).
- Similarly, when examined in terms of actual numbers of students in Figure 3.15b, schools in Kilkenny City tend to have higher numbers of non-Irish students (and those students are not only concentrated in small schools).

Figure 3.15b Total number of non-Irish people in secondary schools, Kilkenny, 2011
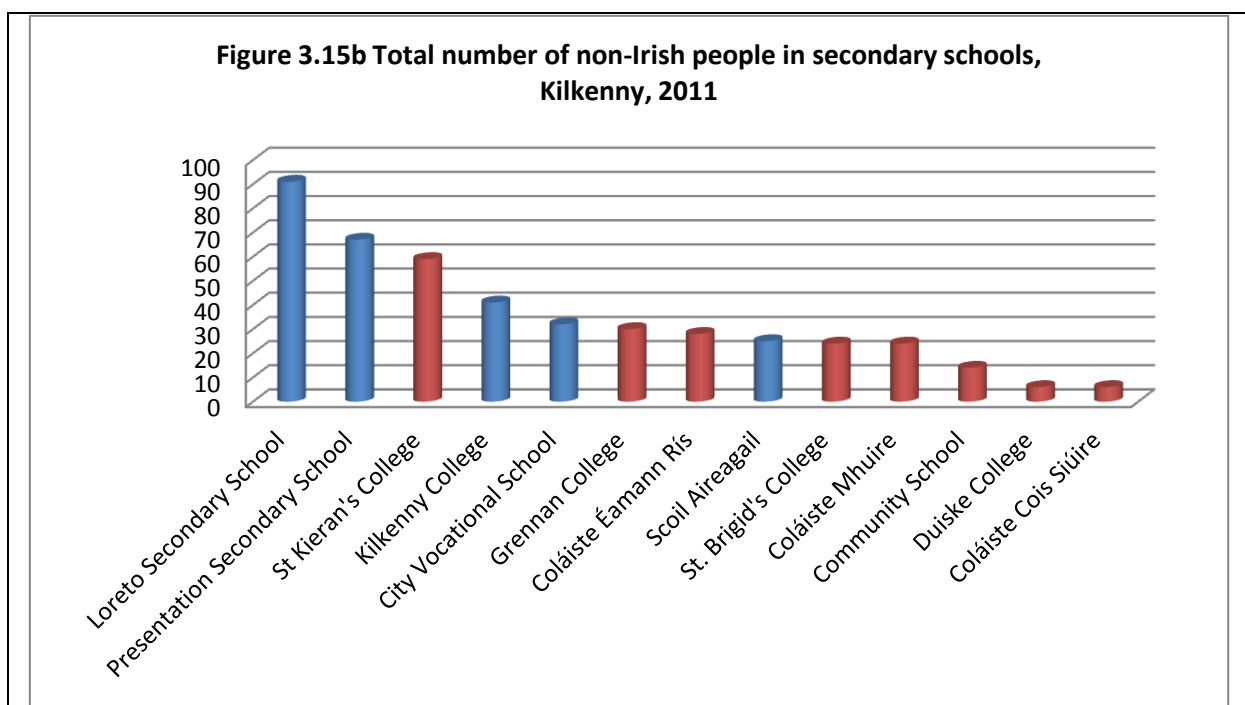
3.9 Integration Indicators: Active Civic and Civil Participation

In the 2009 local elections there was one candidate representing the immigrant community in County Kilkenny, Anna Michalska. Ms Michalska came 16 out of 21 candidates in Kilkenny City and

thus did not succeed in taking one of the 12 seats, but such participation at local level is a positive sign of increasing civic and civil participation among immigrant communities across the county.

3.10 Integration Indicators: Social Inclusion (Housing)

Non-Irish EU citizens make up 23.2% of those on the housing list of County Council of Kilkenny, while non-EU nationals accounted for a further 4.8%. It can be assumed that the strong representation of the non-Irish population on the housing list reflects their lower income and higher risk of poverty.

Table 3.4 Applicants on the housing list in County Kilkenny, 2011		
Irish Citizens	EU Citizens	Non-EU Citizens
72.0%	23.2%	4.8%

Chapter 4: Planning Methodology

1. Overview and Preparation

1.1 Adoption of a PLA-based Approach

This integration planning process in Kilkenny was taken as an opportunity to motivate all those interested in integration to not only participate in developing an integration strategy but also to assist with its implementation thereafter. With this in mind, Kilkenny Integration Forum opted to use a generative methodology known as "Participatory Learning and Action" or PLA. PLA is a participatory research and planning methodology that was developed in the 1990's to enhance the involvement of local communities in decision-making processes that impact on their everyday lives. One of the pioneers in developing PLA and similar tools, Robert Chambers, describes it as follows:

> "…an adaptive learning and action strategy that enables people to learn, work and act together in a cooperative and democratic manner to share, enhance and analyse their knowledge and to plan together for positive action" (Chambers 1994)[14]

As a qualitative process, PLA seeks to ensure that multiple perspectives are incorporated in quite a free-flowing but structured way. PLA approaches seek to motivate participants into action while simultaneously drawing on their local knowledge. In addition, the interactive nature of PLA tools maximises stakeholder involvement and accommodates cross-cultural communication, regardless of language and literacy abilities, or levels of experience with multi-stakeholder planning processes. The application of a PLA-based approach to the integration planning process in Kilkenny was modelled on similar integration planning processes in Wicklow and Waterford City[15], both of which included the involvement of The Integration Centre[16] who guided this overall process in Kilkenny.

1.2 Preparatory Meetings and Process Design

In 2011 nine members of Kilkenny Integration Forum attended an intensive four-day training workshop on the use of PLA in the development of long-term integration strategies at local level. The Centre for Participatory Strategies (CPS Galway) provided this training and shared their own experiences in 2009 of guiding a similar integration planning process in Wicklow where a PLA-based approach was applied. In January 2012 an Integration Planning Team was formed from among 12 members of Kilkenny Integration Forum (as outlined in Appendix 1) to facilitate the overall integration planning process on behalf of Kilkenny CDB. This team held a number of preparatory meetings during January and February to refresh their knowledge of PLA tools and design a suitable PLA-based process (including the design of questions to be used). A detailed set of guidelines[17] was also developed and agreed upon to ensure consistency in terms of how all the PLA-based sessions were facilitated, regardless of which members of the overall team would be facilitating.

---

[14] Taken from "Recipe for Harmony – An Anti-Racism and Diversity Strategy for Co Wicklow 2009-2011".

[15] Outlines of the integration planning process in County Wicklow and Waterford City can be found in their respective integration strategies on www.wicklowards.ie and www.waterfordcdb..ie

[16] Invaluable support in how best to apply PLA to integration planning processes has been provided to The Integration Centre by the Centre for Participatory Strategies Galway and their PLA Training Manual (2011).

[17] These guidelines were modelled on a template designed for Wicklow in 2009 by CPS Galway.

1.3   Formation of Teams and Selection of Participants

In order to distribute the work, the overall planning team sub-divided into three facilitation teams, each of which developed their own set of PLA topic banners and resources. Each team was assigned the facilitation of specific sessions during both phases of the overall planning process, but all sessions were conducted in the same way as per the agreed set of guidelines.

It was decided that planning sessions would be open to everyone, regardless of whether they identified with an ethnic minority community or the majority ethnic Irish population, and whether or not they represented an organisation or service provider. Thus, participation in this planning process was on the basis of self-selection, which also aligned with the hope that participants would remain interested in helping to implement the actions later on. However, in order to ensure a balanced range of perspectives were included in terms of gender and age, some PLA-based sessions were held with particular focal groups. In addition, a number of one-to-one discussions were held with local organisations and service providers who were unable to attend the PLA-based sessions, but whose remit related to the issues that had arisen during the group-based sessions.

2.   Integration Planning Process: Phase 1

2.1   Overview of Phase 1

Overall, 129 people participated in Phase 1 of this planning process through the following:

- 8 PLA-based planning sessions with members of various communities
- 3 PLA-based planning sessions with service providers
- 16 one-to-one semi-structured interviews (by phone) with service providers

2.2   Selection of Venues and Participants

Above left: Integration Planning Team members applying selection criteria to a list of 15 possible venues in preparation for Phase 1 planning sessions at a limited number of locations during March, April and May 2012.

Above right: Map of County Kilkenny

It was decided that Phase 1 of the planning process would be as broad as possible in terms of the number of sessions and variety of locations. However, in order to limit this to a realistic number of sessions, the following criteria informed the selection of venues:

- Presence of a high number of ethnic minority people
- Presence of a particular target group
- Existence of local community structure
- Presence of ethnic minority associations
- Existence of ethnic minority project or support service

Table 4.1 below outlines the dates, venues, perspectives and participant numbers involved in Phase 1 of this process. In addition to those listed, four other sessions were planned in Urlingford, Callan, Castlecomber and Newpark Close (Kilkenny) but these did not go ahead.

Table 4.1: List of dates, venues and participant numbers during Phase 1			
Date	**Venue/ Location**	**Perspectives**	**Participant No.**
20th March 2012	John's Green House, Kilkenny	Immigrant & Irish communities	7 (+3)
27th March 2012	Ossory Youth, Kilkenny	Youth	26
28th March 2012	Fr McGrath FRC, Kilkenny	Immigrant women	15
4th April 2012	O'Loughlin Court Community Centre, Kilkenny	Traveller women	14
16th April 2012	Parish Centre, Ferrybank	Immigrant & Irish communities	6
18th April 2012	Clubhouse Hotel, Kilkenny	Immigrant communities	16
26th April 2012	Community Centre, Thomastown	Immigrant & Irish communities	3
14th May 2012	Heritage Council, Kilkenny	Service providers	5 (+1)
21st May 2012	Seville Lodge, Kilkenny	SIM/ Service providers	6
24th May 2012	St Catherine's Community Centre, Kilkenny	Traveller men	3
29th May 2012	Ormonde Hotel, Kilkenny	Service providers	12
Between June and August 2012	One-to-one semi-structured interviews (by phone)	Service providers	16
			129

2.3 PLA-based Planning Sessions (March – May 2012)

Overview, Registration and Ground Rules

Participants were made feel welcome and assured that individual input would be treated confidentially. Participants were also invited to indicate whether or not they wished to be included in photos and/or become involved in future actions to arise from this integration planning process. All details were recorded on "Registration and Consent Forms", templates of which are included in Appendices 2 & 3. In order to promote fluid but inclusive discussion, a set of ground-rules was also
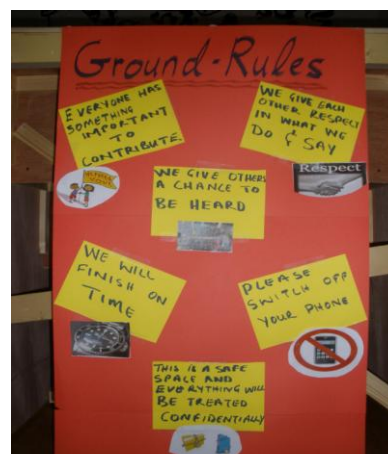
outlined at the start of planning sessions, and participants could add their own suggestions.

During Phase 1 of this planning process, 11 PLA-based planning sessions took place, each for the duration of three hours. Two series of planning sessions were held: the first series with members of various communities around Kilkenny; and the second with local service providers. An identical process was used across both series of sessions, except that the topic questions for service providers were slightly re-worded as will be seen below.

Part 1: Mapping Existing Positives

> ***Q.1 In what ways do you and your family feel included and a part of Kilkenny?***
>
> ***...or***
>
> ***Q.1 In what ways does your organisation help members of minority communities feel included in Kilkenny?***

Question 1, as outlined above, focused on positive integration-related experiences. Participants produced charts using a combination of words, photos and/or symbols that mapped out their most significant positive experiences.

Above left: Participants working with photos to map their positive experiences of integration in Kilkenny.

Above right: Summary charts of positive experiences of integration from some Phase 1 planning sessions.

Part 2: Outlining and Categorising Challenges

> ***Q.2a In what ways do you and your family feel excluded and not a part of the community where you live in Kilkenny?***
>
> ***...or***
>
> ***Q.2a What issues and challenges does your organisation face when engaging members of minority communities?***

Next, participants examined principal challenges to integration in Kilkenny, based on their own experiences. Working in subgroups of three or four, participants brainstormed to generate as many

issues as possible in response to question 2. Then, each subgroup sorted, categorised and summarised the information derived from their respective brainstorming processes.

Above left: Participants categorising and labelling principal challenges to integration in Kilkenny.
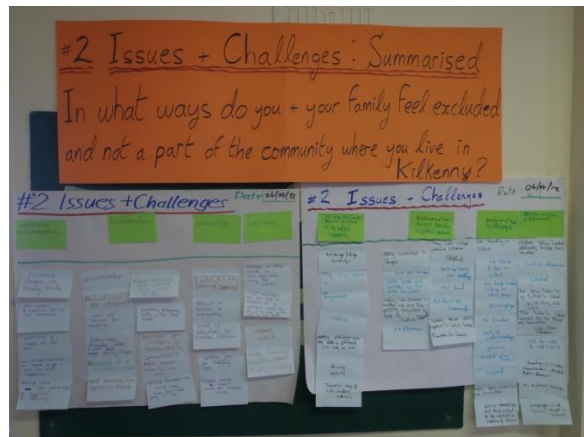
Above right: Charts depicting challenges to integration as noted by participants during 1 of 11 Phase 1 sessions.

Part 3: Rating the Significance of Challenges Listed

Participants then reviewed each subgroup's categorised lists of challenges. Overlaps between the various issues named by respective subgroups were identified and in some cases a number of categories were merged. This facilitated discussion continued until the overall group was satisfied with the condensed list of what they viewed as the principal challenges to integration in Kilkenny.

> *Q.2b Rate these issues according to their importance to you and your family.*
>
> *...or*
>
> *Q.2a Rate these issues according to their importance to your work practice within your organisation.*

Above left: Participants rating their own condensed list of challenges to integration through a voting process during Phase 1.

Above right: Record of how challenges were prioritised according to vote count

Participants were asked to rate the key issues identified at their overall planning session according to what they felt were most significant for themselves. Rating was based on individual opinions and was done by a simple voting process. The issues that received the most votes would then go on to be the first issues addressed in part 4 of each respective session.

Part 4: Suggesting Possible Actions

> ***Q3. What actions could be taken over the next 5 years to address these issues and help everyone feel a part of Kilkenny?***
>
> ***...or***
>
> ***Q3. What practical actions and/or policy changes could be taken over the next 5 years to address these issues and help everyone feel a part of Kilkenny?***

The final part of each planning session focussed on question 3 above, with reference to the condensed summary of issues identified by participants themselves during part 2. The objective of this section was to propose as many actions as possible, while encouraging participants to think about possible actions from the following three perspectives:

(1) What they themselves could do;
(2) What actions they could do in collaboration with others; and
(3) What could be done exclusively by other stakeholders.

Above left: Participants from a subgroup at a Phase 1 planning sessions proposing actions in relation to key challenges to integration as identified by themselves.

Above right: Charts from Phase 1 session, with proposed actions to be done by participants themselves (green), by others (pink) or as collaborative efforts (yellow).

2.4 Semi-structured Interviews (June – August 2012)

In recognition of the fact that many service providers would be unable to attend three-hour planning meetings during Phase 1 of the planning process, brief one-to-one semi-structured interviews were conducted. These took place with local organisations whose remit related to the issues that had been highlighted during the 11 PLA-based planning meetings. Overall, 16 semi-structured interviews took place over the phone, with a set of guide questions being sent to each participant in advance (as outlined in Appendix 4). These one-to-ones covered the following areas:

- Level of contact your service has with members of minority ethnic communities
- Main reasons/ purpose for contact
- Agency's understanding/ definition of integration
- Ways your agency seeks to advance integration
- Key issues and challenges you face when engaging with minority ethnic clients

3.   Preliminary Analysis of Findings

3.1   Analysis of Positives and Challenges Identified

The overall Integration Planning Team met on two occasions in July and September to review and analyse the findings to emerge from Phase 1 of the planning process. The lists of key positives and key challenges to emerge from the 11 PLA-based sessions during Phase 1 were collated and subsequently merged with key findings from the 16 semi-structured interviews to produce an overall summary of findings. Results of the rating exercises were also reviewed and compared to get a sense of which issues were most significant for those who participated in the planning process.

Above left: Integration Planning Team members reviewing existing positives outlined at 11 Phase 1 planning sessions.

Above right: Sub-division of all action-charts from 11 Phase 1 sessions according to core integration challenges.

3.2   Selection of Framework

The Integration Planning Team also discussed a number of possible integration-related frameworks identified during the review of relevant policies. It was decided that the overall findings would be presented back to participants during Phase 2 within the parameters of the EU integration-related monitoring framework to emerge from the Stockholm Programme (2009), and as referenced during the EU Ministerial Conference on Integration in 2010 (and as outlined earlier in Chapter 2).

3.3   Collation of Proposed Actions

In addition, a myriad of proposed actions to emerge from the 11 planning sessions were reviewed and collated in line with issues to which they related. Overall this amounted to a list of 60 possible

actions, which were collated across a number of themes. The Integration Planning Team reviewed actions within each list and categorised some as priorities to discuss further during Phase 2. Nevertheless, all suggestions to emerge during Phase 1 were presented back to participants during Phase 2, for them to ultimately decide which ones to develop further and/or carry forward.

4.   Integration Planning Process: Phase 2

4.1 Overview of Phase 2

Overall, 61 people participated in Phase 2 of this planning process through the following:

- 3 PLA-based planning sessions with members of various communities and local service providers (both community sector and statutory organisations)
- 21 one-to-one discussions by phone with service providers to confirm lead organisations for each of the proposed actions

4.2 Selection of Venues and Participants

As outlined below in Table 4.2, Phase 2 of the integration planning process was limited to three PLA-based sessions, all of which took place in Kilkenny City. Those who had participated during Phase 1 were encouraged to attend but these sessions remained open to everyone. Each session was open to all members of ethnic minority communities and members of the majority ethnic Irish Community, as well as to representatives from all service providers in Kilkenny.

The selection of service providers contacted by phone to confirm lead organisations was based on suggestions from the 3 PLA-based action planning sessions.

Table 4.2: List of dates, venues and participant numbers during Phase 2			
Date	**Venue/ Location**	**Perspectives**	**Participant No.**
24th September 2012	Newpark Close FRC, Kilkenny	Various communities & service providers	8
3rd October 2012	Fr McGrath FRC, Kilkenny	Various communities & service providers	21
8th October 2012	Ormonde Hotel, Kilkenny	Various communities & service providers	13
November 2012	One-to-one discussions to confirm lead organisations for proposed actions (by phone)	Service providers (both community sector and statutory)	19 (+2)
			61

4.3   PLA-based Action Planning Sessions (September – October 2012)

Recap of Phase 1: Key Findings and Possible Actions

As noted earlier, the overall findings were framed within the parameters of the EU integration-related monitoring framework to emerge from the Stockholm Programme (2009), and as referenced during the EU Ministerial Conference on Integration in 2010. Thus, data in relation to key positives and challenges outlined by participants themselves during Phase 1 was presented back to participants during Phase 2 under the following headings:

- Employment and Economic Activity
- Education and Training
- Active Civic and Civil Participation
- Social Inclusion (Engaging and Interacting with Service Providers)
- Social Inclusion (Expressing Culture and Identity)
- Social Inclusion (Addressing Discrimination)

These summaries were combined with the collated lists of proposed actions from Phase 1 and served as the starting point for each Phase 2 action planning session. As will be noted later on in this document, two of the above themes associated with social inclusion (namely those relating to culture and identity, and discrimination) were later merged as one theme given that similar actions were proposed to address both sets of issues.

Phase 2 PLA Sessions: Developing Detailed Action Matrices

Phase 2 of this planning process, which took place over three planning meetings, involved participants working in subgroups on whatever range of issues most interested them. Large summary charts (a template of which is outlined below in Figure 4.1) had been prepared in advance to include brief outlines of the key positives and challenges that had been identified during Phase 1.

Figure 4.1 Action matrix template used during Phase 2 planning meetings

Theme: Existing Positives: Key Challenges:				
Key Actions	**Who is involved?**	**Timeframe (Start/ End)**	**Expected Outcomes**	**Any comments?**

In addition, a summary set of possible actions proposed during Phase 1 was provided to each subgroup for their respective thematic area. Participants could select, amend, disregard or add to actions on these lists based on discussions arising during this more detailed action planning phase of the overall process. Participants were also asked to indicate, in relation to each named action, who might be involved in its implementation, within what timeframe it should take place and what outcomes would be expected to arise from the proposed action.

Above: Participants refining and selecting proposed actions at Phase 2 integration planning sessions.

Thus, during Phase 2, each thematic area was examined by three separate sets of participants and the overall suggestions to emerge formed a detailed action plan, which was further refined during the final review stage of the overall planning process.

Above left: Participants at the end of the third Phase 2 integration planning session.

Above right: Action matrix outlining actions, stakeholders, timeframe and expected outcomes for 1 thematic area.

4.4   Finalisation of Integration Strategy

Final Analysis and Reviews

Drafting of the strategy document itself was based on a collation of all the data and proposals that had arisen from Phases 1 and 2 of the planning process and from insights gained from the review of

available statistics and key policy documents. In addition, a number of final review meetings were held with members of Kilkenny Integration Forum who made up the Integration Planning Team for this process, in order to further refine and check the draft strategy document.

Final Review by Kilkenny CDB and Identification of Lead Organisations

On 9th November 2012, an overview of findings and broad strategic aims were presented to Kilkenny County Development Board for their final review and approval. Kilkenny CDB approved these aims in principle and commended the process through which the strategy had been developed.

Throughout the remainder of November, the process focussed on confirming lead organisations for each of the actions outlined under the approved strategic aims. This involved a series of phone discussions with a key contact person in each organisation suggested during the Phase 2 PLA-based sessions. When, all lead agencies had been identified and agreed upon, then a draft version of the action plan was circulated by email to every single participant that had engaged in this overall planning process. Participants were given a number of weeks to review this draft and invited to submit comments in relation to content. Participants were also asked to check any actions where their community/ group / organisation was suggested as a possible strategic partner in anticipation of its implementation from early 2013.

A final draft of the overall strategy document, including detailed action plans for the five-year period, was reviewed by the Social Inclusion Measures (SIM) Group in early 2013.

Chapter 5: Key Findings in Kilkenny

Overview of Thematic Framework

This integration strategy is based on the inputs and cumulative experience of a wide array of individuals from different communities and local organisations (both statutory and non-statutory) around Kilkenny. Phase 1 of the planning process revolved around factors that have facilitated the process of integration in County Kilkenny, as well as challenges faced along the way. The issues identified were further analysed and arranged under themes derived from parameters agreed at EU-level for assessing progress in terms of integration. In line with this, the key findings are summarised under the following five thematic headings:

1.   Employment and Economic Activity
2.   Education and Training
3.   Active Civic and Civil Participation
4.   Social Inclusion (engaging and interacting with services)
5.   Social Inclusion (expressing culture and identity; addressing discrimination)

The findings outlined below under each theme, relate to positive initiatives that can be built upon, followed by key challenges highlighted by participants involved in this planning process in Kilkenny. However, because all five themes are themselves closely inter-related, some of the issues outlined, both positives and challenges, do arise within the context of more than one theme.

Theme 1: Employment and Economic Activity

1.1   Existing Positive Integration Initiatives in Co. Kilkenny

A wide range of positive experiences were identified by participants in relation to employment and economic activity. To begin with, a number of participants highlighted opportunities that exist to gain employment in Kilkenny. In addition, while immigrants bring a great level of skills and knowledge to this economy, participants in Kilkenny expressed appreciation for the resources which are provided in terms of up-skilling and work-related training that builds upon prior skills. And so it was noted that **past and current employment experiences and related training opportunities** have helped ethnic minorities both in practical terms and in relation to broader integration.

Nationwide the level of immigrant entrepreneurship is below the national average, but a number of start-up courses are available in Kilkenny that are equally accessible to all and thus improve the potential for self-employment among ethnic minority communities. Participants noted a **high uptake of "Start your own business" courses among ethnic minority individuals.** For example, 18 of the 20 people enrolled in Kilkenny County Enterprise Board's start-up business course in mid-2012 were originally from outside the county.

The vibrant arts and craft industry of Kilkenny was also highlighted, with **very high levels and good visibility of diversity in the craft sector.** Ethnic minorities are seen to avail of the opportunity to develop their own craft business in the county with a thriving market for a diverse range of goods. This trade allows people from different backgrounds to take full advantage of their distinct cultural identity. The Butler Gallery is one particular facility which highlighted its desire to attract more culturally diverse exhibitions. However, there is room to improve on the outreach activities of many

service providers and businesses, as minority groups are not always aware of the opportunities and facilities available to them.

Finally, the **broad range of commercial services available** to Kilkenny's residents was also mentioned as a positive factor by some participants during the planning process. This view obviously varies depending upon background and country of origin, but some participants did feel that commercial services in County Kilkenny compare favourably in terms of choice and availability.

1.2   Current Integration Challenges in Co. Kilkenny

Money and financial advice was identified by a considerable proportion of contributors in Phase 1 of the planning process as a key challenge faced by new communities in County Kilkenny. Many immigrants tend to be enterprising individuals, having already undertaken significant change by moving from one country to another. Many have endeavoured to start their own business, utilising existing skill sets. However, accessing funding can be very difficult for people that have not built up a credit history in the local area and financial advice is not always readily available. Participants also noted that other **barriers to credit** may include fear on the part of financial institutions that those with strong connections elsewhere may be more likely to leave and default on their loan.

Unemployment was identified as a key concern by many ethnic minority contributors, members of the Traveller Community and immigrant communities alike. During the economic boom years, Ireland did not have enough labour to satisfy the needs of its expanding economy, a gap that was filled by many immigrants who came here to work. However, since the economic downturn, and as noted in the chapter on statistical profiles, national unemployment rates among immigrants have been marginally higher than that of the overall population, while Travellers experience particularly high levels of long-term unemployment. This national pattern is echoed in Kilkenny according to many participants. It was also noted that unemployment is a major contributor to social isolation and often curtails the ability of individuals and families to engage in wider community activities. While there is a broad array of employment services available to the general public in Kilkenny, such as those within the Department of Social Protection and community organisations like KLP, participants felt that more could be done to focus on the specific needs of ethnic minorities. The new NEES programme, which the Department of Social Protection is extending to Kilkenny, seems well positioned to address this concern.

Another issue that was highlighted on a number of occasions was **under-employment in relation to qualification**. Many immigrants came to Ireland with extensive qualifications and professional experience from their home countries but have been working in jobs that are either unrelated to these qualifications or are not fully availing of their skill sets. Participants noted that this at times is due to difficulties in having their Professional Qualifications recognised in Ireland, but can also result from reluctance of many employers to recognise skills or experience secured outside of Ireland. There are a number of conversion courses available in certain professions but it can be very difficult for individuals to acquire the correct information regarding the requirements and some participants were despondent in relation to the whole process.

Theme 2: Education and Training

2.1   Existing Positive Integration Initiatives in Co. Kilkenny

Education was identified by a large number of participants as playing a positive role in the integration process in County Kilkenny. Many noted appreciation for the wide availability of educational opportunities, combined with their direct positive experiences of **having access to and receiving support within education**. Education grants were identified as being of particular benefit in terms of accessing education opportunities at third level. Another factor that was given great attention was the provision of education to all children. It was noted by some participants that the quality of education provided to children in County Kilkenny compared favourably to that of their home countries. Participants also applauded the use of course material that promoted diversity and equality both within the classroom and beyond.

It was also noted that many of those in need of assistance improving their level of English language skills have been availing of help through local **English language training programmes**, such as those run by Kilkenny VEC and KIF's Failte Isteach Subgroup. In addition, in many cases it was noted that FAS and the Department of Social Protection helped fund such language training in order to improve someone's chances of either securing employment or improving language skills sufficiently to get a place on mainstream employment skills training courses.

Efforts to make ethnic minority communities living in County Kilkenny aware of education and training opportunities were also noted by participants. To this end, it was recognised as being of benefit that **some notices and brochures are produced in a number of different languages** thus reaching those who may otherwise remain marginalised by their basic level of English.

Finally, participants highlighted the **use of plain English and illustrations when giving talks and information sessions** as a major factor in helping minority groups to understand lessons and/or the information about available services. It was noted that courses providing the necessary training to meet specific work-skills requirements in an easy and accessible manner, have opened up numerous opportunities to immigrants in County Kilkenny who still struggle with their English language skills.

2.2   Current Integration Challenges in Co. Kilkenny

While input in relation to education and training opportunities was quite positive, as noted above, certain aspects were highlighted as being challenging by those that contributed to this planning process. Some groups in particular noted difficulties they experienced in relation to **understanding and engaging with the education system.** At times this related to being unfamiliar with how the education system works, particularly where it differs from systems ethnic minorities may have been used to in other countries. Some immigrant parents noted that they do not have broad support circles locally to help them identify and take advantage of the opportunities available.

Participants from the Traveller Community highlighted the particular importance of education for their children given that a lot of their community's traditional livelihood options are no longer viable. However, combined with difficulties engaging with the education system, they noted that **Traveller children often have negative experiences of school,** with many feeling labelled and some leaving without having learned to read or write. In addition, many parents of such children had very

negative experiences of the education system in their youth and feel unable to help their children with homework, while others lack the confidence to intervene or engage with teachers.

Many ethnic minority communities in Kilkenny experienced **difficulties getting secondary school places without previous family connections,** especially at secondary level. In particular it was noted that many schools offer first choice to children whose family members (e.g. siblings or parents) have previously attended the school. This often results in ethnic minorities of both immigrant and Traveller community background having very limited choice (or in some cases none at all) in relation to secondary school options.

Language barriers and communication problems were identified in every planning session within this planning process as a difficulty faced by ethnic minorities, and identified as a challenge under a number of themes, including that of education. As noted in the chapter on statistical profiles, studies have shown that ethnic minorities with fluency in English score just as well as majority ethnic Irish children in school subjects. However, these same studies also highlight that this is not always the case with children from non-English speaking countries, living in non-English speaking homes. This issue was also highlighted by participants in this planning process who noted that such children and their parents require a little extra help attaining the necessary level of English.   These children in particular are in need of targeted assistance in learning to read and write, but participants pointed to a shortage of suitable educational supports for people with these specific needs.

Theme 3: Active Civic and Civil Participation

3.1   Existing Positive Integration Initiatives in Co. Kilkenny

Active civic and civil participation gives residents ownership of their local community, a sense of belonging and an interest in the common good. Sport is one avenue through which such participation can readily take place, and indeed **interaction through sport** was highlighted by participants during this planning process as having greatly aided the sense of being involved and welcomed into local communities. Whether it was in an active sporting role, assisting with the coordination of events, or simply supporting from the sidelines, many noted that sport helped them to settle down in the community. Apart from general sporting clubs, the KRSP were also mentioned as supporters of sporting initiatives that not only celebrate diverse cultures but also bring different groups together under a common interest.

Diverse communities bring diverse interests but members often share a lot of common interests. Basic **social interaction and the sharing of common interests and values** were highlighted as key elements in getting to know people of different ethnic backgrounds, where the initial emphasis is much more on what people may have in common. Many ethnic minority participants referred to the friendly nature of the local community in County Kilkenny, which made it somewhat easier to initiate friendships and encouraged further engagement. In this context, various arts, crafts and the theatre were mentioned as being of benefit in bringing groups together, as well as innovative community gardening initiatives.

Volunteering and personal involvement with a variety of local groups and community initiatives was also mentioned as a positive driver of the integration process around County Kilkenny. It was noted

that participants tend to share a common goal when volunteering and this also encourages skill sharing and support for one another. A few participants also noted additional benefits gained from volunteering in terms of being seen to contribute to the local community while also building up contacts and friendships that can benefit one's personal life. Local organisations also noted the benefits and importance of having ethnic minority volunteers at every level; Droichead FRC's current plans to recruit ethnic minority representatives onto their board is one such example. While Kilkenny Integration Forum's Failte Isteach Programme, and the support it gets from Fr McGrath FRC, is an example of ethnic minority voluntary initiatives to help others who are new to the country combined with the recognition and support of a local, established community sector body.

Many participants were keen to highlight numerous positive initiatives in Kilkenny in relation to the **facilitation of exhibitions, cultural events and national celebrations.** Recognising and respecting diversity, communities are given the opportunity to express themselves and celebrate both their unique qualities and their common values. Acknowledging the importance of these events for communities, participants in the planning process acknowledged the support offered for such events by a wide variety of local organisations and venues. Some such examples include the broad support given to Africa Day celebrations in the past, and Kilkenny Library Service's support for initiatives such as Polish Culture Night and Traveller Culture Night.

3.2   Current Integration Challenges in Co. Kilkenny

While many participants highlighted positive experiences in terms of participating in local community settings, others did experience **feeling isolated and unsure about access to and the use of public spaces/ facilities.** Obviously, this experience varied from one individual to the next, but in particular it was also noted that at times newly arrived ethnic minority groups are not always aware of the facilities and spaces which are available to them. Some participants in fact felt that their potential contribution is not always valued in community settings and noted that small tightly-bound groups dominate local committees, thereby discouraging new-comers from becoming active. For example, members of the Traveller Community in particular identified a lack of enthusiasm from the local community to involve them.

The latter issue is at times compounded by the re-occurrence of challenges relating to **language barriers and communication problems,** which were mentioned again under this theme. It was noted that even though it takes time for every new member of a community to find suitable opportunities for active civil participation, it's a particular challenge for ethnic minorities who also have a new language, an unfamiliar culture and a number of different accents to contend with. While many praised individuals for making the effort to communicate effectively on a one-to-one basis, they pointed out that this was not as manageable in group situations. Some participants also noted frustration with the reticence of Irish culture, due to which people felt unable to disagree openly. Language barriers and communication problems were also noted as an impediment to greater civic participation, where those new to Ireland in particular do not always become aware of their entitlement to vote in local elections regardless of their citizenship or immigration status.

When reviewing current challenges as part of this planning process some participants referred to having had **off-putting interactions with service providers.** While many local organisations involved in this process referred to having an open door policy when engaging with all communities, some

ethnic minority participants felt additional barriers that made their involvement difficult were at times overlooked. On the other hand, ethnic minority participants seemed not to recognise constraints relating to **organisational capacity to adapt and engage**, which at times meant offers of voluntary involvement were not taken up due to the organisation's own reluctance to do so without being able to provide an adequately supportive environment for potential volunteers.

Theme 4: Social Inclusion (Engaging and Interacting with Services)

4.1 Existing Positive Integration Initiatives in Co. Kilkenny

Throughout this planning process, many local service providers referred to **being open to suggestions from ethnic minority groups** in relation to what is needed and how services could better engage with members of different communities. Recognising the stake that ethnic minorities have in the community, many service providers – ranging from Kilkenny County Council to local community organisations such as FRCs – have engaged extensively with minority groups. It is also worth noting that for the first time, the National Family Resource Centres Plan has included communities of immigrant background as one of its focal groups from 2013.

Participants highlighted numerous **positive experiences of community and statutory support services** ranging from information services, family support services and after school programmes, to health care and bereavement support services. Examples of positive experiences in relation to other areas such as housing supports and education were also mentioned. At a broader level, reference was made to the range of supports provided to Sudanese families who moved to Kilkenny a number of years ago as part of the UNHCR Refugee Resettlement Programme, which was in itself noted as a good example of positive inter-agency cooperation among a broad range of service providers at local level in Kilkenny. Some participants of immigrant background remarked on their experiences of An Garda Síochána as being more positive than of police services in their home countries. **Community policing** in particular was highlighted as playing a crucial role in initiating and maintaining this positive relationship, while also opening up opportunities to identify areas of potential concern.

Some participants remarked on the benefits of living in Kilkenny in terms of how the availability of healthy food and lifestyle, combined with supportive health services, create a positive sense of **health and well-being** for themselves and their families. The extent to which this is experienced varies considerably of course and is affected by a number of factors. Nevertheless, one particular example noted by participants, of a positive health service initiative is that of the **significant progress being made by the Traveller Community Health Workers Project**. This has involved training some members of the Traveller Community in a four-year primary health care programme, leading to the employment of 5 Traveller Community Health Workers. Through these workers, the project has gradually enhanced Traveller engagement with and understanding of the health services, while also improving the understanding of health service staff in relation to the issues and perspectives of members of the Traveller Community.

As noted in the chapter on statistical profiles increasing numbers of family units are settling here from other countries. In contrast to living away from other family members, participants in this process noted that **the presence of family and children** helps facilitate the integration process. It was noted that this happens both through the sense of being more settled when surrounded by

family here in Kilkenny, and through the engagement with services and other service users in the areas of education and health for example, which over time can help foster broader linkages and friendships in the community.

4.2 Current Integration Challenges in Co. Kilkenny

While services aim to engage each individual with the same dignity and respect, ethnic minority participants in this planning process still reported having some **off-putting interactions with service providers**. Some ethnic minority communities noted that some services they experienced did not meet their expectations or did not lead to a satisfactory resolution of particular problems, and also referred to frustrations associated with long waiting lists or being promised follow-up that never materialised. Some of this may have arisen from an inability to suitably tailor a service – or at least the manner in which it is delivered – to the distinct needs of ethnic minority communities.

Addressing issues of diversity requires resources and flexibility, but **organisational capacity to adapt and engage** with the differences arising from having diverse service users was acknowledged by service providers as a challenge. Many organisations have endeavoured to resolve this through diversity and cultural awareness training for staff, albeit a number of years ago. However, very few reported having developed distinct diversity policies, despite significant changes in the demographic profile of service users and the overall community over the past decade. In addition, with budgets being cut and staff retiring without being replaced, many local organisations are losing institutional knowledge and expertise that has built up in this area.

Nevertheless, a number of both statutory and non-statutory organisations highlighted their efforts to attract minority groups to avail of their service. For example, Kilkenny Library Service has hosted a number of cultural nights and the Butler Gallery opens its doors to new and innovative exhibitions. However, even such efforts are often restricted by organisational capacity and resource issues that result in **limited outreach work.**　So while some local organisations, for example, supported a number of programmes which targeted various communities by engaging with organised ethnic minority groups other service provider participants noted that it is **not easy to identify new ethnic minority groups** with whom they should or could engage.

Participants noted that **language barriers and communication problems** continue to stand in the way of equal access to public services for all, despite the efforts of agency staff to accommodate language difficulties. While many staff invest additional time in some service users to address this when it arises, resources are limited and at times there seems to be **a reliance on informal translation arrangements.** Some organisational representatives expressed particular concern about a reliance at times on children to act as translators for their parents.

Health-related concerns were highlighted by participants, both in general terms and in relation to the experience of engaging with health services. Once again language barriers were mentioned in this context for members of immigrant communities. **The impact of weather on health** for those accustomed to a very different climate was also mentioned by a few participants. Other participants pointed out that members of the Traveller Community face numerous health issues and have a lower life expectancy than that of the general population, as noted in the chapter on statistical profiles; all of this is further compounded by additional challenges they experience when trying to engage with

health services – challenges that the Traveller Community Health Workers seek to address as was mentioned earlier.

Some participants identified **childcare expenses** as being of concern to them. And as a related point, they also referred to expenses associated with facilities for children, some of which is linked to the earlier issue of being unsure about having access to public facilities.

In general Kilkenny County Council Housing Section noted that they do try to ensure a mixed demographic in all new housing developments, and endeavour to engage with ethnic minority clients on an equal footing with others. In addition, housing decisions are informed by a set of guidelines developed in 2003, *Housing Refugees: Good Practice on Housing Management,* which were developed for local authorities by The Housing Unit. However, aside from that, a number of broader issues, related to **housing and accommodation arrangements,** were brought up during this planning process. These varied from the frustrations on the part of some, of living in an unfinished "ghost estate", to the time spent waiting on housing lists for others. Additional concerns were also raised by participants from the Traveller Community in relation to feeling compelled to accept accommodation in unsuitable estates; while some noted inadequate conditions on halting sites and, in one particular case, concerns in relation to road safety issues for children.

Theme 5: Social Inclusion (Expressing Culture & Identity; Addressing Discrimination)

5.1   Existing Positive Integration Initiatives in Co. Kilkenny

Cultural diversity among today's residents of County Kilkenny is evident both within the context of day-to-day encounters and through the emergence of bodies like Kilkenny Integration Forum. With this in mind, many participants highlighted positive responses to such diversity in terms of how they experience **recognition and respect for culture, heritage and religion** in County Kilkenny. Many ethnic minority participants felt that this enabled them to feel at ease in the local community and to be themselves. This sense has been further reinforced in recent years by the efforts of a number of bodies, such as Dochas Kilkenny, Ossory Youth, KRSP, KTCM and Kilkenny County Council who have supported local ethnic minority communities to celebrate cultural diversity.

Participants noted that the above positive in terms of recognition, is further complemented by the stock of **culture-specific and multi-lingual materials** readily available from Kilkenny Library Service. In addition, the extent to which many local organisations have been **facilitating cultural events and national exhibitions** was highlighted within the context of this theme (and earlier within theme 3). Participants pointed out that organising such events is not the only way of engaging ethnic minority communities, but such initiatives were seen as a very helpful way to demonstrate how Irish society is changing and that these new communities are very much a part of the wider community at local level in County Kilkenny. In that regard events such as the annual Africa Day Celebrations, Traveller Culture Night held in the Kilkenny Library or culturally diverse art exhibitions in Butler Gallery were named as some examples of such recent positive initiatives.

The positive impact of **social interaction and sharing common interests and values** has already been highlighted in this chapter under theme 3, and it arises again here within the context of social inclusion. Participants highlighted two aspects regarding this. Firstly they noted the importance of

being able to associate with others of their own cultural background with whom they enjoyed an immediate sense of sharing common values; while on the other hand social interaction on the basis of some other common interest such as sport lead to the development of relationships across cultures and by extension mitigated inaccurate assumptions that might lead to prejudices.

Interestingly, participants of immigrant background noted how the **availability of technology and innovations in ICT** (for example social media such as Skype, Facebook, etc) have enhanced their sense of feeling at home in Kilkenny by providing a variety of affordable means of keeping in touch with family members and friends in other parts of the world. In addition, Kilkenny Library Service provides access to a large number of on-line newspapers from around the world, albeit less so than previously due to funding cutbacks. Such avenues for keeping in touch with key elements of one's own previous home-identity were seen as positive pre-requisites for feeling at home in this "new" community by participants. However, this can also contribute to self-isolation if not balanced with broader social interaction.

Many service providers who participated in this process noted that they operate an **open door policy and are welcoming of all**; and that naturally this extended to members of ethnic minority communities on the basis of recognising and respecting distinct cultural identities. Some participants noted that this extended to having **no tolerance for racist attitudes from staff or volunteers** and insisted that they engage equally with everyone who approached the organisation. In some organisations this ethos has been reinforced through the provision of **some diversity training for staff a few years ago.** Unfortunately however, funding for on-going training appears to have dried up in recent years and it has not been continued on a consistent basis and/or with new staff and volunteers.

Although already mentioned under theme 4, the benefits of **community policing** were again highlighted within the context of this theme, in particular in relation to its pre-emptive role in addressing discrimination. Reference was made for example to the anti-racism leaflet produced jointly by Kilkenny's Community Policing Section and Kilkenny Integration Forum, and which has been commended nationally by An Garda Siochána and is available in every Garda station in the country through the internal Garda portal. In addition, some participants noted the benefits of Community Gardaí engaging with specific groups to ensure they do not feel isolated and can enjoy a sense of feeling secure and protected in this community.

5.2   Current Integration Challenges in Co. Kilkenny

Participants pointed out that **the ability to retain one's own personal identity and roots** can be a real challenge as a minority group. This was expressed as a particular concern for some parents who wished to pass on an appreciation for their traditions and cultural identity to their children, who in turn are strongly influenced by and must learn to navigate within a more diverse socio-cultural context. This issue was highlighted as being even more complex by participants from the Traveller Community, who felt the majority settled community do not understand Traveller culture or values and on many occasions view it as inferior or attach negative attributes to the Traveller identity. Initiatives such as Traveller Pride have been established in the county in an effort to address this, but more is required.

A related point that was highlighted is that of having **the ability to practice one's own culture.** At a basic level, participants noted the absence of suitable facilities. However, this issue also relates to the reality that people find themselves, as a minority, in a much wider and pervasive cultural context, which in itself does not present the setting for particular practices. At a more serious level, this issue also gives rise to clashes where norms of minority cultures allow for some practices that are no longer considered lawful in this society. Service providers in childcare settings for example, recognise the cultural dilemmas at play but are also bound by law to report a parent, who for example views slapping as an appropriate means of disciplining a child. Another example of where the desire to practice one's culture clashes with provisions wider society is willing to make is that of the central role horses play in Traveller culture, particularly for Traveller men. Participants from the Traveller Community highlighted significant challenges in this regard, which also extended to their inability to pass on these cultural practices to their children. To some extent the Traveller Horse Project in Kilkenny City is seeking to address some aspects of this issue.

Aside from challenges to do with retaining one's identity and/or practicing one's own culture, participants also noted that **cultural differences** in and of themselves are a challenge. In highlighting this, participants acknowledged the benefits of diversity, but also wanted to note that by definition cultural differences represent different ways of looking at the world that need to be recognised and eventually expanded before meaningful attempts to create a more integrated society can be freely explored and progressed.

On a much more serious note, several participants also highlighted incidents of **racism and hostile attitudes** as being significant challenges. Even though these issues do not appear to be extensive at this stage as far as the experiences of those involved in this planning process go, obviously any incident of racism or hostility needs to be treated very seriously. Examples cited included experiences of harassment based on ethnicity, which included name calling and physical attacks on young people in the area, while others described instances where neighbours complained or refused to live next door to them. Participants from the Traveller Community also cited examples where they felt they were given excessive attention by security staff in shops, feeling as though they are immediately under suspicion and being constantly watched from the moment they enter the premises. A related concern was also mentioned in relation to whether such racism, is being reported to An Garda Siochána when many ethnic minority participants pointed out that they just want to ignore it and get on with things.

Participants also pointed to the affects of **unintentional discrimination and inaccurate assumptions** that can leave minority communities feeling misrepresented, very isolated and insecure. In addition, it was noted that the subtlety of such discrimination makes it difficult to even identify. An example highlighted in this regard by participants was that many of them felt they were never encouraged to join groups, clubs or committees in the local area. Once again this often results from a lack of understanding based on inaccurate assumptions and highlights the potential benefit of more cross-cultural initiatives through which meaningful relationships can develop to mitigate fears and myths in this regard. Unintentional discrimination is perhaps of particular concern to service providers whose practices have been consolidated over time but may not yet have adjusted to the new and more diverse demographic of this changed society.

One final issue which a number of service providers identified was the **difficulty highlighting issues of concern for specific communities without generating stereotypes**. In this regard, local organisations working to support vulnerable people in the areas of education, employment or

healthcare do endeavour to provide some targeted and tailor-made programmes that also take into account the particular circumstances of different minority groups, while also trying to be careful not to suggest that such approaches are required for all members of particular minority communities.

Rating of Key Challenges by Participants

As noted in the chapter on planning methodology, during Phase 1 participants were asked to rate the challenges they identified. Participants rated challenges according to the importance a particular challenge represented to them and their family or organisation. The accumulated proportion of overall votes given to each challenge is reflected in Figure 5.1 below, with ratings by members of ethnic minority communities depicted in blue and those of staff from local organisations in red.

It should be noted that the level of importance attributed to challenges in Figure 5.1 below does not necessarily represent the prevalence of any particular issue in terms of the actual numbers of people affected. Instead the rating simply reflects the subjective viewpoint of those involved in this planning process; in that regard it offers an insight into which challenges would be the most important to resolve during the five-year timeframe of this strategy in order to maximise the interest and continued involvement of those who participated in the planning process.

There are a few challenges listed in the findings, which – although related to others that are listed – are not specifically listed in Figure 5.1; these were identified during the one-to-one phone discussions and so did not feature in the ratings process during the preceding PLA-based meetings of Phase 1 (but they were of course taken into consideration by all participants during Phase 2).

Figure 5.1 Rating Attributed to Key Challenges by Participants
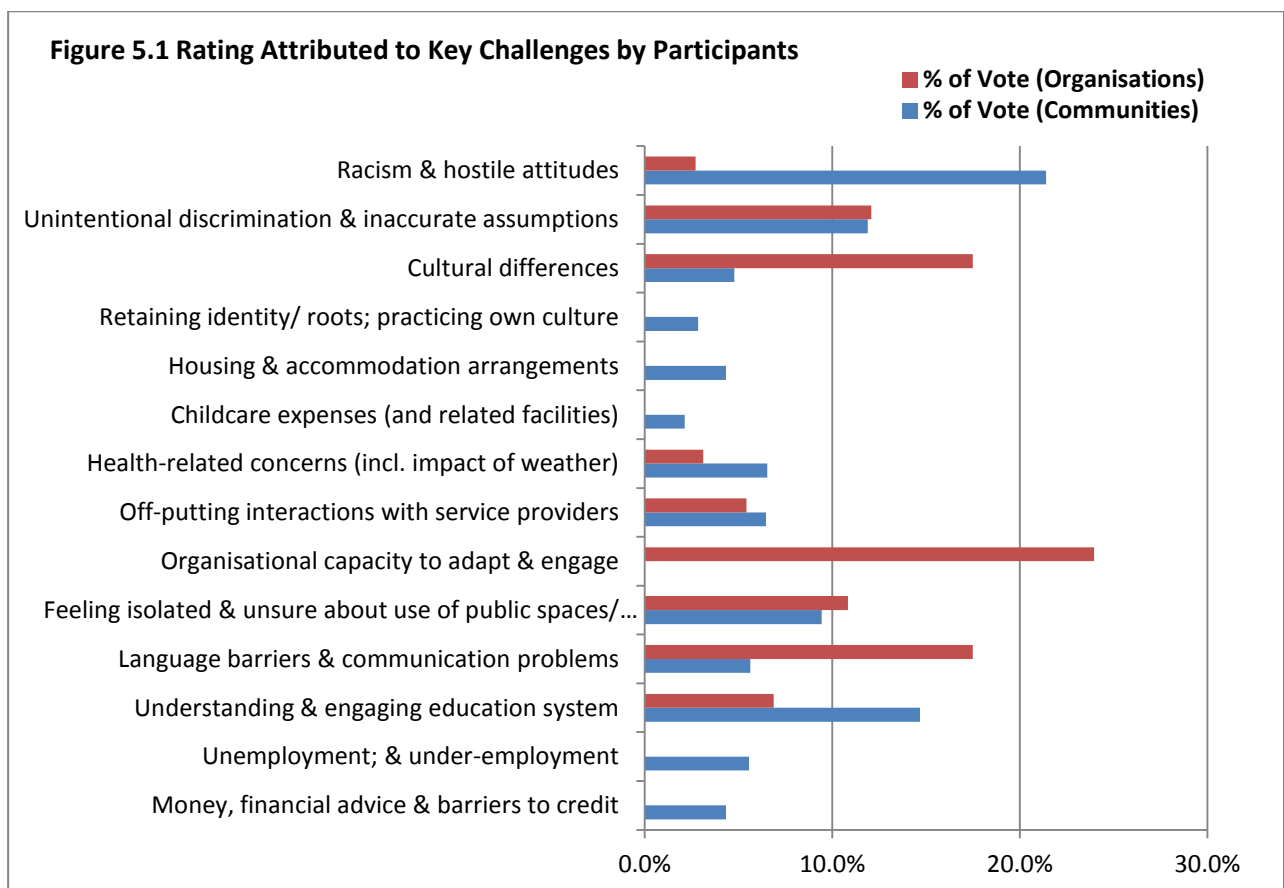
It is interesting to note some differences in the level of importance attributed to particular issues depending on whether they are rated from the perspective of communities or that of local organisations. For example, while members of ethnic minority communities rated the issue of racism and hostile attitudes very significantly with 21.4% of the overall vote, it was given less importance by those representing local organisations during the planning sessions. This may relate to relatively low reporting of such incidents, which therefore rarely come to the attention of service providers even though they obviously make a significant impression on ethnic minorities themselves. On the other hand the closely related issue of unintentional discrimination receives an almost identical proportion of votes from ethnic minorities and local organisations' representatives alike.

On the other hand organisations' reps rated the two issues of cultural differences and communication problems quite highly, attributing 17.5% of their votes in both cases; while members of ethnic minority communities only attributed 4.8% and 5.6% respectively of their votes. Again this is a matter of perspective where one party in any particular encounter may experience a challenge as more acute than the other, but it could also reflect the fact that service providers are more likely to encounter individuals requiring high levels of support, and who may in fact have been under-represented among those from ethnic minority communities who engaged in this process.

The ratings outlined in Figure 5.1 also highlight an interesting difference in perspective in relation to the issue of organisational capacity to adapt and engage. Participants from local organisations rating this as their number one challenge overall, attributing it with 24% of their vote. However, members of ethnic minority communities who participated in this planning process seemed unaware of such constraints as a challenge at all. In a similar vein, as can be seen in Figure 5.1, there are a number of challenges that were considered significant by ethnic minorities, but which representatives from local organisations did not name or vote for during their Phase 1 planning sessions. As mentioned earlier, such differences in perspective are perfectly understandable, but do point to the value of ensuring that multiple perspectives are involved when designing and implementing initiatives which seek to promote long-term integration.

Chapter 6: Action Plan (2013 – 2017)

Overview of Action Plan

The action plan below sets out a number of strategic aims and actions, along with a summary of positives and challenges, for each of the following thematic areas:

- Theme 1: Employment and Economic Activity
- Theme 2: Education and Training
- Theme 3: Active Civic and Civil Participation
- Theme 4: Social Inclusion (Engaging and Interacting with Services)
- Theme 5: Social Inclusion (Expressing Culture and Identity; Addressing Discrimination)

Clear timeframes are listed for each action in order to assist with the coordination and monitoring of this strategy. Timeframes have been staggered to ensure the overall plan is implementable and comparable activity-levels exist across the full five-year period. An overview of this will be provided later in the chapter in a Gantt Chart, which also indicates actions that have a completion deadline attached to them and/or the level of activity required. Expected outcomes for each action are also outlined, based on the input of participants during Phase 2 of the planning process.

A number of possible strategic partners are named for each action, as suggested by participants. It is hoped that many of these will be in a position to help implement the action(s) in question, but there are no obligations to do so. Thus, this list should be seen as suggestive and involvement will depend upon organisational capacity and available resources when the time to act arises. However, a lead organisation (and in some cases more than one) is named for each action and each named lead has already agreed to help coordinate the implementation of the particular action(s) in question.

All of the actions outlined below are based on initial suggestions from participants during Phase 1 of this process and were refined further during the Phase 2 action-planning meetings and subsequent reviews by the Integration Planning Team. As such the actions below are those that participants themselves have indicated a willingness to support and help implement. In some cases, this will involve the continuation of initiatives that are already underway, while other actions relate to new initiatives that require additional service provider support.

Throughout the process, care was taken to remain cognisant of the increasing constraints in terms of funding, staffing and other resources that many national and local organisations are experiencing. In light of this, the overall action plan is not overly ambitious, but aims to build on a lot of existing positive initiatives and experiences in Kilkenny, while contributing to some additional progress over the next five years that may be further built upon thereafter.

Theme 1: Employment and Economic Activity

Strategic Aims:

- To raise awareness among local employers that a diverse workforce can be an asset and to enhance the required skills-base among ethnic minority individuals

- To help address challenges faced by ethnic minority entrepreneurs who are new to the business and banking environment in Irish society

Table 6.1 Summary of findings and action plan for theme 1	
Existing Positive Integration Initiatives in Co. Kilkenny	**Key Integration Challenges in Co. Kilkenny**
- Past and current employment experiences and related training opportunities - High uptake of "Start your own business" courses among ethnic minority individuals - Very high levels of and good visibility of diversity in the craft sector in Kilkenny - Broad range of commercial services available	- Money and financial advice - Barriers to credit - Unemployment - Under-employment in relation to qualification

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
1.1　Provide targeted employment skills training to members of ethnic minority communities	Apr 2013 - Mar 2014; and Apr 2015 – Mar 2016	Rate of re-skilling of migrant workers on a par with that of the general population	KLP	Dept of Social Protection Ethnic Minority Groups FAS/ ETB Jobs Clubs Kilkenny Integration Forum KTCM Local Employment Services VEC (Adult Education Service)

1.2	Develop and conduct awareness-raising programmes to increase local employers understanding of the benefits of having a culturally diverse workforce	Apr – Sept 2014; and Apr – Sept 2016	• Greater appreciation among employers of the advantages of having a culturally and linguistically diverse workforce	• Kilkenny Integration Forum	Chamber of Commerce FAS/ ETB KLP Local businesses Local councillors (incl. Mayor) Local media (radio and print) MRCI TIC
1.3	Create a mechanism by which ethnic minority entrepreneurs, relevant agencies and financial institutions come together to identify and address particular obstacles faced by ethnic minority entrepreneurs who are trying to create self-employment initiatives	July – Dec 2014	• Viable business plans among ethnic minority entrepreneurs that satisfy criteria set by financial institutions • Increased prevalence and visibility of ethnic-minority lead small business around Kilkenny	• County Enterprise Board/ Local Enterprise Office • Kilkenny Integration Forum	Dept of Social Protection KLP Local banks MABS St Canice's Credit Union
1.4	Raise awareness among ethnic minority entrepreneurs about CEB/LEO services and encourage them to avail of the existing CEB/ LEO business mentorship programme	Apr – Sept 2013; and Apr – Sept 2017	• Increased awareness among ethnic minority entrepreneurs in relation to business mentorship and other services offered by CEB/ LEO • Increase in the number of applications from ethnic minority entrepreneurs seeking to avail of existing business mentorship programmes in Kilkenny	• Kilkenny Integration Forum	Chamber of Commerce County Enterprise Board (or Local Enterprise Officer) KLP KTCM Professional business mentors TIC

Theme 2: Education and Training

Strategic Aims:

- To assess and address the English language training needs of ethnic minorities living in Kilkenny

- To ensure ethnic minority children can get the same benefits from mainstream education in County Kilkenny as members of the majority ethnic-Irish population

Table 6.2 Summary of findings and action plan for theme 2				
Existing Positive Integration Initiatives in Co. Kilkenny		**Key Integration Challenges in Co. Kilkenny**		
• Having access to and receiving support within education • English language training programmes • Some notices/ brochures/ etc produced in a number of different languages • Using plain English and illustrations when giving talks and information sessions		• Understanding and engaging with the education system • Traveller children often have negative experiences of school • Difficulties getting secondary school places without previous family connections • Language barriers and communication problems		
Actions	**Timeframe**	**Expected Outcomes**	**Lead Organisation(s)**	**Possible Strategic Partners**
2.1 Continue to support the provision of English language classes (formal and conversational) in response to and on the basis of actual need	Jan 2013 and on-going on the basis of need, up until Dec 2017.	• On-going uptake of English language training supports by members of ethnic minority communities • Regular evaluation and assessment of actual English language training needs	• Kilkenny Integration Forum (Failte Isteach) • VEC (Adult Education Service)	Droichead FRC Ethnic Minority Groups FrMcGrath FRC Kilkenny County Council
2.2 Conduct a training needs analysis with schools to identify the extent to which English language difficulties of parents affect their ability to support their children's education	Sept 2013 – June 2014	• 2013: Clearer understanding of the overall situation from a training needs analysis, conducted with the help of schools around Co Kilkenny • 2014: Additional provision of English language training support, targeted specifically at parents of primary and secondary school children	• Kilkenny Education Centre	Ethnic Minority Groups FRCs Home-School Liaison Officers Kilkenny Integration Forum Kilkenny County Council Parent and Toddler Groups Schools SIM Group VEC (Adult Education Service)

| 2.3 | Support and encourage ethnic minority parents to link their children into existing homework clubs | Sept 2013 – May 2014; Sept 2015 – May 2016 | • Increased uptake of existing homework clubs by members of ethnic minority communities
 • Homework club support for ethnic minority students whose parents are unable to assist them with homework due to English language difficulties | • Droichead FRC
 • Fr McGrath FRC
 • Mill FRC
 • Newpark Close FRC | Ethnic Minority Groups
 Foroige
 Home-School Liaison Officers
 Immigrant Support Services
 Kilkenny County Childcare Committee
 Kilkenny Education Centre
 Kilkenny Integration Forum
 Local crèche/ childcare services
 Ossory Youth
 Parents & Parents Councils
 School Completion Programme
 Schools |
| 2.4 | Support the delivery of cultural awareness training to schools to deepen the understanding among teachers and students of ethnic minority perspectives and cultural convergence | Sept 2014 to June 2016 | • Rollout of cultural awareness programmes in local schools, with modules on ethnic minority cultures & convergence of cultures (including the TCAT Programme outlined in the KTCM strategic plan, "Towards 2020") | • Kilkenny Integration Forum
 • KTCM
 • Schools & Youth Nonviolence Project | Dept of Education & Science
 Kilkenny Education Centre
 Schools (especially teachers of SPHE & CSPE)
 TIC |

Theme 3: Active Civic and Civil Participation

Strategic Aims:

- To encourage cross-cultural interaction in Kilkenny and enhance public awareness of the social and cultural diversity right around the county

- To increase the level and quality of involvement that ethnic minorities have in how decisions are made within the wider community and civic structures

Table 6.3 Summary of findings and action plan for theme 3				
Existing Positive Integration Initiatives in Co. Kilkenny		**Key Integration Challenges in Co. Kilkenny**		
- Interaction through sport - Social interaction and sharing common interests or values - Volunteering and personal involvement - Facilitating exhibitions, cultural events and national celebrations		- Feeling isolated and unsure about access to and the use of public spaces/ facilities - Language barriers and communication problems - Off-putting interactions with service providers - Organisational capacity to adapt and engage		
Actions	**Timeframe**	**Expected Outcomes**	**Lead Organisation(s)**	**Possible Strategic Partners**
3.1 Develop and promote a calendar of social and cultural events through which schools, community groups, sports clubs and youth groups would draw in people from a wide variety of nationalities and ethnicities	Jan – June 2013; and every Jan – March thereafter	- Widespread participation in the three or four key events promoted within this Social and Cultural Calendar for Kilkenny - Strong ethos of respecting and valuing cultural diversity within local schools, community groups, sports clubs and youth groups - Increased appreciation among parents in ethnic minority communities of the opportunities to involve young people in local sports and youth clubs, etc - Increased ethnic diversity in the membership of community groups, local sports clubs and youth clubs	Kilkenny Integration Forum	Community & Voluntary Forum Community Groups Ethnic Minority Groups Foroige Kilkenny County Council KRSP Local media (radio and print) Ossory Youth Parents Councils (in schools) Schools Sports Clubs Youth Clubs

3.2	Conduct a voter registration and education drive to encourage ethnic minority communities to participate fully in the 2014 local election process	November 2013 – June 2014	• Increase in the number of ethnic minorities on the Register of Electors • The emergence of a few new ethnic minority candidates in Kilkenny • Greater interest in ethnic minority issues among mainstream political parties	• Kilkenny County Council • Kilkenny Integration Forum • TIC	Community Groups Ethnic Minority Groups FRCs Local councillors (incl. Mayor) Local faith-based groups Local media (radio and print) Political parties VPSJ
3.3	Provide short courses/ information programmes on Irish history and culture in a variety of languages	Aug – Dec 2014; and Aug – Dec 2016	• Greater sense of belonging within and understanding of Irish society by ethnic minorities who are new to Kilkenny	• Library Service	Butler Gallery FRCs Kilkenny Integration Forum Library Service NUI Maynooth (Kilkenny) Older People's Forum Schools VEC (Adult Education Service)
3.4	Engage religious leaders to encourage people to get involved in cross-cultural community initiatives	Jan – Dec 2015	• Regular involvement of representatives from local parish councils, church groups, mosques and other religious bodies in local integration initiatives • Strong messages of inclusion and the merits of cultural diversity being included in religious sermons, etc	• Kilkenny Integration Forum	Ethnic Minority Groups Faith-based Organisations Inter-faith Groups Parish Councils Religious leaders (in local churches, mosque, etc)
3.5	Promote initiatives that encourage interaction among diverse communities at neighbourhood level, through for example residents associations or Garda Community Safety Groups	Jan – Dec 2016	• Feeling of belonging among ethnic minority communities within the areas of Kilkenny in which they live • Wider recognition among the ethnic majority Irish community of the contributions of ethnic minorities • More inclusive and integrated neighbourhoods	• An Garda Siochana • Kilkenny County Council	Community Groups Ethnic Minority groups FRCs Kilkenny Integration Forum KLP KRSP Local councillors (incl. Mayor) Residents Associations Sports Clubs

Theme 4: Social Inclusion (Engaging and Interacting with Services)

Strategic Aims:

- To provide opportunities to ethnic minority communities to inform service providers of their respective communities' experiences of engaging local services

- To support local community organisations and service providers in their efforts to fully engage and adapt to a broad range of ethnic minority communities

Table 6.4 Summary of findings and action plan for theme 4				
Existing Positive Integration Initiatives in Co. Kilkenny		**Key Integration Challenges in Co. Kilkenny**		
• Being open to suggestions from ethnic minority groups • Positive experiences of community and statutory support services • Community policing • Health & well-being • Significant progress by Traveller Community Health Workers Project • Presence of family & children		• Off-putting interactions with service providers • Organisational capacity to adapt and engage • Limited outreach work • Not easy to identify new ethnic minority groups • Language barriers and communication problems • Reliance on informal translation arrangements • Health-related concerns (including the impact of weather on health) • Childcare expenses • Housing & accommodation arrangements		
Actions	**Timeframe**	**Expected Outcomes**	**Lead Organisation(s)**	**Possible Strategic Partners**
4.1 Appoint Kilkenny Integration Forum representation onto a newly expanded SIM Group to ensure ethnic minority perspectives are included in discussions on local services and in local government decision-making processes	Jan – Mar 2013	• Ethnic minority experiences and perspectives taken into cognisance within local decision-making processes • Greater dissemination of information on issues affecting ethnic minority communities • Greater clarity among KIF members in relation to public services – what they can and cannot offer, and how to access these services	• Kilkenny County Council	Kilkenny Integration Forum Local service providers New SEC Newly expanded SIM Group

4.2	Disseminate information on local services and facilitate dialogue/ reviews between ethnic minority communities and service providers (for example through Kilkenny Integration Forum meetings)	April 2013 – Dec 2015	• Better understanding among members of minority communities of what supports services can and cannot provide, and how these services work • Better understanding among service providers of the needs and interests of ethnic minority communities	• Kilkenny Integration Forum	Citizens Information Service Ethnic Minority Groups FRCs Kilkenny County Council KLP Library Service
4.3	Encourage members of ethnic minority communities to increase their engagement with An Garda Siochana by attending the annual JPC open/ public forum (in December) and an annual open day at the local Garda Station (in May/June)	Dec 2013 – Dec 2017 (i.e. from December 2013 and every June and December thereafter)	• Development of trusting relationships between Gardai and members of ethnic minority communities, particularly those that are new to Kilkenny • Deeper understanding among all Gardaí of different communities' prior and current experience of policing and the impact of policing contact on public perceptions	• An Garda Siochana	Ethnic Minority Groups FRCs Kilkenny Integration Forum KTCM Religious and other leaders in ethnic minority communities
4.4	Prepare input for and organise networking and/or training events for frontline staff in service providers to explore and exchange insights on good practice when engaging with ethnic minority communities	Oct 2013 – Mar 2014; and Oct 2015 – Mar 2016	• An exploration and further development of cross-cultural communication tools and techniques used by frontline staff • Greater consistency and confidence in terms of how frontline staff engage members of ethnic minority communities	Possible lead to be explored with a newly expanded SIM Group	Kilkenny County Council Kilkenny Integration Forum Local service providers

4.5	Develop a common perspective and policy with SIM members on "Integration and Cultural Diversity" that can then be used as a template for individual organisations to develop their own policies and training programmes	Jan 2015 – Dec 2016 • Common SIM policy to be developed by December 2015 • Dissemination to local service providers during 2016	• General integration policy tailored to suit local service providers • Development of appropriate individualised services to complement traditional mass management approaches • Greater awareness of how to deal with both the benefits and the challenges of diversity among service users	Possible lead to be explored with a newly expanded SIM Group	Kilkenny County Council Kilkenny Integration Forum Local service providers TIC
4.6	Establish an exchange with the Traveller Community Health Workers Project to explore culturally-appropriate models whereby ethnic minority groups are enabled to improve health through self-help and appropriate engagement with health care services	Jan – Dec 2017	• Different ethnic minority communities to explore their own culturally-appropriate models of supporting the delivery of health care • Increased awareness among ethnic minority communities regarding physical and mental health-related support services in Kilkenny • Increased awareness among health professionals of culture-specific impacts on physical and mental health	• HSE Traveller Health Unit • Traveller Community Health Workers Project	Activists and leaders within various minority communities Cairde Kilkenny Integration Forum KTCM

Theme 5: Social Inclusion (Expressing Culture and Identity; Addressing Discrimination)

Strategic Aims:

- To organise and promote training, social events and initiatives that recognise various aspects of cultural diversity in County Kilkenny

- To highlight and address issues of stereotyping, racism and discrimination

Table 6.5 Summary of findings and action plan for theme 5				
Existing Positive Integration Initiatives in Co. Kilkenny		**Key Integration Challenges in Co. Kilkenny**		
- Recognition & respect for culture, heritage & religion - Library: culture-specific & multi-lingual materials - Facilitating exhibitions, cultural events & national celebrations - Social interaction & sharing common interests or values - Availability of technology and innovations in ICT - Open door policy and welcoming all - No tolerance for racist attitudes from staff or volunteers - Some diversity training for staff a few years ago - Community policing		- Ability to retain one's own personal identity and roots - Ability to practice one's own culture - Cultural differences - Racism and hostile attitudes - Unintentional discrimination and inaccurate assumptions - Difficulties highlighting issues of concern for specific communities without generating stereotypes		
Actions	**Timeframe**	**Expected Outcomes**	**Lead Organisation(s)**	**Possible Strategic Partners**
5.1 Organise an annual, high-profile intercultural event/ festival around diversity in food, arts and crafts, music, dance, traditions, etc. *(subject to availability of adequate funding)*	Spring 2013; and on an annual basis every Spring thereafter	- Greater visibility of cultural diversity in Kilkenny - Greater appreciation of a wide variety of cultures among the majority Irish and ethnic minority communities alike, and particularly among young people in all communities - Enhanced sense of belonging among communities who are new to Kilkenny	Kilkenny Integration Forum	Arts, dance and music groups Barnstorm Theatre Company Butler Gallery Ethnic Minority Groups FRCs Kilkenny Arts Festival Kilkenny County Council KLP KTCM Local councillors (incl. Mayor) Savour Festival Watergate Theatre

5.2	Encourage ethnic minority individuals to report experiences of discrimination and incidents they consider to be racist to An Garda Siochana or an alternative mechanism	July 2013 – Dec 2017	• Clear point of contact in Kilkenny to advise and support victims of racist incidents • Increase in the rate of reporting of racist incidents to Gardai	• An Garda Siochana	Community Groups Ethnic Minority Groups FRCs Kilkenny Integration Forum KTCM TIC
5.3	Promote a zero-tolerance approach to racist-based bullying in schools in collaboration with existing anti-bullying initiatives within local schools	Sept – Dec 2014; and Sept – Dec 2015; and Sept – Dec 2016	• Rollout of anti-racism education programmes in local schools each October/November • Significant reduction in the incidents of racism-based bullying in schools	• Schools & Youth Nonviolence Project	An Garda Siochana Ethnic Minority Groups Kilkenny Education Centre Kilkenny Integration Forum KTCM Local high profile sports personalities Parents Councils (in schools) Primary & Secondary Schools PSPN & SSPN TIC
5.4	Organise public talks, seminars and training workshops on cultural diversity and non-discrimination (e.g. in libraries and community centres)	July – Dec 2014; and July – Dec 2016	• Greater public understanding of the nuances of culture, ethnic identity and various approaches to integration • Greater public understanding of the personal and social costs of discrimination	• Kilkenny Integration Forum	An Garda Siochana Community Groups Ethnic Minority Groups Foroige FRCs KLP KTCM Immigrant Support Services Library Service Older People's Forum Ossory Youth Primary & Secondary Schools Schools & Youth Nonviolence Project TIC

5.5	Organise local sports-based intercultural event	From June/July 2014 (Annual event in July each year thereafter)	• New links emerging through these events, leading to increased ethnic minority involvement in mainstream activities of KRSP and local sports clubs • Opportunities to improve community relations through shared interests in sport and recreation • Long-term social and health benefits to participants of these sports-based events	• Kilkenny Integration Forum • KRSP	Community Games Ethnic Minority Groups FAI GAA KTCM Local schools Local sports clubs
5.6	Explore and maximise the use of public spaces in which ethnic minority communities can practice and maintain aspects of their own unique cultural traditions	Jan – Dec 2014	• Successful implementation and replication of the Kilkenny Traveller Horse Project to facilitate the keeping of horses as a key part of Traveller culture	• Kilkenny County Council	Ethnic Minority Groups Kilkenny Integration Forum KTCM Local councillors (incl. Mayor)
5.7	Collaborate with existing agencies who deliver parenting programmes to add cross-cultural parenting workshops to help parents explore how best to pass on some elements of their own culture while also helping their children to engage with this society's mix of cultures	Jan – Dec 2015	• Cross-cultural parenting component built into regular parenting programmes • Greater understanding among ethnic minority parents of different cultures and of the need for their children to negotiate different value systems simultaneously • Ethnic minority children experiencing smoother transitioning between home-culture and the wider mix of cultures they engage within the community	• HSE *(either Social Inclusion Section or Children & Families Section)*	Community Groups FRCs HSE Health Promotion Dept HSE Traveller Health Workers Kilkenny County Childcare Committee Kilkenny Integration Forum KTCM Local crèche/ childcare services Parent and Toddler Groups Parents Councils (in schools) VEC (Adult Education Service)

Summary Timelines for Kilkenny Integration Strategy 2013 – 2017

Table 6.6 Gantt Chart outlining timelines for each action over the five-year period 2013-2017

Note: This is intended for quick reference, but must be read in conjunction with the detailed action tables.

Red:	Deadline for key task
Yellow:	Intensive/ high level of activity
Green:	Maintenance/ low level of activity

		Jan-Dec 2013	Jan-Dec 2014	Jan-Dec 2015	Jan-Dec 2016	Jan-Dec 2017
	Employment & Economic Activity					
1.1	Provide targeted employment skills training to ethnic minorities	yellow/green		yellow/green		
1.2	Develop and conduct diversity awareness-raising programmes with employers		yellow/green		yellow/green	
1.3	Create a mechanism to identify & address obstacles faced by eth. min. entrepreneurs		yellow/red			
1.4	Raise ethnic minority awareness of CEB/LEO mentorship & other services	green				green
	Education & Training					
2.1	Continue to support the provision of English language classes	green	green	green	green	green
2.2	Conduct training needs analysis of parents with English language difficulties	yellow	yellow			
2.3	Support ethnic minority parents to link children into homework clubs	green	green	green	green	
2.4	Support the delivery of cultural awareness training to schools		yellow/green	yellow	green	
	Active Civic & Civil Participation					
3.1	Develop & promote a calendar of social & cultural events	yellow/red	green	green	green	green
3.2	Conduct a voter registration and education drive ahead of 2014 local elections		yellow/red			
3.3	Provide programmes on Irish history & culture in a variety of languages		yellow/green		yellow/green	

#	Action					
3.4	Engage religious leaders to encourage cross-cultural community initiatives			🟩		
3.5	Encourage interaction among diverse communities at neighbourhood level				🟩	
	Social Inclusion (Engaging and Interacting with Services)					
4.1	Appoint KIF representation onto the newly expanded SIM Group	🟥				
4.2	Disseminate information & facilitate dialogue on local services	🟩	🟩	🟩		
4.3	Encourage engagement with Gardaí via JPC forum & annual open day	🟨🟥🟨	🟥🟨	🟥🟨	🟥🟨	
4.4	Prepare input for & organise networking events for frontline staff	🟨🟥		🟨🟥		
4.5	Develop a common perspective & policy on integration & cultural diversity		🟨🟥	🟩		
4.6	Establish an exchange with Traveller Community Health Workers Project				🟨	
	Social Inclusion (Expressing Culture and Identity; Addressing Discrimination)					
5.1	Organise an annual, high profile intercultural event/ festival	🟨🟥	🟨🟥	🟨🟥	🟨🟥	🟨🟥
5.2	Encourage the reporting of racism to Gardai or an alternative mechanism	🟨🟩	🟩	🟩	🟩	
5.3	Promote a zero-tolerance approach to racist-based bullying in schools		🟩🟨	🟩🟨	🟩🟨	
5.4	Organise public talks, seminars & training workshops on cultural diversity		🟨	🟨	🟨	
5.5	Organise local sports-based intercultural event		🟨	🟨	🟨	🟨
5.6	Explore & maximise use of public spaces for the practice of minority cultures		🟨🟩			
5.7	Collaborate with existing agencies to add cross-cultural parenting workshops			🟩		

Appendices

Appendix 1: Members of Integration Planning Team

The integration planning team comprised of 12 existing members of Kilkenny Integration Forum, most of whom received PLA-training from CPS Galway in 2011. The following is a list of integration planning team members and the KIF subgroups and/or other organisations in which they are involved:

- Aidan Fitzpatrick (Community Safety Subgroup of KIF; and An Garda Siochana)
- Eileen M'bila (KIF Secretary; Asouli Art Subgroup of KIF)
- Gintaras Miliunas (Failte Isteach Subgroup of KIF)
- Joseph K. Mguni (KIF Chair; Community Safety Subgroup of KIF; and Ossory Youth)
- Jack Onek (KIF Assistant Coordinator; Sudanese Association, Kilkenny)
- Ken Kirwan (Failte Isteach Subgroup of KIF)
- Lindsey Butler (Kilkenny County Council)
- Mariusz Loszakiewicz (Coordinator of KIF in 2012; and Community Safety Subgroup of KIF)
- Malcolm Noonan (KIF Vice-chair; and Lifeline)
- Seamus O'Leary (The Integration Centre)
- Theresa Delehunty (Failte Isteach Subgroup of KIF; and Immigrant Support Services)
- Toluwani Akaehomen (Former coordinator of KIF)

Appendix 2: Registration and Consent Form (used in Phase 1)

Planning Process for Kilkenny Integration Strategy 2012-2017

Registration and Consent Form

Date:	
Venue:	
Facilitator Names:	
Contact:	

Thank you for your participation in this process to develop a five-year integration strategy for Kilkenny. ☺

Information generated during this process will be used to develop the integration strategy for Kilkenny 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
- Your are free to withdraw from the planning process at any time
- Your comments and input will be treated confidentially

Please fill out the registration and consent form below

Participant Name		
Nationality/ Community		
Phone number		
Email address		
How did you hear about this integration planning process?		
Is it okay to use photographs in which you appear?	Yes = ✓	No = X
Would you like to receive a copy of the final plan by email?	Yes = ✓	No = X
Would you like to be involved in the future work of this integration plan in Kilkenny?	Yes = ✓	No = X
Please sign your name:		

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

Appendix 3: Registration and Consent Sheet (used in Phase 2)

Attendance Register

Kilkenny Integration Planning Meeting

Location: _____   **Date:**   _____

	Name of Participant	Community/ Organisation/ Agency Represented	Telephone/ Mobile	E-mail Address	Consent to use your photo? (Yes / No)	Signature
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						
16						
17						
18						
19						
20						

Appendix 4: Guide Questions for Semi-structured Interviews

June/July 2012

Development of Kilkenny Integration Strategy 2012-2017

The Integration Centre is working with Kilkenny County Council and Kilkenny Integration Forum to develop a five-year integration strategy on behalf of Kilkenny County Development Board. This strategy will be informed by input from service providers, community organisations and members of minority communities.

Throughout April and May 2012 a number of preliminary integration planning sessions were held. During June and July 2011, we will be contacting service providers and local organisations who were unable to attend so far to explore frontline experiences of engaging with members of minority communities.

Our discussions will seek to explore the following areas:

- Level of contact your service has with members of minority ethnic communities
- Main reasons/ purpose for contact
- Agency's understanding/ definition of integration
- Ways your agency seeks to advance integration
- Key issues and challenges you face when engaging with minority ethnic clients

Your input on the above or any other areas you deem appropriate will be very much appreciated.

If you require more information please contact Seamus O'Leary at 087-2818986 or seamus.oleary@integrationcentre.ie or Mariusz Loszakiewicz at 087-2931153 or kilkennyintegrationforum@gmail.com

Thank you.

Appendix 5: Perspectives and Organisations Represented

Listed below are the organisations and service providers who were involved in this integration planning process, as well as the wide variety of nationalities/ perspectives represented among participants.

List of specific nationalities/ perspectives represented:	List of local organisations/ SPs represented:
1. American (US) 2. Bangladeshi 3. Cameroonian 4. Congolese 5. Hungarian 6. Irish (youth) 7. Irish (settled) 8. Irish (Traveller) 9. Kurdish 10. Latvian 11. Lithuanian 12. Nigerian 13. Northern Irish 14. Polish 15. Sierra Leonian 16. Slovakian 17. Somalian 18. South Sudanese 19. Zimbabwean	1. Active Retirement (Ballyfoyle) 2. Age Friendly Kilkenny/ Active Retirement Kilkenny 3. An Garda Siochana 4. Butler Gallery 5. Citizen's Information Service (Kilkenny) 6. Community & Voluntary Forum 7. County Enterprise Board 8. DSP – Activation & Enterprise Services 9. DSP – Community Services 10. DSP – Employment Services 11. Droichead FRC (Callan) 12. Failte Isteach (KIF Subgroup) 13. FAS/ SOLAS 14. Foroige (The Drum Youth Centre) 15. Fr McGrath FRC (Kilkenny) 16. HSE – General 17. HSE – Social Inclusion Unit 18. HSE – Traveller Health Unit 19. Irish Countrywomen's Association 20. Immigrant Support Services 21. Kilkenny City Community Group for Social Justice 22. Kilkenny Council of Trade Unions 23. Kilkenny County Childcare Committee 24. Kilkenny County Council – Community 25. Kilkenny County Council – Housing 26. Kilkenny Education Centre 27. Kilkenny Integration Forum 28. Kilkenny Leader Partnership (KLP) 29. Kilkenny Presbyterian Church 30. Kilkenny Recreation and Sports Partnership 31. KTCM (Kilkenny Traveller Community Movement) 32. Library Service (Kilkenny) 33. Lifeline Suicide Prevention 34. MABS (Money Advice & Budgeting Service) 35. Mill FRC (Urlingford) 36. Newpark Close FRC (Kilkenny) 37. NUI Maynooth (Kilkenny Campus) 38. Ossory Youth 39. Schools & Youth Nonviolence Project Ireland 40. Traveller Community Health Workers Project 41. Urlingford Thursday Club 42. VEC – Adult Education Service 43. VEC – General

Appendix 6: References

All Ireland Research Observatory (2012) *Census Mapping Section* on http://airo.ie

An Garda Siochana (2009) *Diversity Strategy and Implementation Plan 2009-2012*

Arts Council Ireland (2010) *Cultural Diversity and the Arts: Language and Meanings*

Centre for Participatory Strategies (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.*

Council of the European Union (2009) *The Stockholm Programme: An Open and Secure Europe Serving the Citizen*. Brussels: European Commission.

CSO (2012) *Census 2011 (Volumes 1-6).* Dublin: The Stationary Office

CSO (2008-2011) *Quarterly Household National Surveys 2008-2011.* Dublin: The Stationary Office

Department of Education and Skills (2011) *Post-primary School Database*

Department of Education and Skills and the Office of the Minister for Integration (2010) *Intercultural Education Strategy 2010-2015.* Dublin: The Stationary Office

Department of Environment, Community and Local Government (October 2012) *A Guide to Putting people First: Action Programme for Effective Local Government.* Dublin: The Stationary Office

Department of Environment, Community and Local Government (March 2012) *Final Report of the Local Government/Local Development Alignment Steering Group.* Dublin: The Stationary Office

Department of Environment, Community and Local Government (2011) *Annual Count of Traveller Families 2010*

Department of Health (2011) *All-Ireland Traveller Health Study 2009-2011*

Department of Justice, Equality and Law Reform (2005) *Planning for Diversity: The National Action Plan Against Racism 2005-2008.* Dublin: The Stationary Office

EC (2010) *European Ministerial Conference on Integration: Draft Declaration from Zaragoza.* Luxembourg: Publications Office of the European Union

EC (2004) *EU Common Basic Principles for Immigrant Integration.* Brussels: European Commission

European Commission Against Racism and Intolerance (2013) *ECRI Report on Ireland.* Strasbourg, France: Council of Europe.

ESRI & Health Service Executive (2010) *Peri-natal Statistics Report*

Fundamental Rights Agency (2009) *European Union Minorities and Discrimination Survey, Main Results Report.* Available at www.fra.europe.eu/eu-midis

HSE (2007) *National Intercultural Health Strategy 2007-2012.* Dublin: Health Service Executive

Kilkenny Age Friendly Alliance (2010) *Kilkenny Age Friendly County 2011-2016*

Kilkenny County Development Board (2002) *Kilkenny Strategy for Economic, Social and Cultural Development 2002-2012*

Kilkenny Leader Partnership (2010) *KLP Local Community Development Programme 2011-2013*

Kilkenny Traveller Community Movement (2012) *KTCM Strategic Plan: Towards 2020*

Kilkenny Traveller Interagency Group (2011) *Strategic Plan 2011-2013*

McGinnity, F.; Quinn, E.; Kingston, G.; and O'Connell, P. (2012) *Annual Monitoring Report on Integration 2011.* Dublin: The Integration Centre and ESRI

McGinnity, F.; Quinn, E.; O'Connell, P.; and Donnelly, N. (2011) *Annual Monitoring Report on Integration 2010.* Dublin: The Integration Centre and ESRI

Niessen, J. and Huddleston, T., on behalf of the European Commission (Directorate General for Justice, Freedom and Security) (2010) *Handbook on Integration for Policy-makers and Practitioners (Third Edition)* Luxembourg: Publications Office of the European Union

Office of the Minister for Integration (2008) *Migration Nation. Statement on Integration Strategy and Diversity Management.* Dublin: The Stationary Office

Office of the Refugee Applications Commissioner (2011) *Annual Report 2010.* Dublin: ORAC

Power, J. & Slovak, P. (2012) *Migrants & The Irish Economy.* Dublin: The Integration Centre

Teachers Union of Ireland (2010) *Results of Behaviour and Attitudes (B&A) Survey on Racism, Interculturalism and Resources for Minority Ethnic Students*

The Equality Authority (2008) *An Action Strategy to Support Integrated Workplaces*

The Integration Centre (2011-2012) *TIC Policy Research Resources*