

DEAR SANTA,
ALL I
WANT FOR
CHRISTMAS IS
EQUAL STATUS
LEGISLATION.



Towards a City of Equals

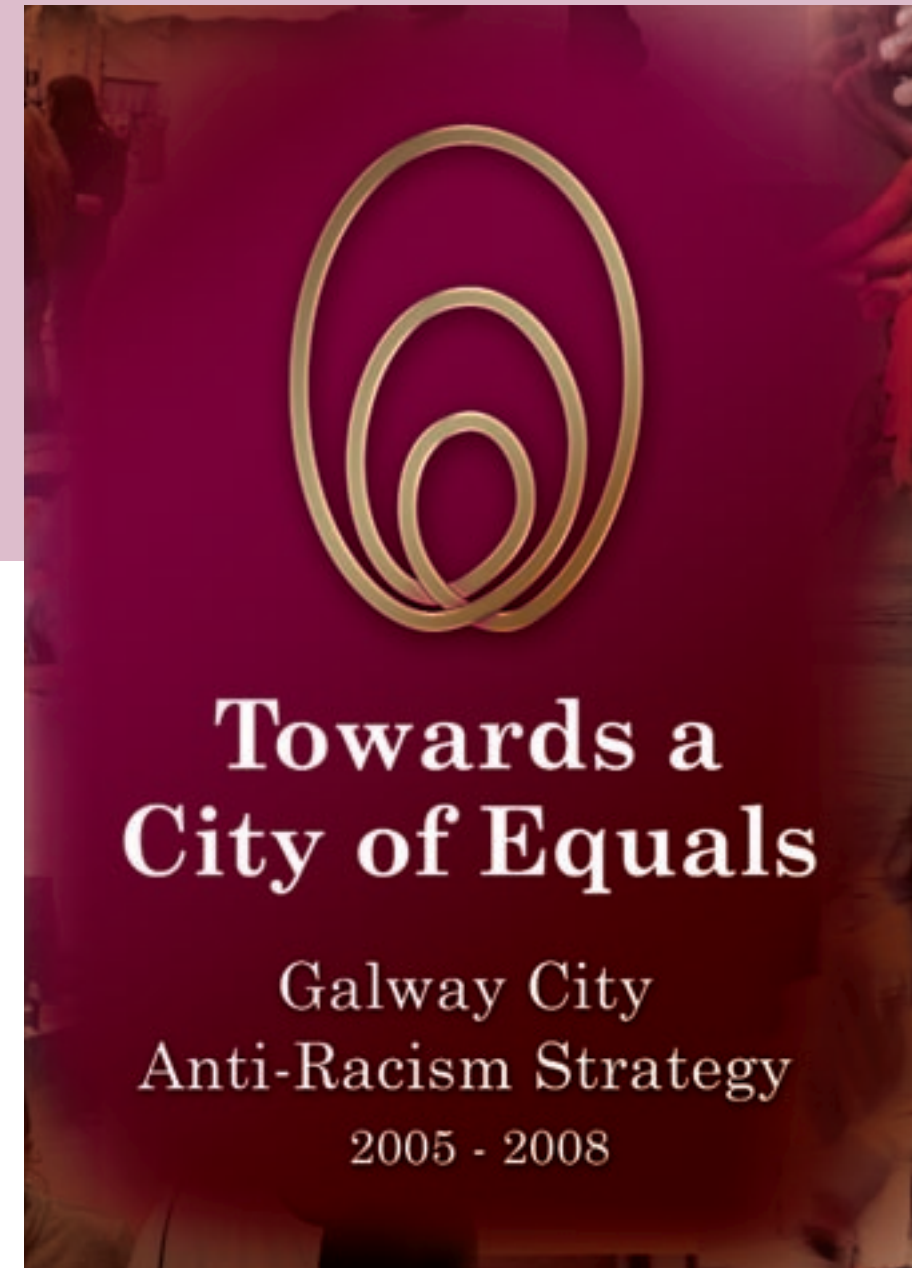
Galway City
Anti-Racism Strategy

2005 - 2008



Towards a City of Equals Emblem

To mark Anti-Racism in the Workplace Week 2004, Galway Peoples' Resource Centre organised an anti-racism awareness raising event in Eyre Square Shopping Centre in Galway. Three maps were displayed - a map of Galway, a map of Ireland, and a map of the world, and shoppers were asked to place a small pin on one of the maps identifying where they were from. From this a pattern emerged which was then used to design the emblem of Towards A City Of Equals.



Foreword

It gives me great pleasure to introduce *Towards a City of Equals - Galway City Anti-Racism Strategy 2005-2008*. This strategy is the first of its kind in Ireland and probably the first of its kind in the world. Either way it puts Galway City firmly on the map in terms of taking positive action to address the problems of racism in our society.

The strategy sets the people of Galway the challenge of eliminating racism from our City. This is an enormous task given that racism has been a persistent problem in our society for some time now. Historically, many minority groups have experienced racism and continue to do so today. It is my hope that this strategy will mark the beginning of a new and more committed approach that will eventually see racism consigned to the history books.

Today, Galway is more diverse than ever before. While our city has always been home to different communities recent times have witnessed a considerable growth in our diversity. More and more people from all over the world now share our workplaces, our schools, our churches, and our streets. This strategy welcomes our new communities and views our growing diversity as a positive change that will enrich local society. The strategy also sets itself the realistic goal of creating an intercultural society.

Our ultimate vision is of a Galway that is free of racism where all groups, regardless of cultural background, are treated equally and with respect. For this vision to become a reality we all need to adopt it as our own. It requires us all to say **No to Racism** and **Yes to Interculturalism**. The Action Plan for this strategy sets out an ambitious programme of work that will combat racism and promote interculturalism across all sectors of the city over the coming years.

While it is of great importance that we as individuals buy into the strategy, we also need the leadership and commitment of the local trade unions, employers, community and voluntary groups and the state and semi state agencies. In the action plan these agencies and groups have put their organisations forward as active participants in making our vision happen. I commend them for that commitment and as Chairperson of the Galway City Partnership I know that this collaborative approach has proved successful in the past and I look forward to continuing with this positive way of working as we begin the process of implementing the strategy *Towards A City Of Equals – Galway City Anti-Racism Strategy 2005-2008*.

Elaine Harvey

Chairperson

Galway City Partnership

March 2005



Glossary

Racism	Racism is a specific form of discrimination and exclusion faced by cultural and ethnic minorities. 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. Racism denies people their basic human rights, equality, and respect.
Asylum Seeker	A person who seeks to be recognised as a refugee in accordance with the terms of the 1951 Geneva Convention.
Refugee	An asylum seeker who has been granted refugee status in accordance with the terms of the 1951 Geneva Convention.
Migrant Worker	A person who is to be engaged, is engaged or has been engaged in remunerated activity in a State of which he or she is not a national.
Ethnicity	An ethnic group is a group of people sharing a collective identity based on a sense of common history and ancestry. Ethnic groups possess their own culture, customs, norms, beliefs and traditions. Other relevant characteristics shared in common would be language, geographical origin, literature or religion.
Integration	A two-way process that places duties and obligations on both cultural and ethnic minorities and the State to create a more inclusive society.
Culture	The distinctive beliefs and practices of a group.
Multiculturalism	Multiculturalism is a complex term but essentially it refers to the integration of minorities into the dominant society. The emphasis, in a multiculturalist approach, is on ethnic minorities to integrate into the dominant society. Multiculturalism has been rejected by most working in the area of anti-racism in favour of <i>interculturalism</i> .
Interculturalism	Interculturalism is essentially about creating the conditions for interaction, equality of opportunity, understanding and respect between <i>all</i> cultures and ethnic groups, without glossing over issues such as racism. It is about planning for and accommodating cultural and ethnic diversity.
Prejudice	Negative opinions or attitudes held by members of one group about another.
Discrimination	Negative behaviour of an individual or group towards another individual or group.
Xenophobia	Fear of the stranger.

Declaration

This is the Declaration of the Galway City Anti-Racism Strategy.

Galway City needs to **welcome diversity**, **eliminate racism**, and **promote interculturalism**. This will be done by creating the conditions for the **prevention** of racism in Galway City; by promoting better **protection** from racist acts; by ensuring the **inclusion** of those who experience racism in all aspects of society; by ensuring the **provision** of equitable services; by promoting better **participation** of those who experience racism in decision-making processes; by the **recognition** of cultural diversity; and ultimately by the **elimination** of all forms of discrimination in Galway City.

That being so, this strategy is:

Conscious that widespread solidarity amongst the people of Galway City in effectively combating racism is required.

Calling on all people associated with Galway City to end all forms of racism irrespective of whether they are overt or covert.

Rejecting any and all verbal, visual, written and physical forms of racism in their entirety.

Mindful that racism is damaging to all.

Reaffirming the right of ethnic minority groups to retain their cultural identity within a human rights framework.

Recognising that members of ethnic minority groups experience racism and validating the particular experience of racism of the Irish Traveller community.

Acknowledging that racism is not a new phenomenon and building on the historical work against racism in Ireland.

Asserting that the struggle to uphold the principle of equality is worthy and that the elimination of all forms of racism from Galway City is linked to social justice.

Agreeing to support the implementation of *Towards a City of Equals – Galway City Anti-Racism Strategy, 2005-2008*.

To express your solidarity with *Towards A City Of Equals – Galway City Anti-Racism Strategy*, please contact Galway City Partnership for a copy of the Declaration to sign and return.

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Introduction



Galway City is a city on the west coast of Ireland with a population of 65,832¹. It is one of the fastest growing cities in Europe and is the only city in the Border, Midlands and Western region.

As in most places in Ireland, recent years have seen a growth in the diversity of the population of Galway City. This is partly because recent years have seen net immigration for the first time since the 1970's. The immigrant community is largely made up of returning Irish emigrants, but there is also an increasing diversity of immigrants, such as asylum seekers, refugees, and migrant workers. The decision of people from other countries and ethnic minorities to make their home in Galway has added to the existing diversity of Galway's population, which already included members of the Travelling community, black² Irish people, Chinese community, South American community, and others. However, recent years have also seen a

growth in racism and racist incidents in Galway City. The fact that this needs to be addressed and challenged was identified by a number of organisations, including locally based anti-racism organisations such as Galway Refugee Support Group, Galway Travellers Support Group and the Galway One World Centre, as well as others with a focus on racism such as Galway City Partnership, Galway Peoples' Resource Centre and the Galway City Development Board. In order to meet this challenge, the anti-discrimination umbrella group, *Action for Equality - Galway*, in conjunction with Galway City Partnership and with the support of the Galway City Development Board, undertook to develop an anti-racism strategy for Galway City.

The rationale for the development of an anti-racism strategy was linked to a number of significant developments at the international and national level.

At the international level, the Irish Government agreed to the Programme of Action published after the World Conference Against Racism (WCAR), held in Durban, in 2001 under the aegis of the United Nations High Commissioner for Human Rights. One of the key commitments of the Durban Programme of Action was for states to develop national action plans against racism. Ireland published *Planning for Diversity – The National Plan Against Racism* (NPAR), in January 2005. The NPAR will now provide the framework for anti-racism in Ireland. Significantly for local areas, one of the expected outcomes in the NPAR is for the development of Anti-Racism and Diversity Plans (ARD) at city and/or county level. At local level, Galway City Development Board, in its plan for the integrated development of Galway City, included an action to tackle racism by developing an anti-racism strategy.

The publication of *Towards a City of Equals - Galway City Anti-Racism Strategy* will fulfill the commitments to develop an anti-racism strategy in Galway City. It sets out a strategy to welcome diversity, eliminate racism, and promote interculturalism in Galway City. Ultimately, *Towards a City of Equals* envisages Galway City as an Intercultural City free of racism and sees as its mission the elimination of racism from Galway City. The approach that is taken by *Towards a City of Equals* is that of the NPAR, namely to emphasise the notion of interculturalism. Interculturalism is essentially about creating the conditions for interaction, understanding, equality of opportunity and respect between all communities in Ireland in the belief that Irish society as a whole will benefit and be enriched. It stresses the importance of 'inclusion by design', not as an add-on or

an afterthought and the need to plan for and accommodate diversity. The accomplishment of an intercultural Galway City is of primary significance to the success of *Towards a City of Equals*.

Towards a City of Equals - Galway City Anti-Racism Strategy commits itself to facilitating and supporting the implementation of *Planning for Diversity – the National Action Plan Against Racism in Galway City*, and has adopted the five strategic objectives of *Planning for Diversity* as the intercultural framework under which the actions of *Towards a City of Equals* will be presented.

Principles

The development of the anti-racism strategy was informed by the following principles:

- **The Need to Combat Racism -** to ensure that racism is challenged and ultimately eliminated.
- **Racism and Human Rights -** that racism is understood as an abuse of the Human Rights of the person experiencing racism.
- **Protection -** to ensure that racism is recognised as a crime in both Irish and international law, and to ensure that those experiencing racism are afforded the full protection of the law.
- **Interculturalism -** to ensure that Galway City becomes an intercultural society by promoting equality, respect, and understanding between all communities.
- **Community Development -** to ensure that the principles of community development are central in any approach to combat racism.

Note 1
Census of the Republic of Ireland, 2002

Note 2
While acknowledging that people use a capital 'B' when identifying a black person for a myriad of reasons, the Working Group that developed *Towards a City of Equals* believe that it is incorrect to define a person's identity by their colour and so use a small 'b' when referring to 'black' people.

Outline of Towards a City of Equals - Galway City Anti-Racism Strategy 2005-2008

Towards a City of Equals - Galway City Anti-Racism Strategy is outlined as follows:

The Introduction presents the strategy and looks at the outline and the methodology of the strategy.

Section One, Context and Rationale looks at the social and legislative context, and rationale for the development of the strategy.

Section Two, Racism sets out the understanding of racism that underpins the strategy.

Section Three, Galway City examines racism in Galway by looking at the results of the qualitative research carried out for *Towards a City of Equals - Galway City Anti-Racism Strategy*.

Section Four, Action Plan outlines the Action Plan and its implementation.

Summary of Action Plan

Towards a City of Equals - Galway City Anti-Racism Strategy can be very generally summarised as follows:

- **Vision**
Galway City - An Intercultural City Free of Racism - Let's Do It!
- **Mission**
To eliminate racism from Galway City.
- **Aim**
To welcome diversity, eliminate racism, and promote interculturalism.



Intercultural Framework

THEME 1 Protection

Enhancing protection against racism

- Objective 1.1** To ensure adequate protection and legal redress for those experiencing racism in Galway City
- Objective 1.2** To create the appropriate environment for challenging racism and promoting interculturalism locally, nationally and at EU level

THEME 2 Inclusion

Ensuring economic inclusion and equality

- Objective 2.1** To facilitate the development of an intercultural ethos in all local organisations in the public, private and voluntary sectors
- Objective 2.2** To ensure there is a focus on the impact of poverty
- Objective 2.3** To ensure that national initiatives are facilitated at local level

THEME 3 Provision

Accommodating cultural diversity in service provision

- Objective 3.1** To foster an environment of intercultural learning throughout Galway City
- Objective 3.2** To ensure equal access to all services by ethnic minorities
- Objective 3.3** To promote the further development of dedicated support services and facilities for ethnic minorities

THEME 4 Recognition

Recognition and awareness of cultural diversity and racism

- Objective 4.1** To reduce racism in Galway City through raising local awareness on cultural diversity and interculturalism
- Objective 4.2** To develop and celebrate the cultural diversity of Galway City

THEME 5 Participation

Enhancing the participation of cultural and ethnic minorities in Irish society

- Objective 5.1** To achieve effective participation by ethnic minorities and immigrants in the political, community and local development processes.



Context and Rationale

Section 1

Methodology

In order to inform the development of *Towards a City of Equals - Galway City Anti-Racism Strategy*, a considerable amount of work was undertaken over an 18-month period (January 2003 to July 2004). This work focused on a number of key issues for the project. These were:

- Developing an understanding of racism
- Exploring racism in Galway City
- Devising the appropriate strategic responses

From the outset, the development of the strategy was framed around the principles of participation and consultation. To ensure the participation of all stakeholders, a project Advisory Group, with broad representation from local development organisations, ethnic minority communities and their representative organisations, was established in early 2003. From the Advisory Group, a smaller Working Group, was also established. This group was responsible for the overall implementation of the key tasks, such as the research and consultations, and the drafting of the strategy documents. A full list of the individuals and organisations on the project Advisory Group and Working Group is provided in Appendix 1.

Following the formal launch of the project in March 2003, a research and consultation process was initiated. A variety of complementary research techniques including focus groups, a public call for submissions, a public seminar, and documentary analysis were undertaken in order to inform both the content of the strategy document and the specific actions that would form the Action

Plan of *Towards a City of Equals - Galway City Anti-Racism Strategy*.

As part of the process, two documents were commissioned. The first is *Galway City Anti-Racism Strategy: A Legal Basis*, researched and written by *Human Rights for Change, the Organisation for the Protection and Promotion of Human Rights* based in the Irish Centre for Human Rights, National University of Ireland, Galway. The second is a document on the concept of racism, and racism in Ireland, written by Ann Irwin. These two documents have been incorporated into *Towards a City of Equals - Galway City Anti-Racism Strategy*. They will also be made available separately as supporting documentation.

Other documents drawn on include the Galway City Development Board's Strategy for Economic, Social and Cultural Development 2002-2012 - *Gaillimh! Beo Agus Bríomhar; Planning for Diversity - The National Action Plan Against Racism; Building an Inclusive Society - The National Anti-Poverty Strategy; The European Coalition of Cities against Racism Ten-Point Plan of Action*, and others.

Language

Those involved in the development of *Towards a City of Equals - Galway City Anti-Racism Strategy* wish to acknowledge the importance of language in relation to racism and anti-racism. The choice of language and terminology was a constant challenge during the development of the strategy and it is hoped that best practice was used in relation to the use of language and terminology.

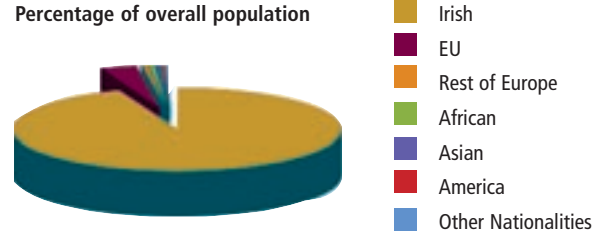
1.1 CONTEXT

1.1.1 Diversity in Ireland

In the attempt to contextualise *Towards a City of Equals - Galway City Anti-Racism Strategy*, it is important to look at contemporary Ireland and at the demographic and social features that are shaping Irish society.

Diversity has always been a feature of Irish society. This diversity has been made up of the white settled community, the Traveller community, a small but vibrant Jewish community, black Irish people, and others. Increasingly, in recent years, this diversity has been broadened and the latest Census of Population (2002) estimates that there are a total of 224,261 people that identify their nationality as non-Irish living in the country. This accounts for just over 5.5% of the overall population. The nationalities represented in Ireland can be summarised as follows:

Chart 1 National Diversity in Ireland



According to the Census of Population 2002, there are 23,681 members of the Irish Travelling Community, making up 0.6% of the total population. There are also a significant number of other minorities that have lived in Ireland for many years.

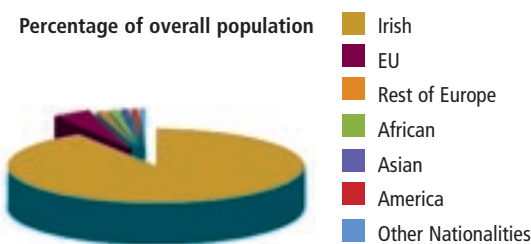
Religious diversity is also on the increase in Ireland. In all, the Census of Population (2002) lists a total of 23 religions currently being practised in Ireland. The number of Muslims in Ireland grew from 3,875 in 1991 to 19,147 in 2002, an increase of 394%. There are over 20,000 Presbyterians and over 2,000 Jewish people in Ireland.



1.1.2 Diversity in Galway

The increase in diversity on a national basis has been matched by an increase in diversity in Galway City. The Census of Population (2002) estimates that there are a total of 5,972 people living in Galway City that class their nationality as non-Irish. This accounts for approximately 9% of the overall population. These nationalities represented in Galway City can be summarised as follows:

Chart 2 National Diversity in Galway City



There is little information available on ethnic minorities living in Galway City. A report carried out for the Galway City Partnership in 2001 indicated that 38 different nationalities were represented in Galway City. In 2003, the Galway Refugee Support Group (GRSG) estimated that there were 887 asylum seekers and refugees, with 622 children, living in Galway City³, although anecdotal information from the GRSG would indicate that there are currently even more nationalities represented in Galway City.

According to the Census of Population (2002), there are a total of 1,058 members of the Travelling community living in Galway City, accounting for 1.6% of the population. Estimates in research being carried out for the Galway Travellers Support Group would claim that this is under representative of the number of Travellers in Galway City. There are also a number of black Irish people, and other minority communities living in Galway City. There are over 600 practising Muslims in Galway City, as well as a

smaller number of Presbyterians, Jewish people, and people of other religions.

1.1.3 Racism

The increase in diversity, both at a national and local level, is to be welcomed, and is being welcomed by those who acknowledge that a population rich in diversity enriches society. The NPAR, for example, states that the Irish Government ‘recognises and welcomes the fact that Ireland is now a more diverse society in which people of different cultural and ethnic backgrounds enrich our society’⁴. However, there are those who do not agree with this assertion, and the rise in diversity of Irish society has been paralleled by a rise in racism and racist incidents.

At a national level, for example, the National Consultative Committee on Racism and Interculturalism (NCCRI) reported in November 2004 that the highest number of racist incidents since their records were first collated had been reported to them between May and October 2004⁵. In a similar vein, according to the Equality Authority, race was the main ground for claims of discrimination at work in 2003⁶. Although, no such comprehensive logs are kept in Galway City, local logs and anecdotal evidence would suggest that there has been an increase in the level of racism and racist incidents in the city in recent times. This is the social context locally and nationally within which *Towards a City of Equals - Galway City Anti-Racism Strategy* was developed.

1.1.4 Interculturalism

The rise in diversity and the increasingly varied nature of diversity in Ireland and in Galway City indicate how important it is to welcome and accommodate minority communities and their diverse needs. This needs to be done in a planned and sustained way. The approach of *Planning*

for Diversity is one that emphasises the notion of interculturalism. As an approach, interculturalism stresses the importance of creating the conditions for interaction, understanding, and respect between *all* communities living in Ireland, in the belief that Irish society as a whole will benefit and be enriched. Included in this notion is the need to plan for diversity, not as an add-on or as an afterthought, which would mean an ad hoc approach to planning for a more diverse society, but by design. To take this approach will ensure the development of a more inclusive society, a society where racism is eliminated, where cultural diversity is accommodated and celebrated, and where positive action to support the full equality of minority groups is provided for. This approach has been fully adopted by Towards a City of Equals in its vision to achieve an intercultural city free of racism.

1.2 RATIONALE

The rationale for the development of *Towards a City of Equals - Galway City Anti-Racism Strategy* comes from important developments at three different levels:

- The International Level
- The National Level
- The Local Level

1.2.1 The International Level

The impetus for the development of a national anti-racism strategy comes as a result of the World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance, held in Durban in 2001, which urges States, ‘to establish and implement without delay national policies and action plans to combat racism, racial discrimination, xenophobia and related intolerance, including their gender-based manifestations’⁷. As a participant in the conference the Irish Government

effectively signed up to the Declaration and the Programme of Action published by WCAR and thus to the commitment to develop the National Action Plan Against Racism in Ireland. The commitment by the Irish Government to implement the NPAR was further reinforced in the Social Partnership Agreement 2003-2005, Programme for Prosperity, which identified the Plan as a key element of a special initiative on migration and interculturalism to be undertaken during the period of the Agreement⁸. At EU level, the development of a European Coalition of Cities against Racism is currently underway, with cities that sign up to the coalition asked to adopt a ten-point plan of action and to implement the actions appropriate to them.

1.2.2 The National Level

Planning for Diversity – The National Action Plan Against Racism was published in January 2005. The development of the NPAR in Ireland was overseen by the Department of Justice, Equality and Law Reform through the National Action Plan Against Racism Steering Group. The NPAR ‘reaffirms the Irish Government’s commitment that racism has no place in Irish society’⁹. The aim of the plan is to provide strategic direction to combat racism and to develop a more inclusive, intercultural society in Ireland.

In addition to the publication of the NPAR, recent years have seen significant developments in relation to equality legislation in Ireland through the introduction of the Employment Equality Act 1998, the Equal Status Act 2000 and the Equality Act 2004. Under these Acts, discrimination on grounds, such as race, religion, and membership of the Travelling Community is prohibited. Furthermore, the first ever, national anti-racism awareness programme was recently implemented in Ireland.

Note 4
NPAR, page 40

Note 5
Irish Times, 11-11-2004

Note 6
Irish Times, 20-5-2004

Note 7
WCAR, Plan of Action, Paragraph 66

Note 8
Diverse Voices: A Summary of the Outcomes of the Consultative Process and a Proposed Framework for the National Action Plan Against Racism, 2003

Note 9
NPAR, page 40

KNOW RACISM, The National Anti-Racism Awareness Programme was formally launched by the government in October 2001 with the aim of creating the conditions for building an inclusive society in Ireland, where racism is effectively addressed and cultural diversity is valued. This three-year programme, 2001-2003, involved a range of public awareness campaigns, the development of anti-racism resource packs, and also provided funding to local anti-racism initiatives.

1.2.3 The Local Level

Anti-racism initiatives are not a new development in Galway City, and the background to this strategy must firstly be viewed in the context of the work of local groups, who have for many years been actively challenging racism through different measures. This can be seen in the work of such groups as the Galway City Partnership, Galway Travellers Support Group, Galway Refugee Support Group, Galway One World Centre, and Galway Peoples' Resource Centre. Partnership at the local level was critical in progressing the anti-racism and intercultural agenda in Galway, and ultimately, through Action for Equality - Galway, realising the development of an anti-racism strategy for the city. This co-operative approach has involved a wide range of organisations from the local development and community and voluntary sectors.

Galway City Partnership was the lead organisation in the development of *Towards a City of Equals – Galway City Anti-Racism Strategy*. The Partnership was established in 1996 to tackle disadvantage and combat social exclusion in Galway City and currently operates the Local Development Social Inclusion Programme as part of the National Development Plan. The company is made up of representatives from statutory agencies, community groups, social partners, and from locally elected representatives. Included in the list of target groups that the Partnership works with are Travellers, refugees, asylum seekers, and other ethnic minorities.

The development of *Towards a City of Equals - Galway City Anti-Racism Strategy* was also incorporated into the Galway City Development Board's Strategy for Economic, Social and Cultural Development 2002-2012 – *Gaillimh! Beo Agus Bríomhar*. The City Development Board, established in March 2000 to improve co-ordination between local government and local development, is made up of 32 representatives from state agencies, local government, social partners and local development. Importantly, one of the issues highlighted in the extensive consultation process undertaken to develop the Board's ten-year strategy was the need for an Equality and Anti-Racism Strategy for the city. This was subsequently included as a specific action to be implemented as part of the strategy:

Objective 1
Increase the Understanding and Acceptance of the Different Ethnic Groups in the City.
Action 1 Develop a Local Equality and Anti-Racism Strategy¹⁰

With this level of commitment and co-operation locally, *Action for Equality - Galway*, with the support of Galway City Partnership and the Galway City Development Board, took the initiative and successfully secured funding in December 2002 from the **KNOW RACISM** Programme to develop *Towards a City of Equals - Galway City Anti-Racism Strategy*.

1.3 LEGISLATIVE AND POLICY CONTEXT

This section outlines the main international and national legislation and policy documents that make up the context of anti-racism work. For a more comprehensive outline refer to the supporting document *Galway City Anti-Racism Strategy: A Legal Basis*.

1.3.1 International Legislation

Universal Declaration of Human Rights
Although not envisaged as a legally binding instrument of international law, the Universal

Note 10
Gaillimh Beo Agus Bríomhar-Strategy for Economic, Social & Cultural Development 2002-2012, Galway City Development Board 2001, page 51

Note 11
The implementation of ICERD is monitored by the Committee on the Elimination of Racial Discrimination (CERD).

Declaration of Human Rights, drafted in 1948, was understood to represent a 'common standard of achievement' for all the parties involved in its adoption. As a point of reference for all subsequent treaties of international human rights law, the Declaration embodies a set of universal standards that are fundamental to any functioning democracy.

European Convention on Human Rights and Protocol No. 12 to the European Convention on Human Rights

In force in Ireland since 1953, the convention obliges Ireland to ensure that each of the rights contained therein are protected, without discrimination, for all individuals within the jurisdiction of the state.

International Convention on the Elimination of Racial Discrimination

The International Convention on the Elimination of Racial Discrimination¹¹ (ICERD) is the main international instrument governing international human rights law's approach to anti-racism. Under this Convention, States parties agree to prohibit and eliminate racial discrimination in all its forms and to guarantee the right of everyone to equality before the law with respect to the full range of rights set out in other human rights instruments. It supposes a strong obligation of action from the State to ensure non-discrimination and allows for affirmative action to ensure racial equality. This latter approach is based on the idea that specifically vulnerable groups need special measures of protection to ensure equality in their treatment with respect to the main group in society.

Framework Convention on National Minorities

International law has always addressed the protection of minorities that live within the borders of States. However, the Framework Convention on National

Minorities is the first legally binding multilateral instrument devoted to the protection of national minorities. Under this framework, States are required to adopt special measures to ensure equality and non-discrimination for persons belonging to minorities. Ireland recognises the Traveller community as an indigenous community.

International Convention relating to the Status of Refugees

This Convention defines refugees and asylum seekers, the latter being those who apply under the Convention to be recognised as refugees.

World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance

The World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance (WCAR), was held in Durban, South Africa in September 2001 under the aegis of the Office of the United Nations High Commissioner for Human Rights against a backdrop of continued racist discrimination and xenophobia 'despite efforts undertaken by the international community, Governments and local authorities'¹².

Ireland participated in the WCAR and was a party to the Declaration and Programme of Action. The WCAR named migrants, refugees, and Travellers amongst the groups of people who experience racism and called on states to, 'Establish and implement without delay national policies and action plans to combat racism, racial discrimination, xenophobia and related intolerance, including their gender-based manifestations'¹³.

It underlines the key role that politicians, political parties, non-governmental organisations, and the media can play in combating racism, racial discrimination, xenophobia and related intolerance¹⁴ and the necessity for States to strengthen legislation to counter racism¹⁵.

Note 12
WCAR, Declaration

Note 13
WCAR, Programme of Action, Paragraph 66

Note 14
ibid, Paragraph 115

Note 15
ibid, Paragraph 68.

1.3.2 Domestic Legislation

Prohibition of Incitement to Hatred Act, 1989

Under the Prohibition of Incitement to Hatred Act, it is an offence to publish or distribute written material, to use words, behave or display written material, or to distribute, show or play a recording of visual images or sounds, if the written material, words, behaviour, visual images or sounds are threatening, abusive, insulting, and are intended to or, having regard to all the circumstances, are likely to stir up hatred. However, prosecution under this Act is very difficult due to the requirement that intention to 'stir up hatred' must be proven and there have been very few prosecutions under the Act.

Employment Equality Act, 1998

The Employment Equality Act 1998, which came into force in October 1999, prohibits discrimination in employment on the basis of nine grounds:

- Gender
- Marital status
- Family status
- Sexual orientation
- Religious belief
- Age
- Disability
- Race
- Membership of the Traveller Community

The Employment Equality Act covers the workplace including recruitment, promotion, working conditions, equal pay, advertisements, dismissal and access to vocational training. The Act established the Equality Authority, whose functions include the elimination of discrimination in relation to employment, the promotion of equality of opportunity, and the provision of information.

Equal Status Act, 2000

The Equal Status Act 2000, which came into force in October of that year, protects against discrimination on the nine grounds outlined above in respect of the provision of goods and services, the disposal of premises and the provision of accommodation, and educational establishments. The definition of discrimination is broader than the Employment Equality Act 1998, and it includes discrimination by association and by imputation as well as direct and indirect discrimination.

The Act allows for affirmative action intended to promote equality of opportunity for persons who are, in relation to other persons, disadvantaged, or who have been or are likely to be unable to avail themselves of the same opportunities as those other persons.

The Equality Act, 2004

The Equality Act, 2004 amends both the Employment Equality Act, 1998 and the Equal Status Act, 2000, in line with three European Council Directives on equality. The Act extends the definition of "employee" and "contract of employment" in order that the Act may apply to self-employed persons. Furthermore, the Act also extends the provisions of the Act to apply to Partners and Partnerships. The Act amends the 1998 definition of discrimination, so that it mirrors the definition provided in the Equal Status Act, 2000. For the purposes of the 2004 Act discrimination is taken to occur where a person is treated less favourably than another person is, has been or would be treated in a comparable situation on any of the discriminatory grounds.

Office of the Director of Equality Investigations

The Office of the Director of Equality Investigations addresses complaints under the Equality legislation and has the power to issue legally binding decisions ordering compensation, equal pay, wage arrears, equal treatment or an order that a person or persons take a specified course of action.

Equality Authority

The Equality Authority, provided for under the Equal Status Act 2000, provides services including legal advice, the promotion of equality of opportunity legislation, research on equality issues, and the dissemination of information on equality matters.

The Refugee Act, 1996

The Refugee Act incorporates the 1951 Refugee Convention into domestic Irish law and also incorporates the Dublin Convention. The Dublin Convention, to which all EU States are parties, provides a mechanism for determining which EU state is responsible for examining an application for refugee status. If another EU State is found to

be responsible for examining an application and that country agrees, the applicant will be transferred to that EU country for consideration.

National and international NGO's have raised several concerns regarding the Dublin Convention, in particular that the receiving state is not required to guarantee that it will consider the asylum claim substantively or that it will respect the principle of non-refoulement.

The Refugee Act 1996 was subsequently amended by the Immigration Act 1999 and the Illegal Immigrants (Trafficking) Act 2000. The Immigration Act 1999 regulates the deportation of non-nationals and the detention of unsuccessful asylum seekers. The Illegal Immigrants (Trafficking) Act 2000 provides time limits for judicial reviews, as well as criteria pertaining to detention.

1.3.3 Domestic Mechanisms Monitoring Human Rights

Irish Commission on Human Rights

The functions of the Irish Human Rights Commission (IHRC), which works on an all-island basis, are extensive and include reviewing legislation regarding human rights and making recommendations to the Government on measures it considers should be taken to strengthen, protect and uphold human rights in the State. Since its establishment in July of 2001, the IHRC's functioning has, however, been seriously inhibited by a lack of resources. This is a cause for concern given the extensive functions afforded to the IHRC and the dynamic role envisaged for that body.

National Consultative Committee on Racism and Interculturalism

The National Consultative Committee on Racism and Interculturalism (NCCRI) was established by the Department of Justice, Equality and Law

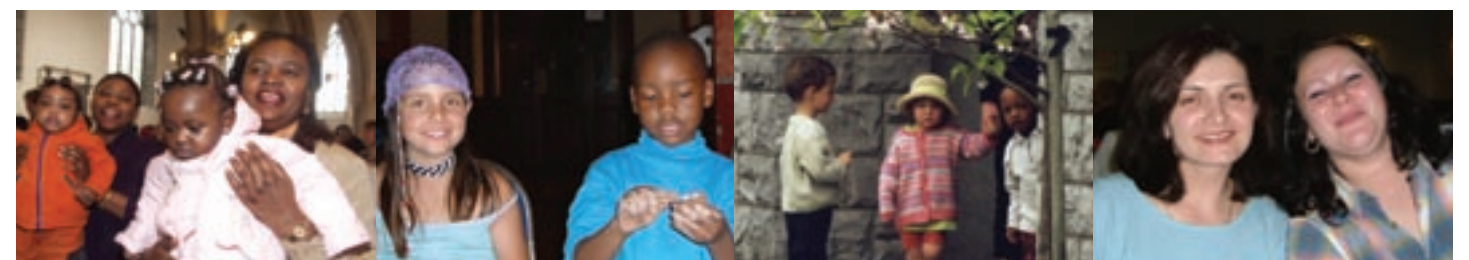
Reform in 1998 as an expert body focusing on racism and interculturalism. Functions of the NCCRI include the provision of training on anti-racism awareness, information seminars on interculturalism, and advice to non-governmental organisations (NGOs) seeking funding. The institution performs an important advisory role to government bodies.

The Garda Racial and Intercultural Office

The Garda Racial and Intercultural Office was established in 2000 and operates within the Community Relations Section. The office has a national remit with responsibility for the development and monitoring of the implementation of organisational policies and strategies, which deal with racial, ethnic, religious and cultural diversity. Garda Ethnic Liaison Officers are appointed across the country to support people who have experienced racism and to make proactive linkages with community and voluntary groups working closely with minority ethnic groups in their areas.

1.4 SUMMARY

This section has looked at the social context, the rationale, and the legislative and policy contexts that informed and directed *Towards a City of Equals - Galway City Anti-Racism Strategy*. The social context dictated the need for such a strategy that would accommodate and facilitate the rise in diversity in Ireland and in Galway City, and tackle the issue of racism and racist incidents. The rationale provided the backdrop against which the strategy became the mechanism to address these challenges. Finally, the legislative and policy context provided the framework within which *Towards a City of Equals - Galway City Anti-Racism Strategy* had to place itself.



Racism

Section 2



Section Two of *Towards a City of Equals - Galway City Anti-Racism Strategy* looks at racism and presents the understanding of racism that underpins the strategy. It looks at the concept of racism, and at racism and anti-racism in Ireland.

2.1 WHAT IS RACISM?

*'Any distinction, exclusion, restriction or preference, based on colour, descent, national or ethnic origin, which has the purpose of modifying or impairing the recognition, the enjoyment or exercise on an equal footing of human rights and fundamental freedom in the political, economic, social, cultural or any other field of public life constitutes racial discrimination'*¹⁶.

Racism is a specific form of discrimination and exclusion faced by cultural and ethnic minorities. 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. Racism denies people their basic human rights, equality, and respect. This is the

understanding of racism that is used by Planning for Diversity - the National Action Plan Against Racism (2005) and is the one adopted by *Towards a City of Equals - Galway City Anti-Racism Strategy*.

Racism is more than discrimination or prejudice, although it is both those things, because it also involves the ideology of superiority and inferiority, and the power to act. This ideology is manifest in the belief of some that they are superior to others because of their skin colour, ethnic origin¹⁷, or religious belief, and that they have to power to act negatively against those they consider to be inferior.

Racism is not a static concept; it is constantly evolving to circumvent the challenge posed to it by, for example, the equality legislation, which prohibits

Note 17
The concept of different 'races' has been dismissed, although it is acknowledged that 'racism' continues to exist and that people experience racism on the basis of ethnicity. An ethnic group is a group of people sharing a collective identity based on a sense of common history and ancestry. Ethnic groups possess their own culture, customs, norms, beliefs and traditions.

discrimination in the workplace and in relation to the trading of goods and services. Consequently, a perpetrator of racism may deny that their act is motivated by racism, although it clearly is. The term 'new racism' has emerged to explain the concept of denying racism while at the same time practising racism, so for example, a Traveller may still be denied access to a social occasion because they are a Traveller but the excuse that will be given will not mention the word Traveller. Rather the perpetrator will focus on the individual and name them as a troublemaker for instance. This gives the perpetrator the ability to say that Travellers were not denied entrance and thus making it very difficult for that Traveller to make allegations of discrimination based on racism.

Forms of Racism

Generally speaking, there are two forms of racism – individual racism and institutional racism.

- **Individual racism**
Racism experienced at an individual level includes offensive acts or comments based on colour, religion, nationality, or ethnicity of the individual experiencing racism. These acts and comments are designed to intimidate, insult or humiliate and can take the form of verbal abuse, attacks on the person, discrimination and prejudice. These attacks are harmful and painful. Sustained individual racism can be life changing. An emphasis on individual racism and individual racist attacks, however, tend to concentrate racism in individuals and to depoliticise racism, i.e. to imply that society is not responsible for racism.
- **Institutional Racism**
The theory of institutional racism acknowledges, at least to an extent, that society and the political system are responsible for racism. Institutional racism can have two causes:
 - When members of ethnic minority groups are deliberately discriminated against by institutions

- When institutions inadvertently discriminate against members of ethnic minorities by failing to plan for their diverse needs.

Institutional racism was described by the Stephen Lawrence Inquiry¹⁸ (also known as the McPherson report) as:

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

Therefore, institutional racism occurs either when a person directly experiences racism when they attempt to use the services of an institution or when that institution fails to provide a culturally appropriate service to ethnic minorities. Institutional racism can severely limit life choices and affect the health, well-being, social status, employment prospects, etc. of those experiencing institutional racism. Those who experience individual racism are also much more likely to experience institutional racism, so there is a cumulative affect on the person experiencing racism.

2.2 RACISM IN IRELAND

One of the myths that has gained common currency in recent times is the myth that racism in Ireland only began when asylum applications increased and Ireland became a country of inward migration rather than emigration. However, this is not so. Racism is not a new concept in Irish society¹⁹; rather it has existed for many years within the Government, the institutions of the State, the Catholic Church and amongst the public. There is evidence to suggest that Irish society

Note 18
McPherson, W, 1999. *The Stephen Lawrence Inquiry; Report of an Inquiry by Sir William McPherson of Cluny*. London, the Stationery Office.

Note 19
For further reading on this issue read, for example, Lentin, Ronit and McVeigh, Robbie, *Racism and Anti-Racism in Ireland, Beyond the Pale, 2002* and Fanning, Bryan, 2002, *Racism and Social Change in the Republic of Ireland*, Manchester University Press.

has always practised racism against the Traveller population and other minority groups, and comparisons have been drawn between the experience of Protestant, Traveller and Jewish groups in the discrimination that they experienced.

The Prevalence of Racism in Ireland

Individual and institutional racism exist in contemporary Irish society and it is now well documented that racism and racist acts are on the increase. A recent study highlights ‘the systematic abuse that black and ethnic minority groups continually face in Ireland’²⁰. Another recent study²¹ showed that, despite the fact that many people are reluctant to be seen as racist,

- 48% believed that Irish society is racist, compared to 20% who do not believe that Irish society is racist
- 18% of all respondents had witnessed racist behaviour, 80% of which was in the form of verbal abuse and 15% of which was in the form of physical abuse. It also found that
- 37% of respondents disagreed that ethnic groups make a positive cultural contribution to Irish society;
- 51% agree that ethnic groups are taking jobs from the Irish
- 30% disagree that most asylum seekers are genuine i.e. they are fleeing persecution
- 54% agree that most asylum seekers are abusing the asylum system and are really economic migrants
- 68% agree that there are too many asylum seekers in the country
- 80% agree that asylum seekers put pressure on essential services such as housing and health and
- 60% agree that the presence of so many minority groups does make ‘me’ feel insecure.

This portrays a society where a substantial number of people are not positively disposed to ethnic minorities and that many myths remain to be challenged.

Forms of Racism in Ireland

A number of different forms of racism in Ireland have been identified and these have been incorporated into *Planning For Diversity - the National Action Plan Against Racism*:

- Racism experienced by Travellers on the basis of their distinct and nomadic identity.
- Racism experienced by recent migrants, which includes labour migrants, refugees, asylum-seekers and overseas students studying in Ireland.
- Racism experienced by ‘people of colour’ and minority ethnic groups, including black people, on the basis of their skin colour and ethnic and/or national identity, irrespective of their legal status.
- Racism experienced by Jews and Muslims in the form of anti-Semitism and Islamophobia.
- The intersection between racism and other forms of discrimination²².
- **Racism experienced by Travellers**
In the Ireland of today, the Traveller community continues to experience high levels of discrimination, racism, social exclusion and disadvantage – a situation that has led to Travellers suffering ‘poor health on a level which compares so unfavourably with the settled community that it would probably be unacceptable to any section thereof. Travellers die at a younger age than the population in general’ (Traveller Health, A National Strategy, Department of Health and Children, 2002). Travellers also have a high rate of unemployment, low educational attainment and are therefore, one of the sectors in society most at risk of poverty and disadvantage.

However, whilst it is generally agreed that Travellers are disadvantaged, the reason for their disadvantage is not unanimously accepted. Travellers and Traveller representative organisations state that the discrimination that

Travellers experience is rooted in racism. The Government, however, is sending out contradictory messages on this issue. On the one hand, in its First Report on the International Convention on the Elimination of All Forms of Racial Discrimination, the Government deny that Travellers experience racism, whilst on the other, in Planning for Diversity – the National Action Plan Against Racism the Government acknowledges that Travellers do suffer racism. *Towards a City of Equals - Galway City Anti-Racism Strategy* accepts that Travellers are a distinct ethnic minority group and that members of the Traveller community experience racism.

Racism towards members of the Traveller community is arguably the most prevalent, ingrained, and accepted form of racism in Ireland. It is also the least resistant to social censure. The Millward Brown IMS²³, research found that:

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

Recent migrants

Until relatively recently refugees, asylum seekers, migrant workers, or students from overseas were rarely spoken about. Now, the general perception, often fuelled by the language used by the media such as ‘flood’, ‘influx’ and ‘deluge’, is that Ireland is being overwhelmed by huge numbers of refugees and asylum seekers that are ‘putting the services of the state under strain’ and ‘taking Irish

jobs’. The reality is different. Although it is true that the number of asylum applications have increased, it is also true that Ireland started from a very low base of only 39 applications in 1992. The following table show the actual numbers of applications for asylum:

Table 1 Applications for Asylum 1992-2004

Applications ²⁴	1992	39
	1993	91
	1994	362
	1995	424
	1996	1,179
	1997	3,883
	1998	4,626
	1999	7,724
	2000	10,938
	2001	10,325
	2002	11,634
	2003	7,900
	2004	4,766

Source: The Office of the Refugee Applications Commissioner, 2004

The growth in the numbers of recent migrants in Ireland has been accompanied by increasing incidences of racial discrimination, and since the late 1990’s, the issue of racism against recent migrants has been increasing in public and political discourse and in the media.

In 2000 and 2001, a total of 50,823 work permits were granted to non-EU nationals and up to 31st October a total of 28,707 work permits were issued in 2004. It is well known anecdotally that migrant workers experience racism and discrimination, often at the hands of their employers. The NCCRI stated in 2003²⁵ that it was ‘deeply concerned’ that migrant workers have expressed fears about losing their work permits if

Note 20
Dr. Steven Loyal and Dr. Aogán Mulcahy for Amnesty International in 2001, *Racism in Ireland: The Views of Black and Ethnic Minorities*, p. 17 (sample of 622 members of ethnic minorities).

Note 21
Millward Brown IMS, 2004, *Opinions on Racism and Attitudes to Minority Groups, Know Racism*

Note 22
This last form was recognised by the WCAR in Paragraph 2 of the Declaration ‘We recognise that racism, racial discrimination, xenophobia and related intolerance occur on the grounds of race, colour, descent or ethnic origin and that victims can suffer multiple or aggravated forms of discrimination based on other related grounds such as sex, language, religion, political or other opinion, social origin, property, birth or other status’.

Note 23
Millward Brown IMS, 2004, *Opinions on Racism and Attitudes to Minority Groups, Know Racism*

Note 24
Most applicants come from Nigeria, followed by Romania, Moldova, DR Congo, Czech Republic and Somalia. Between 3 and 4% of applications for refugee status were granted in 2003.

Note 25
NCCRI, *Reported Incidents Relating to Racism: November 2002 - April 2003*.

they complain about racist incidents and that this is preventing them from so doing.

The most recent challenge with regard to migrant workers comes as a result of the enlargement of the European Union. Workers from the fifteen accession states are free to come and work in Ireland but are not entitled to social welfare support, should they find themselves unemployed for any period. There is increasing evidence to suggest that workers from these countries are being exploited and are experiencing high levels of racism but feel powerless to act because of the vulnerable position they find themselves in.

Note 26
The term 'People of Colour' is used here as it is the terminology used by the National Action Plan Against Racism.

Note 27
Casey, Sinéad and O'Connell, Michael, 2000, *Pain and Prejudice Assessing the Experience of Racism in Ireland in Malcolm MacLachlan and Michael O'Connell, Cultivating Pluralism*, Oak Tree Press, 2000, page 35

Note 28
Loyal, Steven and Mulcahy, Aogán, 2001, *Racism in Ireland: The Views of Black and Ethnic Minorities*, Amnesty International (Irish Section), page 16 (sample of 622 members of ethnic minorities).

• 'People of Colour'²⁶ and other ethnic minorities

There is little written about the distinct experience of being black and Irish but what is written emphasises the fact that black Irish people never felt fully accepted in Irish society. A study²⁷ in 2000 focused on a sample of 146 people 'of colour' in Ireland. It found that 64.2% had experienced outright racist insults and 45.8% had experienced racist jokes or snide remarks. The same study showed a direct correlation between the amount of racism experienced by the minority individual and their psychological distress.

Six per cent of the sample for the Amnesty International²⁸ research study was made up of black Irish people. Of those, 90% said they had experienced some degree of racism. The report of the study states that 'many black people, including black Irish and others, are stigmatised because of their skin colour which takes on a symbolic significance along with their accent, dress, etc.'

• Anti-Semitism and Islamophobia

Historically, Jewish people experienced racism in Ireland at the hands of State

institutions, the Catholic Church and amongst the public, and many would argue that Jewish people continue to experience racism in contemporary Ireland.

It is clear that Islamophobia in Ireland is reflecting worldwide trends and is on the increase. Muslim people have to deal with the added disadvantage of being linked with the attacks on the World Trade Centre in America on September 11th 2001, and the attention focused on them as a result of the 'war on terror'. Muslims, especially Muslim women, also tend to be visible in their distinctive dress and that can make them an easier focus for negative racist attention. In an article in the Irish Times²⁹, Karima Zahi who works with the Northern Ireland Council for Ethnic Minorities said she found the recent rise in Islamophobic sentiment 'extremely alarming'. She also said that she fully accepted that there had been a regression in the fight against racism.

Note 29
Thursday November 11th, 2004

• The intersection of racism with other forms of discrimination

Identity and multiple identities are only now becoming a focus for research and discussion in Ireland. Up until relatively recently, racism, and discrimination on the grounds of gender; age; marital status; family status; disability; race; sexual orientation; Traveller and religion (i.e. the nine grounds covered by the equality legislation) were considered to be separate. There is increasing evidence to suggest that many members of ethnic minorities can suffer discrimination on more than one ground, so that a woman from a minority group, a disabled person from a minority group or a gay or lesbian person from a minority group can suffer multiple discriminations.

People who experience multiple discrimination experience even more isolation and associated problems. The

Note 30
Loyal, Steven and Mulcahy, Aogán, 2001, *Racism in Ireland: The Views of Black and Ethnic Minorities*, Amnesty International (Irish Section)

challenge that the issue of multiple discrimination poses is to view all people as individuals with individual needs and rights and to ensure that these needs are met by the institutions of the State. This can be further developed to state that the collective needs of members of minority groups must also be met by the State and its institutions and thereby it also poses a challenge to institutional racism.

Inter-ethnic discrimination

The issue of inter-ethnic discrimination must not be ignored, as it is an emerging phenomenon in Irish society. An opportune time now exists to challenge this new type of racism by consistently challenging misleading and inaccurate information.

Where does racism take place?

The Amnesty International research³⁰ found that most racist incidents took place in public spaces, with:

- 44% of incidents taking place on the street
- 24% in shops
- 23% in pubs
- 20% on buses and in taxis
- 19% from neighbours
- 17% in banks
- 14% with regard to housing
- 14% in school
- 5% at the cinema.

The same research found it 'alarming' that 25% of racist incidents reported by respondents were at the hands of the Gardaí, the second highest source of racist incidents overall. The research also highlighted the fact that 20% of respondents said they experienced racist abuse from employers.

Effects of Racism

The effects of racism on the individual are myriad. Racism against the individual can result in loss of life and serious personal injury; criminal damage to property, including to homes;

long-term health problems, including mental health problems; relocation of homes by those who have experienced racism, sometimes to another country³¹. It can also cause low self-esteem, low self-worth, restrict life chances and reduce expectations in relation to education, employment and health status. It can result in people being 'othered' and being taught that they do not belong.

Racism has an effect, not only on the individual experiencing racism but also collectively on whole groups who experience racism. These effects can include an increased risk of living in poverty, an increased risk of being unemployed or being in low-skilled employment, an increased risk of poor education attainment and an increased risk of a poor health status at collective group level.

Poverty

A clear link has been drawn between poverty and racism³². This is borne out by the National Anti-Poverty Strategy, which cites Travellers, Migrants, and Members of Ethnic Minority Groups as groups vulnerable to poverty and disadvantage. Therefore, it would seem logical for anti-racism work to be clearly linked to more general work against poverty and social exclusion.

Employment and Unemployment

Members of minority ethnic groups are found to have very high rates of unemployment. For example, the unemployment rate³³ for Travellers far exceeds that of the overall population (see Chart 3). Despite the fact that studies³⁴ have shown a high educational standard amongst their group, asylum seekers are not allowed to access the labour market at all and there is anecdotal evidence to suggest that when members of minority ethnic groups do gain employment, it is almost always in low paid, unskilled, manual employment.

Note 31
Watt, Philip, 2004, *Responding Effectively to Racist Incidents*. Paper to the Conference on Combating Racism and Promoting Equality through Legislation

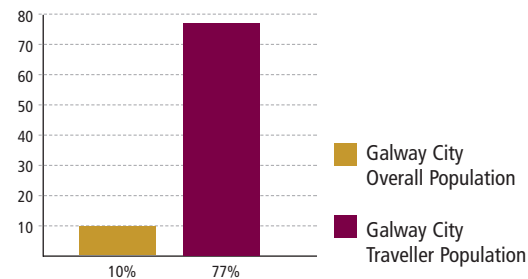
Note 32
Frazer, Hugh, 2001, *Racism, Poverty and Community Development in Farrell, Fintan and Watt, Philip, 2001, Responding to Racism in Ireland*, Veritas Publications

Note 33
For the purposes of calculating the Unemployment Rate, the CSO classifies the population aged 15 years and over as either inside or outside the Labour Force. The Labour Force consists of those who are at work, unemployed or seeking regular work for the first time. Those outside the Labour Force are those who are students, those looking after home/family, those who are retired, those who are unable to work and those not in the Labour Force for other unspecified reasons. The Unemployment Rate is then calculated as the sum of those unemployed and those seeking their first job as a percentage of the labour force.

Note 34
Kenny, Catherine, 2002, *Asylum Seekers in Galway and the Right to Work*. Galway Refugee Support Group; Faughnan, Pauline and Woods, Mairide, 2000, *Lives on Hold: Seeking Asylum in Ireland*. Social Science Research Centre, University College Dublin. and Ugba, Abel, (Unpublished) 2004. A quantitative profile analysis of African immigrants in 21st Century Dublin. Research carried out for Mphil in Ethnic and Racial Studies, Department of Sociology, Trinity College Dublin.

Chart 3 Unemployment Rate

Comparison of Unemployment Rates - Traveller and Overall Population



Source: **Census 2002**

Employment dictates income and income is one of the main dictators of monetary comfort. When people are excluded from employment or relegated to particular forms of employment because of racism, it severely limits their life choices.

Education

Education is one of the most important ways through which racism can be challenged and a more inclusive society developed, and there are a number of policy initiatives taking place that are relevant to building an intercultural dimension into education policy³⁵. However, there is evidence to suggest that Travellers, for example, have been consistently failed by the education system and often leave school early with literacy difficulties. Although there is no information on the experience of other minority groups in relation to education, there can be no doubt that if the education system is not designed to reflect diversity in contemporary Ireland, ethnic minority children will underachieve in the education system.

Accommodation

Access to accommodation is often much more difficult for members of ethnic minorities than for members of the majority group. Racist attitudes of property owners towards non-nationals looking for rented accommodation are often cited. Anecdotal evidence would

suggest that ethnic minorities are often subjected to racial abuse by neighbours and the NCCRI have reported on a number of incidents in relation to ethnic minorities and accommodation³⁶.

The provision, or lack thereof, of culturally appropriate accommodation for members of the Traveller community is the subject of ongoing concern. Travellers are often subjected to racial abuse both at an individual and institutional level in relation to accommodation, and the poor health status of Travellers has been linked to their poor accommodation status³⁷.

Health

There is increasing evidence to suggest that there is a link between poor health and racism³⁸. Accessing health services is a challenge for those who do not speak English in this country. Historically, Travellers have been consistently failed by the health services. This is borne out by the health statistics associated with the Traveller community. However inadvertent, failure to ensure that services are accessible to all communities amounts to racism and exclusion.

Justice

There is evidence to suggest that an increasing number of ethnic minorities are coming into contact with the Justice system, i.e. the Gardaí and the Courts. An Irish Times article³⁹ quotes the Irish Prison Service annual report for 2003, which stated that foreign nationals made up 25% of jail committals in 2003, 79% of whom were detained under immigration law.

There is anecdotal evidence to suggest that Travellers are more likely to find themselves coming into contact with the Justice system than their settled counterparts and that when they do they are subject to racist behaviours by the Gardaí and the Judiciary.

Note 36
See various NCCRI Reported Incidents Relating to Racism.

Note 37
See for example, Heron, S., Barry, J., Fitzgerald, M., MacLachlan, M., 2000, *The Psychosocial Health of Irish Traveller Mothers in Malcolm MacLachlan and Michael O'Connell, Cultivating Pluralism, Oak Tree Press, 2000.*

Note 38
See for example, Casey, Sinéad and O'Connell, Michael, 2000, *Pain and Prejudice Assessing the Experience of Racism in Ireland in Malcolm MacLachlan and Michael O'Connell, Cultivating Pluralism, Oak Tree Press, 2000.*

Note 39
Irish Times dated 22-12-2004

2.3 ANTI-RACISM IN IRELAND

'Building an anti-racist Ireland is not only in the interests of people of colour and refugees and Travellers but also in those of everyone who believes in democracy and equality and human rights'.⁴⁰

Until relatively recently anti-racism work in Ireland was the almost sole arena of the community and voluntary sector, most notably carried out by organisations working with the Traveller community. This is now changing. There is an increasingly diverse range of community groups, voluntary groups and NGO's working in the area of anti-racism. State involvement and involvement by the Catholic and other churches is also increasing. The increase in anti-racism work is reflective of the increase in racist incidents in Ireland over the past 5-10 years.

Planning for Diversity – The National Action Plan Against Racism 2005-2008 now provides the framework for anti-racism in Ireland. The NPAR emphasises the notion of interculturalism, a notion also promoted by the European Commission in its approach to anti-racism. Interculturalism is a term

that, according to the NPAR, 'is essentially about interaction, understanding and respect. It is about ensuring that cultural diversity is acknowledged and catered for. It is about inclusion for minority ethnic groups by design and planning, not as a default or add-on. It further acknowledges that people should have the freedom to keep alive, enhance and share their cultural heritage'⁴¹.

A practical example of 'real' interculturalism would be one that is extrapolated from the writing of John O'Connell⁴²:

- Focusing on ethnic and cultural activities while acknowledging power and racism as major obstacles;
- Targeting everybody regardless of whether or not they are in a multi-ethnic scenario.

Planning for Diversity advocates a 'whole systems approach' to the implementation of the NPAR, which essentially means that all the systems of society and the State will be expected to accommodate diversity and challenge racism in the endeavour to achieve a truly intercultural Ireland. *Towards A City of Equals – Galway City Anti-Racism Strategy* acknowledges the importance of the NPAR and the strategic direction that it will give to anti-racism work in Galway.

Note 41
NPAR p.7.

Note 42
O'Connell, John, 1994, *Reach Out: Report of the Dublin Traveller Education Development Group on the 'Poverty 3' Programme.* Dublin, Pavee Point, p. 59



Galway City

Section 3

3.1 RACISM IN GALWAY CITY

There is little specific information available on racism in Galway City. There is no way of knowing whether and to what extent racism exists in Galway City, and by whom and how racism is experienced. Most, if not all, research carried out on the issue of racism is carried out on a national level and it is not possible to disaggregate or break down this information to the local level.

However, the NCCRI have recorded a number of racist incidents that have occurred in Galway City. In their *Reported Incidents Relating to Racism, November 2003 – April 2004*, the NCCRI report that a Nigerian candidate for local elections in Galway City received hateful and abusive mail, asking her to return to her own country. In the same document, it is reported that in March 2004 a house for rent advertisement in a local Galway City based newspaper had stipulated that ‘no coloured’ need apply. In research on migrant women and employment⁴³, the experience of a woman from the Philippines

employed to work in a house in Galway City is highlighted. Her experience highlighted the exploitation of migrant workers and shows that this exploitation happens in Galway as well as elsewhere in the country. Despite this, there is no evidence to suggest that Galway City is either ‘worse’ or ‘better’ than the national picture in relation to racism.

Locally, newspaper files and Racist Incident Logs kept by organisations working with ethnic minority groups show that racism and incidents motivated by racism seem to be on the increase in Galway City. Discrimination against members of ethnic minority groups is regular in relation to accommodation and accessing services. Incidents such as hate mail and racist graffiti is also a common occurrence. Anecdotally, it is suggested that Islamophobia is a particular form of racism that is on the increase in Galway City.

The qualitative study carried out for *Towards a City of Equals - Galway City Anti-Racism Strategy* gives some idea of the nature and extent of racism in Galway City. For this study a number of focus group discussions were held with groups considered to be at risk

of racism. These discussions were with a group of Travellers and two groups of asylum seekers (one participant had refugee status).

Note 44
The quotes presented in this section are taken directly from the participants of focus groups undertaken with ethnic minorities as part of the strategy’s research and consultations.

Experience of Racism⁴⁴

All participants were in agreement that racism and discrimination were problems in Galway City. The Traveller participants reported that for them racism and discrimination manifested as not being able to access services because they were Travellers, being followed around shops, being prejudged, being wrongfully accused, unable to socialise in groups, getting dirty looks.

‘Not getting into places - pubs, shops, weddings’.

‘Getting blamed in the wrong’

‘Travellers can’t go out in groups – owners make an excuse not to serve them’

The asylum seeker participants placed the responsibility for racism and discrimination against their communities on the Government and on the policy that does not allow asylum seekers to work.

‘People are forced into the welfare system. Trained, qualified people are left redundant in society’

They also report being followed around shops, dirty looks and negative body language. In addition, they report receiving hate mail, name calling in the street and intimidation and harassment from neighbours.

Work/Employment

Traveller participants spoke of their inability to gain employment,

‘Travellers have to hide their identity to get work’,

and said that if they did get a job, it was doing work that nobody else wanted to do.

Asylum seeker participants stated that work and employment was not really an issue for them, because, as Asylum Seekers, they are not allowed to work. However, participants said that people with (refugee) status still find it hard to find work.

Accommodation

According to the Traveller participants, the principal example of institutional racism for Travellers came in relation to accommodation. Participants reported a sense of powerlessness when it came to accommodation and a belief that Galway City Council would never offer a settled person the same standard of accommodation:

‘No choice for Travellers where they want to live’

‘Sometimes Travellers are forced on to a site instead of a house’

They also reported that where barriers exist at the entrance to a halting site a key is not always available on site, which makes access for the emergency services impossible.

The fact that the City Council tends to intervene more in Travellers accommodation was mentioned.

‘Corporation tend to interfere with Travellers’ business more than settled people’.

For the asylum seeker participants the problems in relation to accommodation have more to do with the private rented sector. Participants reported discrimination in trying to access private rented accommodation.

‘Landlords say that the places are gone and with property agencies you have no chance at all’.

‘Landlords think, “they’ll ruin the property”’.

There were many problems with the policy of direct provision and hostel accommodation reported.

- Lack of privacy.
- Strangers forced to share rooms.
- Adults forced to share rooms with their teenage children.
- Food unsuitable to people, particularly children. *‘Children are getting sick and they are just not eating’*
- Enforced idleness.
- Deliberate policy of relocating people.
- The allowance of €19.10 per week is not nearly enough for basic needs.
- Children are growing up not having ever seen a kitchen.

Note 43
O’Donoghue, Siobhán, 2004. *Private Homes: A Public Concern – The Experience of Twenty Migrant Women Employed in the Private Home in Ireland*. Migrant Rights Centre

Education

Traveller participants reported different experiences stating that discrimination occurs in some schools but not in others. The experience of individual teachers also differed, with some teachers being good to Traveller children and some not.

Asylum seeker participants reported that children are called names in schools. In addition, they said that some teachers were just not interested in meeting the challenge of teaching a child whose first language is not English. However, others reported very good experiences of teachers. One woman reported that she found that other parents stopped talking when she approached.

Health

Amongst the participants in the Travellers focus group, there was general consensus that the health services were very bad, but participants stated that they did not believe that discrimination occurred in the hospitals in Galway City. Similarly, with GP's the participants did not report any bad experiences.

Asylum seeker participants reported that their experience of GP's was generally not good, *'the GP does not listen'*, and that there are often translation difficulties – *'its impossible to explain what is wrong when you do not speak the language'*.

Justice

Traveller participants reported that Travellers, especially young Traveller men, do face discrimination and racist attitudes from members of the Garda Síochána. These attitudes manifest themselves in racist name calling and unfavourable treatment because of being a Traveller. Similarly, participants felt that the courts discriminated against Travellers.

Asylum seeker participants did have some experience of the Gardaí and some of the experiences were of racist remarks from the Gardaí.

Effects of Racism

Traveller participants reported a wide range of effects of discrimination on them.

- People feel a sense of nervousness going anywhere.
- Traveller women are discriminated against more than the men.
- People avoid going out.
- If they do go out and manage to get into a pub, they're afraid to go to the bar. *'It makes you feel small'*
- Developing coping mechanisms - participants reported having to ensure that the management allowed Travellers in if they were going anywhere, even to a meeting.
- Affects the health of Travellers – participants reported a high incidence of depression.
- Traveller children tend to leave school early because they have no job opportunities.
- There is a higher than normal rate of suicide amongst Travellers, especially young Traveller men.
- Travellers die younger than the settled community. There were three inter-linked reasons given for this:
 - Experiences of discrimination and racism
 - Inadequate accommodation
 - Subsequent bad health.

Asylum seeker participants reported the following effects:

- The development of coping mechanisms – for example, people in private rented accommodation try to arrange to live close together.
- Depression
- Marital problems as a result of enforced idleness and spouses spending too much time together. *'Enforced idleness is mental torture. It leads to resentment of Refugees amongst the Irish and racist attitudes in society.'* *'Disabling a productive community – changes people's attitudes to themselves – a new view of oneself emerges.'*

- Increase in the violence against women because of the stress caused by living conditions. This also affects the children
- Racism affects women more than men – and black women most of all.

What can be done?

When asked what can be done to reduce the levels of racism and discrimination experienced by Travellers, participants suggested:

- Education and public awareness of Traveller culture
- Quick action on complaints about discrimination and racism.
- Strengthen the legislation (Equal Status Act).
- An advertising campaign portraying Travellers in a positive light.

Asylum seeker participants suggested:

- Locals need to be educated into understanding that the world is a global village. *'Misinformation should be challenged'*.
- The authorities need to expedite applications for refugee status and the process of integration.
- *'Work permits should be separate to issue of residency. People should be allowed to work – then they will mix with Irish people and there will be opportunities to integrate.'* *'The government should be showing leadership.'* *'Ireland is still in denial about being a multi-cultural society – trying to frustrate people into going home. We should start looking at the Ireland of the future and shape policies positively.'*
- Employment policies should promote equal opportunities.
- People from ethnic minority groups should be portrayed in television storylines.

- There should be a black newsreader on RTÉ.
- Supportive people should be encouraged to say positive things and to challenge racism when they see it.
- Parents should be encouraged to educate their children.
- There should be an anti-racist symbol.
- There should be events for children of different nationalities to mix outside of school – these need to be advertised well.
- Schools should acknowledge that they are multi-cultural and celebrate diversity.
- More intensive English classes are need. *'The City Council – up to now they have closed their eyes – its time to admit that we're here and do something about it. Local politicians should give a positive message.'*

3.2 ANTI-RACISM IN GALWAY CITY

Anti-racism work in Galway has been going on for many years amongst organisations and services whose target group are those who experience racism and other more general organisations who target those experiencing racism as one of a number of target groups. Examples of the former include, the Galway Travellers Support Group, the Galway Refugee Support Group, the Refugee Information Service, the Refugee Legal Service, Galway One World Centre, and the Support Project for Asylum Seeker and Refugee Kids (SPARK). Examples of the latter include, Galway City Partnership and Galway Peoples' Resource Centre and an umbrella group, Action for Equality - Galway is active in this sphere. Anti-racism also features in the work of the Galway City Development Board.



Action Plan

Section 4

Towards a City of Equals - Galway City Anti-Racism Strategy 2005-2008

4.1 PREAMBLE

This section of *Towards a City of Equals - Galway City Anti-Racism Strategy* presents the Action Plan through which the strategy will achieve its vision. In order to achieve this vision, Galway City – An Intercultural City free of Racism, the strategy has adopted the approach of *Planning for Diversity: The National Action Plan Against Racism*, which emphasises the need to ‘include diversity by design’. Essentially this means that diversity has to be included in the design of all aspects of society, not just as an add-on or an afterthought when diversity presents itself. This is the true meaning of Interculturalism, which *Towards a City of Equals - Galway City Anti-Racism Strategy* espouses.

Towards a City of Equals - Galway City Anti-Racism Strategy

Vision

Galway City - An Intercultural City Free of Racism - Let's Do It!

Mission

To eliminate racism from Galway City.

Aim

To welcome diversity, eliminate racism, and promote interculturalism.

4.2 INTERCULTURAL FRAMEWORK OF THE GALWAY CITY ANTI-RACISM STRATEGY

The Galway City Anti-Racism Strategy has adopted the five strategic objectives of the NPAR as five themes under which the actions will be presented. These five themes are as follows:

Theme 1 Protection

Enhancing protection against racism.

Theme 2 Inclusion

Ensuring economic inclusion and equality.

Theme 3 Provision

Accommodating cultural diversity in service provision.

Theme 4 Recognition

Recognition and awareness of cultural diversity and racism.

Theme 5 Participation

Enhancing the participation of cultural and ethnic minorities in Irish society.

4.3 IMPLEMENTATION

In order to effectively welcome diversity, eliminate racism and promote interculturalism what is needed is a multi-dimensional, multi-organisational approach that is adopted by civic leaders, politicians and voluntary and community groups. The World Conference Against Racism assigns special importance to the role of politicians, NGO's (community and voluntary sector), civil society, and the media as key actors in any campaign against racism. In addition, this strategy emphasises the important role to be played by statutory agencies, social partners, local development agencies, and local government.

The role of community development

Community development, encompassing as it does a number of different strategies, is the ideal approach in the challenge to welcome diversity, eliminate racism and promote interculturalism. Community development is about working from the ground up and starting from a critical analysis of the situation those who are experiencing racism find themselves in. Community development encompasses the principle of participation, so that the work is about engaging and facilitating members of minority groups in the fight against racism and discrimination. Community development is about engaging the collective as well as individuals and facilitating the development of solidarity within and between minority groups.

Community development is also about working at a macro level to influence policy changes. This work needs to be informed by work on the ground and reliable, current information and data, at present extremely scarce, is vital. Community development is about networking and making links so that anti-racism work becomes intrinsically linked with wider anti-poverty and equality work, so that proofing mechanisms are used in all policy developments to ensure they will not negatively impact on minority groups.

Community Development will be central to the approach of the implementation of *Towards a City of Equals – Galway City Anti-Racism Strategy*.

Implementation Structures

1. Management

Towards a City of Equals – Galway City Anti-Racism Strategy will be implemented by Galway City Partnership. It will be managed by a Steering Committee within the Community Development measure, to be called the Anti-Racism Steering Committee, which will be answerable to the Board of Galway City Partnership. The Anti-Racism Steering Committee will include representatives of the Galway City Partnership Community

Development Subcommittee, representatives of the organisations participating in the implementation of the strategy and an official representative of the Social Inclusion Group, who will be the link person between the Anti-Racism Steering Committee and the Social Inclusion Group, and through the latter to the Galway City Development Board. At least 50% of the Anti-Racism Steering Committee will be made up of representatives of minority ethnic groups. They will be nominated by the Intercultural Community Forum (see Action 5.1.2).

Because of the wide-ranging nature of this strategy, it was agreed that a detailed Implementation Plan for each year of the strategy would be drawn up as the first priority on commencement of the implementation phase of the strategy.

2. Partners

The Working Group acknowledges the importance of the partnership approach to the implementation of this strategy. It is expected that all organisations taking part in the implementation of the strategy subscribe to the understanding of racism outlined in section two. In the context of this strategy, Partners are defined as follows:

Essential Partners:

An Essential Partner is defined as one of a team of partners with expertise in the named area responsible for the implementation of named action(s) in *Towards a City of Equals – Galway City Anti-Racism Strategy*.

Lead Partner:

A Lead Partner is defined as the partner assigned the directive role in the implementation of a named action(s). This partner will be responsible to the Steering Committee for the implementation of this action(s). Lead Partners for each action are listed first and highlighted in bold in the Action Plan.

Support Partners:

A Support Partner is assigned the role of supporting the Lead Partner in the implementation of named action(s). The lists of Partners presented are not designed to be indicative and other partners may be identified throughout the implementation stage of the strategy.

3. Staff

A team will be employed to implement *Towards a City of Equals – Galway City Anti-Racism Strategy*. The team will be answerable to the Manager of the Galway City Partnership and report to the Anti-Racism Steering Committee.

4. Monitoring and Evaluation

The implementation of *Towards a City of Equals – Galway City Anti-Racism Strategy* will be monitored on an ongoing basis. An evaluation strategy will be designed as part of the implementation phase.



THEME ONE Protection

Enhancing protection against racism.

Objective 1.1

To ensure adequate protection and legal redress for those experiencing racism in Galway City

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
1.1.1 Information on Rights The production and dissemination of information leaflets covering the full legal rights of those who have experienced racism, and practical information regarding the reporting of racist incidents and legal redress.	<ul style="list-style-type: none"> Irish Centre for Human Rights Galway City Partnership An Garda Síochána Garda Racial & Intercultural Office Galway Travellers Support Group Galway Refugee Support Group Galway Peoples' Resource Centre Citizens Information Centre Refugee Information Service 	<ul style="list-style-type: none"> To increase the awareness of legal rights for people who experience racism To produce and disseminate information leaflets To increase the incidence of the reporting of racist incidents and crimes
1.1.2 Policing Racism Work at local level to ensure best practice in response procedures to racist crime in all its forms.	<ul style="list-style-type: none"> An Garda Síochána Garda Racial & Intercultural Office Garda Ethnic Liaison Officer Galway City Partnership Irish Centre for Human Rights Galway Travellers Support Group Galway Refugee Support Group Galway Peoples' Resource Centre 	<ul style="list-style-type: none"> To strengthen local Garda response mechanisms to racist crimes To increase protection for the people who experience racism To increase confidence in the criminal justice system To maximise the potential of local joint policing initiatives
1.1.3 Racism Log Develop effective monitoring and analysis of data on racist incidents	<ul style="list-style-type: none"> Galway Peoples' Resource Centre Galway Travellers Support Group Galway Refugee Support Group Galway One World Centre An Garda Síochána Ethnic Liaison Office Refugee Information Service 	<ul style="list-style-type: none"> To establish a monitoring mechanism locally To increase the reporting of racist incidents and crimes To compile data on the number of racist incidents in Galway City



'Ireland is still in denial about being a multi-cultural society – trying to frustrate people into going home. We should start looking at the Ireland of the future and shape policies positively.'

THEME ONE Protection

Enhancing protection against racism.

Objective 1.2

To create the appropriate environment for challenging racism and promoting interculturalism locally, nationally and at EU level

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
1.2.1 A monitoring mechanism against racism To establish a monitoring and rapid response system to identify racist acts, other than those against the person, and bring them to the attention of the relevant authorities	<ul style="list-style-type: none"> Galway City Partnership Galway City Council Irish Centre for Human Rights Garda Ethnic Liaison Officer 	<ul style="list-style-type: none"> To have a recording, rapid response and monitoring system in place to combat incidents of racism and incitement to racism in such forms as graffiti, publications, hate speeches, etc.
1.2.2 National Action Plan Against Racism To facilitate the implementation of <i>Planning for Diversity – the National Action Plan Against Racism</i> at local level	<ul style="list-style-type: none"> Galway City Partnership Galway City Council Irish Centre for Human Rights Galway City Community Forum Galway City Development Board 	<ul style="list-style-type: none"> To contribute to the successful implementation of <i>Planning for Diversity – the National Action Plan Against Racism</i>
1.2.3 Anti-racism policies and legislation To make submissions on national policy and legislation as appropriate	<ul style="list-style-type: none"> Galway City Partnership Galway City Council Irish Centre for Human Rights Galway City Community Forum Galway City Development Board 	<ul style="list-style-type: none"> To influence the development of appropriate policies and legislation
1.2.4 EU Cities Against Racism Initiative Galway City Council to sign up to the EU Cities against Racism Initiative and to implement the appropriate actions from the 10 Point Plan of Action	<ul style="list-style-type: none"> Galway City Partnership Galway City Council Galway Travellers Support Group Galway Refugee Support Group Galway One World Centre 	<ul style="list-style-type: none"> To have the EU Cities Against Racism Initiative adopted and appropriate actions implemented by Galway City Council



THEME TWO Inclusion

Ensuring economic inclusion and equality.

Objective 2.1

To facilitate the development of an intercultural ethos in all local organisations in the public, private and voluntary sectors

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
2.1.1 Plan by Design To promote a 'Plan by Design' approach to accommodating diversity by organisations and institutions as outlined in <i>Planning for Diversity</i>	<ul style="list-style-type: none"> Galway City Partnership Galway One World Centre Galway Travellers Support Group Galway Refugee Support Group Galway Peoples' Resource Centre Galway Chamber of Commerce & Industry Trade Unions Irish Business & Employers Confederation 	<ul style="list-style-type: none"> To design and promote the implementation of the 'Plan by Design' approach
2.1.2 Research Initiative Establish a formal research initiative to undertake primary research on local ethnic minorities and immigrants	<ul style="list-style-type: none"> Galway City Partnership Irish Centre for Human Rights Galway One World Centre Galway Travellers Support Group Galway Refugee Support Group Galway Peoples' Resource Centre Refugee Information Service Refugee Legal Service NUI, Galway Health Service Executive WR 	<ul style="list-style-type: none"> To establish research partnerships with research entities locally To conduct research studies at local level Improved understanding of the needs and challenges facing minority groups Improved local policy responses to the needs of ethnic minorities and immigrants
2.1.3 Anti-Racism Visibility Initiative a. Design and implement equality and diversity training that includes a focus on racism and interculturalism b. Develop an Intercultural Toolkit as an anti-racism resource for local organisations c. Develop an Anti-Racism / Intercultural Mark to be displayed publicly by organisations that implement anti-racism and intercultural measures in their organisations.	<ul style="list-style-type: none"> Galway City Partnership Galway One World Centre Galway Travellers Support Group Galway Refugee Support Group Galway Peoples' Resource Centre Galway Chamber of Commerce & Industry Trade Unions Irish Business & Employers Confederation Galway City Development Board FÁS 	<ul style="list-style-type: none"> To design and promote the implementation of anti-racism training. To produce the Intercultural Toolkit To develop an Anti-Racism Mark for local organisations To increase the number of organisations promoting interculturalism locally
2.1.4 Anti-racism in the Workplace Week To promote Anti-Racism in the Workplace Week	<ul style="list-style-type: none"> Galway City Partnership Galway One World Centre Galway Travellers Support Group Galway Refugee Support Group Galway Peoples' Resource Centre Chamber of Commerce & Industry Trade Unions Irish Business & Employers Confederation FÁS All education providers 	<ul style="list-style-type: none"> To increase the number of organisations taking part in Anti-Racism in the Workplace Week

THEME TWO Inclusion

Ensuring economic inclusion and equality.

Objective 2.2

To ensure there is a focus on the impact of poverty

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
2.2.1 NAPS/Inclusion To facilitate the implementation of National Anti Poverty Strategy/Inclusion with regards to minorities locally	<ul style="list-style-type: none"> Galway City Partnership Galway Travellers Support Group Galway Refugee Support Group Statutory Agencies 	<ul style="list-style-type: none"> To facilitate the achievement of NAPS/Inclusion targets locally

Objective 2.3

To ensure that national initiatives are facilitated at local level

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
2.3.1 FÁS Initiatives To facilitate the inclusion of members of ethnic minorities in all FÁS programmes in Galway City	<ul style="list-style-type: none"> FÁS Galway City Partnership Galway Refugee Support Group Galway Travellers Support Group Chamber of Commerce & Industry Trade Unions Irish Business & Employers Confederation City of Galway VEC 	<ul style="list-style-type: none"> To ensure the inclusion of ethnic minorities in all FÁS programmes as appropriate
2.3.2 Other Initiatives To facilitate the implementation of other national initiatives at a local level as appropriate	<ul style="list-style-type: none"> Galway City Partnership Statutory Agencies 	<ul style="list-style-type: none"> To facilitate the successful implementation of national initiatives locally



‘Enforced idleness is mental torture. It leads to resentment of Refugees amongst the Irish and racist attitudes in society.’

Participant from Asylum Seeker Focus Group.

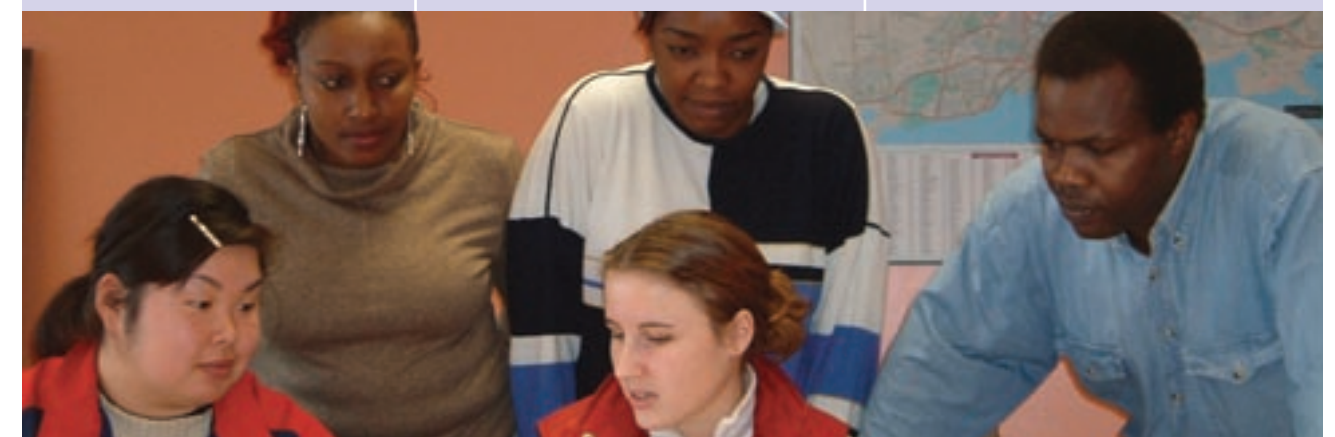
THEME THREE Provision

Accommodating cultural diversity in service provision.

Objective 3.1

To foster an environment of intercultural learning throughout Galway City

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
3.1.1 Intercultural Education Initiative Work with all local education providers to implement to National Council on Curriculum Assessment Anti-Racism Guidelines	<ul style="list-style-type: none"> Galway City Partnership Strategic Learning Network Local education providers Galway Travellers Support Group Galway Refugee Support Group Galway One World Centre Local Minority Support Orgs Galway Teachers Centre Department of Education and Science, Regional Office FÁS Youth Groups City of Galway VEC 	<ul style="list-style-type: none"> To support the introduction of a clear anti-racist and intercultural ethos in all local educational institutions and youth groups To introduce and disseminate an anti-racism/intercultural code of practice in every school in Galway City
3.1.2 UNESCO Associated Schools Initiative To promote the participation of local primary and secondary schools in the UNESCO Associated Schools Network	<ul style="list-style-type: none"> Galway Education Centre Galway City Partnership Galway One World Centre Local Schools Strategic Learning Network Department of Education and Science, Regional Office City of Galway VEC 	<ul style="list-style-type: none"> To facilitate local school children to gain an increased understanding and appreciation of cultural difference To facilitate local schools to establish best practice in developing anti-racism and intercultural projects
3.1.3 Youth Work Initiative Develop a programme of anti-racism and intercultural projects with local youth groups	<ul style="list-style-type: none"> City of Galway VEC Galway Youth Federation Foróige Strategic Learning Network Refugee Volunteer Project SPARK Galway Travellers Support Group Galway Refugee Support Group Galway One World Centre Health Executive Authority, WR 	<ul style="list-style-type: none"> To ensure that young people are actively engaged in innovative intercultural learning activities To increase interaction between local youth and educators from different cultural backgrounds To increase participation of ethnic minority youth



THEME THREE **Provision**
Accommodating cultural diversity in service provision.

Objective 3.2 To ensure equal access to services by ethnic minorities		
STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
3.2.1 Appropriate targeting of ethnic minorities Work with all local service providers to ensure that ethnic minorities are properly targeted	<ul style="list-style-type: none"> Galway City Partnership Galway City Development Board Local Minority Support Organisations All relevant service providers 	<ul style="list-style-type: none"> To develop guidelines and examples of good practice of targeted initiatives To ensure appropriate targeting of minorities by service providers
3.2.2 Minority Proofing of local Services Work with local services to ensure that services do not have a negative impact on minorities	<ul style="list-style-type: none"> Galway City Partnership Galway City Development Board All relevant service providers Local Minority Support Organisations 	<ul style="list-style-type: none"> To design and support the use of a template for Diversity Auditing To design and support the implementation of an Anti Discriminatory Checklist
3.2.3 Health Initiative To work with the Health Service Executive, WR to ensure that ethnic minorities are accommodated throughout the health service	<ul style="list-style-type: none"> Galway City Partnership Health Services Executive WR Local Minority Support Organisations 	<ul style="list-style-type: none"> To ensure that services to ethnic minorities are designed and implemented in culturally appropriate ways
3.2.4 Social Service Initiative Develop a more inclusive, intercultural approach to social service provision	<ul style="list-style-type: none"> Galway City Partnership Health Services Executive WR Local Minority Support Organisations Community Development Projects COPE Department of Social, Community and Family Affairs 	<ul style="list-style-type: none"> To ensure that social services to ethnic minorities are designed and implemented in culturally appropriate ways
3.2.5 Childcare Initiative Develop a more inclusive, intercultural approach to childcare provision	<ul style="list-style-type: none"> Galway City and County Childcare Committee Galway City Partnership Health Services Executive WR Local Minority Support Organisations 	<ul style="list-style-type: none"> To ensure that childcare services to ethnic minorities are designed and implemented in culturally appropriate ways
3.2.6 Accommodation Initiative Ensure that there is an equitable approach to the provision of accommodation for ethnic minorities.	<ul style="list-style-type: none"> Galway City Council Galway City Partnership Local Minority Support Organisations 	<ul style="list-style-type: none"> To ensure that accommodation services to ethnic minorities are designed and implemented in culturally appropriate ways
3.2.7 Welcome Pack Develop a Welcome Pack for newly arrived refugees and asylum seekers to include basic information on services in Galway city	<ul style="list-style-type: none"> Galway Refugee Support Group Galway City and County Childcare Committee Galway City Partnership Galway Peoples' Resource Centre Health Services Executive WR Galway City Development Board 	<ul style="list-style-type: none"> To develop a Welcome Pack in accessible format and in appropriate languages

THEME THREE **Provision**
Accommodating cultural diversity in service provision.

Objective 3.3 To promote the further development of dedicated support services and facilities for ethnic minorities		
STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
3.3.1 Intercultural Resource Centre Establish an Intercultural Resource Centre in Galway City	<ul style="list-style-type: none"> Galway City Partnership Galway City Council Intercultural Community Forum Libraries Community Development Projects Local Minority Support Organisations 	<ul style="list-style-type: none"> To acquire a physical space To establish an Intercultural Resource Centre To achieve better co-ordination and networking amongst local minority groups To improve the capacity to promote anti-racism and interculturalism through the activities of the resource centre
3.3.2 Ethnic Minority Support Groups Support local ethnic minority support groups and the development of their activities and services	<ul style="list-style-type: none"> Galway City Partnership Local Minority Support Organisations Galway City Community Forum Community Development Projects RAPID Area Implementation Team 	<ul style="list-style-type: none"> To increase the capacity of these groups to highlight and respond to emerging needs within their communities



‘Sometimes Travellers are forced on to a site instead of a house’

Participant from Traveller Focus Group

THEME FOUR Recognition

Recognition and awareness of cultural diversity and racism.

Objective 4.1

To reduce racism in Galway City through raising local awareness on cultural diversity and interculturalism

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
4.1.1 Intercultural Public Awareness Campaign Implement an annual Intercultural public awareness campaign to focus on diversity and anti-racism	<ul style="list-style-type: none"> Galway City Partnership Amnesty International Galway One World Centre Educational Institutions Local Minority Support Organisations Galway City Community Forum RAPID Area Implementation Team 	<ul style="list-style-type: none"> To increase awareness and appreciation of cultural diversity amongst the general public To achieve the widespread promotion of Interculturalism
4.1.2 Media Initiative To work with the media to combat racism, promote interaction and to raise awareness of cultural diversity, to include: <ul style="list-style-type: none"> Training with local journalists to promote fair and accurate representation of ethnic minorities Develop an anti-racist code of practice with the media as outlined in Planning for Diversity 	<ul style="list-style-type: none"> NUI, Galway School of Journalism Local print and broadcast media Broadcasting Commission of Ireland National Union of Journalists Galway Mayo Institute of Technology Galway City Partnership Galway One World Centre Local Minority Support Organisations 	<ul style="list-style-type: none"> To produce a glossary of terminology with journalists To improve representation of ethnic minorities and immigrants in local media To develop a Galway Media Code of Practice To increase visibility of ethnic minority groups and issues in the local media
4.1.3 Public Spaces Initiative Promote the inclusion of a focus on the historical and contemporary cultural diversity of the city in all public exhibition spaces.	<ul style="list-style-type: none"> Galway City Council Galway City Museum Galway City Children's Museum Galway City Partnership 	<ul style="list-style-type: none"> To increase knowledge about local cultural diversity for local residents and visitors

'People are forced into the welfare system. Trained, qualified people are left redundant in society'

Participant from Asylum Seeker Focus Group



THEME FOUR Recognition

Recognition and awareness of cultural diversity and racism.

Objective 4.2

To develop and celebrate the cultural diversity of Galway City

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
4.2.1 Intercultural Activities Support and promote the development of a local anti-racism and intercultural calendar of events	<ul style="list-style-type: none"> Galway City Partnership Local Minority Support Organisations Local Arts Sector Galway City Community Forum Galway City Development Board Arts & Culture Group Cúirt 	<ul style="list-style-type: none"> To develop regular anti-racism and intercultural events in the city To increase interaction between all communities in the city
4.2.2 Annual Intercultural Festival Support annual Festivals of Cultures for Galway City.	<ul style="list-style-type: none"> Local Arts Sector Galway City Arts Office Access Music Project Macnas Western Writers' Centre Colour Street Theatre Galway Arts Centre Galway City Partnership 	<ul style="list-style-type: none"> To organise annual celebrations of cultural diversity in the city To increase interaction between all communities in the city
4.2.3 Intercultural Awards Promote the introduction of an Intercultural Category into local award schemes, which will focus on rewarding best practice in anti-racism and interculturalism.	<ul style="list-style-type: none"> Galway City Development Board Galway Chamber of Commerce & Industry Trade Unions FÁS Refugee Award Schemes Galway City Partnership 	<ul style="list-style-type: none"> To have an intercultural category in Galway City Awards Schemes



THEME FIVE **Participation**
Enhancing the participation of cultural and ethnic minorities in Irish society.

Objective 5.1
To achieve effective participation by ethnic minorities in the political, community and local development processes

STRATEGIC ACTION	ESSENTIAL PARTNERS	GOAL
5.1.1 Political Leadership <ul style="list-style-type: none"> • Agree an anti-racism protocol with all local candidates / elected representatives • Work with all elected representative to develop an anti-racist protocol/charter for the conduct of business in the Galway City Council 	<ul style="list-style-type: none"> • Galway City Partnership • Political Parties • Local Elected Representatives • Election Candidates • Amnesty International • Local Minority Support Organisations 	<ul style="list-style-type: none"> • To encourage local elected representatives and election candidates to show leadership in the area of anti-racism and interculturalism • To develop and support implementation of Protocol
5.1.2 Intercultural Community Forum Establish an Intercultural Community Forum made up of representatives from the range of ethnic minority groups in the city.	<ul style="list-style-type: none"> • Galway City Partnership • Galway City Community Forum • Local Minority Support Organisations • Action for Equality - Galway 	<ul style="list-style-type: none"> • To create a formal platform for intercultural dialogue between local communities • To increase participation by ethnic minorities and immigrants in the local development process
5.1.3 Affirmative Action Programme Promote increased representation from ethnic minorities in political, community and local development organisations	<ul style="list-style-type: none"> • Galway City Partnership • Political Parties • Galway City Community Forum • RAPID Area Implementation Team • Local Minority Support Organisations 	<ul style="list-style-type: none"> • To increase participation by members of ethnic minority groups in the local development process
5.1.4 Voter Registration Initiative To develop a Voter Participation Strategy to encourage the registration of ethnic minorities.	<ul style="list-style-type: none"> • Community Development Sub-group of Galway City Development Board • Galway City Partnership • Political Parties • Galway City Community Forum • RAPID Area Implementation Team • Local Minority Support Organisations 	<ul style="list-style-type: none"> • To increase the number of members of ethnic minority groups registering to vote



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Galway City Partnership
RAPID II Galway City

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Appendix 1

Anti-Racism Advisory Group

Chelo Alfonsa	Volunteer
Peter Butler	Galway One World Centre
Betsy Carryette	Volunteer
Ellie Cummins	Global Music Project
Charlie Currie	Galway Peoples Resource Centre
Bríd Dooley	Galway City Council
Mehari Fisseha	Volunteer
Fionnuala Foley	Galway City & County Childcare Committee
Juliane Friedrich	Colours Street Theatre
Celine Geoffret	Galway Refugee Support Group
Triona NicGiolla Choille	Galway Refugee Support Group
Deirdre Hardiman	Community Education, NUI Galway
Rikke Holdgaard	Volunteer
David Keane	Irish Centre for Human Rights
Ernest Keeya	Volunteer
Tokie Laotan	Volunteer
Kerry Larkin	Volunteer
Nollaig Mc Guinness	Galway City Partnership
Ibrahim Noonan	Ahmadiyya Muslim Association, Ireland
Charlotte Norman	Global Music Project
Margaret Ó Riada	Galway Travellers Support Group
Paul Osikoya	Asylum Seekers Group Ireland, Galway Branch
Musbau Foley Sarumi	Galway One World Centre
Patsy Sweeney	Galway Traveller Support Group
Serge Thierry	Volunteer

Anti-Racism Working Group

Charlie Currie	Galway Peoples' Resource Centre
Bríd Dooley	Galway City Council
Deirdre Hardiman	Community Education, NUI Galway
Triona Nic Giolla Choille	Galway Refugee Support Group
Nollaig Mc Guinness	Galway City Partnership
Margaret O' Riada	Galway Travellers Support Group

The statue 'Equality Emerging' located at Nun's Island Galway was commissioned by the SIPTU- NUI Galway Alliance in co-operation with Galway City Council. It was presented to the people of Galway and to people everywhere who are engaged in the struggle for equality.



The poem inscribed on the base of the statue reads:

*“Above a hole in the ground
No matter what stands
Measures nothing of life
Unless it touches our hearts
And inspires out humanity to act”*



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Galway City Partnership
Comhaltas/Cathair na Gaillimhe



Galway City Development Board
Bord Forbartha Cathrach na Gaillimhe



DEPARTMENT OF JUSTICE

