



County Kildare Integration Strategy 2014 – 2019



COUNTY KILDARE INTEGRATION STRATEGY 2014-2019



County Kildare
LEADER PARTNERSHIP



THE INTEGRATION CENTRE
Connecting Communities • Advancing Integration

Foreword

On behalf of County Kildare LEADER Partnership I would like to thank all of the individuals and groups who have contributed to the development of an Integration Strategy for County Kildare. This timely piece of work profiles the diversity that is alive in our county as a result of the significant growth in our population and the numbers of individuals and families who are now very much part of the fabric of our society. The feedback provided throughout the consultative process highlights that Kildare is a welcoming county with good amenities and opportunities to socialise and respect for diversity and culture. The preparation of the Strategy has also highlighted issues of social exclusion in relation to language barriers, poverty and racism and discrimination. Throughout the planning process the impact of direct provision on many individuals and families has also been noted.

In moving forward over the next five years County Kildare LEADER Partnership is committed to working with Kildare County Council to achieve the implementation of the actions proposed. The range of organisations tasked with leading out the implementation process includes statutory agencies, public bodies and community / voluntary organisations. Based on the successful collaboration that has been achieved in the past in working with programme refugees and the commitment shown by all organisations to the planning process so far I look forward to further progress over the next five years in recognising diversity through integration in County Kildare. I would like to pay a special word of thanks to the individuals and groups who have participated on the steering group which brought this strategy to fruition, to the Integration Centre and Seamus O'Leary for their expertise in facilitating the preparation of the strategy and finally thanks to the staff of Kildare County Council and our own Company for their ongoing support.

Christopher J. Byrne
Chairperson
County Kildare LEADER Partnership

Acknowledgements

This process to develop a long-term integration strategy for Co Kildare would not have been possible without the involvement of a wide range of people and organisations. First and foremost, we would like to thank each and every participant who attended the public planning meetings between March and June 2014, because without your interest there would be no integration strategy. It is heartening to note the wide range of communities and organisations represented in these public meetings, which bodes well for the creation of a more integrated society at local level in Co Kildare.

We would also like to thank the Working Group members (each of whom is listed in Appendix 1) for your oversight and support throughout, especially during the final analysis and review stages. Additional logistical support provided by Eliska Schneider (CKLP) and Mary Hennessy (CKLP) and Sinead Fitzpatrick (KCC) was also invaluable. A word of thanks is also due to the many venues that hosted the public planning sessions and/or Working Group meetings.

We would also like to acknowledge the work of staff at The Integration Centre, especially Séamus O’Leary and Péter Slovak for coordinating the planning process and drafting the final strategy document.

A final word of thanks goes to each agency who agreed to lead one or more of the actions, in particular the voluntary and ethnic minority-led groups. Your continued interest and support, and indeed the support of some additional agencies who may get involved at later stages, is critical to ensuring that the actions proposed and agreed through this process will actually be implemented.

Table of Contents

- Foreword i**
- Acknowledgements ii**
- Table of Contents iii**
- Acronyms..... v**
- Glossary of Terms.....vii**
- Executive Summaryviii**
- Chapter 1: Introduction 1**
 - Demographic Changes and Local Responses 2
 - Development of Integration Strategies in Ireland 3
 - Reference to EU Integration Framework..... 3
 - Engagement of TIC and Working Group in Co Kildare 4
- Chapter 2: Integration Policy Context..... 5**
 - EU Integration Policies and Frameworks 6
 - National Policies and Reports 8
 - Local Integration Strategies and ARDS 12
- Chapter 3: Statistical Profiles of Ethnic Minorities 13**
 - Brief Comparison of National and Co Kildare Statistics 14
 - National Profile of Population with Migrant Roots 16
 - National Statistics on Main Areas of Integration..... 20
 - Kildare Profile of Population with Migrant Roots 27
 - Kildare Statistics on Main Areas of Integration 33
- Chapter 4: Methodology of Participatory Planning Process..... 40**
 - 1. Background Preparation 41
 - 2. Integration Planning Process: Phase-1 42
 - 3. Preliminary Analysis of Findings 46
 - 4. Integration Planning Process: Phase-2 47
- Chapter 5: Key Findings in Co Kildare 50**
 - Summary Overview 51
 - Theme 1: Education and Employment 54
 - Theme 2: Social Inclusion 56
 - Theme 3: Active Participation..... 61

Theme 4: Recognition of Diversity..... 63

Rating of Key Challenges by Participants..... 67

Chapter 6: Action Plan for October 2014 to September 2019 70

Overview of Action Plan 71

Theme 1: Education and Employment 72

Theme 2: Social Inclusion 73

Theme 3: Active Participation..... 76

Theme 4: Recognition of Diversity..... 78

Gantt Chart – Summary of Actions and Timeframes 81

Appendices 82

Appendix 1: Members of Working Group..... 82

Appendix 2: Flyers used for Phase-1 and Phase-2 83

Appendix 3: Registration and Consent Form 86

Appendix 4: Perspectives and Organisations Represented 87

Appendix 5: References 88

Acronyms

AEGIS – Adult Education Guidance and Information Service (AEGIS is one of many services provided by KWETB)

AMRI – Annual Monitoring Report on Integration (published annually by The Integration Centre and the ESRI to outline Ireland’s status set against a number of indicators used to assess integration across the EU since 2010)

CFC – Community and Family Centre

CICs – Citizens Information Centres

CKLP – County Kildare Leader Partnership

CSO – Central Statistics Office

DES – Department of Education and Skills

DPC – Direct Provision Centre (in which people seeking asylum/ protection are required to live)

DSP – Department of Social Protection

EEA – European Economic Area, which includes all 28 EU members states (except Croatia which is pending full ratification), in addition to Iceland, Liechtenstein and Norway.

EMLOs – Ethnic Minority-Led Organisations

ENAR Ireland – European Network Against Racism, Ireland (aka, The Irish Network Against Racism)

FBOs – Faith Based Organisations

FFI – Family Faith Initiatives Women’s Group

FRC – Family Resource Centre

GNIB – Garda National Immigration Bureau

HSE – Health Services Executive

ICI – Immigrant Council of Ireland

IRC – Irish Refugee Council

KCC – Kildare County Council

K.C.Ch.C. – Kildare County Childcare Committee

KCSC – Kildare Childrens Services Committee

KIA – Kildare Inter-cultural Action

KNIT – Kildare Network for Integration Today

KSP – Kildare Sports Partnership

KVC – Kildare Volunteer Centre

KWETB – Kildare Wicklow Education and Training Board

KYS – Kildare Youth Services

LCDC – Local Community Development Committee (LCDCs were established in all local authority areas during 2014 to oversee development at local level, as outlined in “Putting People First 2012”)

LGMA – Local Government Management Agency

NASSG – Newbridge Asylum Seekers Support Group

NCCRI – National Consultative Committee on Racism and Interculturalism

NQAI – National Qualifications Authority of Ireland

NUIM – National University of Ireland, Maynooth

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

PLA – Participatory Learning and Action

PSPN – Primary School Principals Network

QHNS – Quarterly Household National Survey (conducted by the Central Statistics Office)

RIA – Reception and Integration Agency (within Department of Justice)

SARI – Sport Against Racism Ireland

S R Skills – Share Ring Skills

SRTRC – Show Racism the Red Card

SSPN – Secondary School Principals Network

TIC – The Integration Centre

WIN Athy – Women’s Integrated Network, Athy

Glossary of Terms¹

Direct Provision – “Direct provision is a means of meeting the basic needs of food and shelter for asylum seekers directly while their claims for refugee status are being processed rather than through full cash payments. Direct provision commenced on 10 April, 2000 from which time asylum seekers have received full board accommodation and personal allowances of €19.10 per adult and €9.60 per child per week.”²

Ethnic Minorities – This term is used loosely in this strategy to refer to people who identify themselves as being a member of an ethnic minority group (e.g. Traveller Community or a community with migrant roots); however this strategy only focuses on ethnic minorities with migrant roots. The term is used to refer to those who are seen as different from the ethnic majority population, while also recognising that any such set of attributes is but one facet of a person’s overall personal and social identity.

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

Migrant – The term “migrant” generally refers to someone who is in transition between countries, who has not necessarily yet decided whether or not to remain in their new country of residence on a long-term basis. The term “immigrant” on the other hand usually refers to someone who has moved into a country with the intention of remaining there on a long-term and perhaps permanent basis. The reality is of course a little less clear given that many “migrants” end up staying in their new country of residence, while some “immigrants” are forced to leave or move on for a variety of reasons, many of which may be beyond their control. This report uses the term “migrant” for the purposes of consistency, even where reference is at times made jointly to both “migrants” and “immigrants”; but in general the reference only points to someone’s background as being rooted outside Ireland even though they now intend to or have already made a lasting home here.

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

Racism – “Racism is a specific form of discrimination and exclusion faced by minority ethnic groups. It is based on the false belief that some ‘races’ are inherently superior to others because of different skin colour, nationality, ethnic or cultural background. The United Nations International Convention on the Elimination of All Forms of Racial Discrimination (CERD) defines racial discrimination as “Any distinction, exclusion, restriction or preference based on ‘race’, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life”.” (NCCRI 2007)⁴.

¹ These working definitions are taken from The Integration Centre’s *Policy Research Resources*.

² Taken from http://www.ria.gov.ie/en/RIA/Pages/Direct_Provision_FAQs

³ This definition of ethnicity is taken from “Useful Terminology for Service Providers”, produced by the National Consultative Committee on Racism and Interculturalism (NCCRI) in March 2007.

⁴ Ibid.

Executive Summary

Introduction and Policy Context

Irish society has changed significantly over the past 20 years, changes which have included the introduction of much higher levels of cultural and ethnic diversity among those who make their homes in communities right across the country, including Co Kildare. Many groups and initiatives have taken place around Co Kildare in recognition of such high levels of diversity and in efforts to create a more inclusive and integrated society for all who consider Kildare to be their home. Many of these have been supported by local bodies like CKLP, KCC and KVC, while others are long-standing voluntary initiatives led by members of ethnic minority communities themselves, such as WIN Athy and NASSG. Some very strong initiatives like Kildare Network for Integration Today (KNIT) have receded due to funding shortfalls, while others are emerging, such as Kildare Intercultural Action (KIA). At official level, Co Kildare has also been host to a number of initiatives, including the Refugee Resettlement Programme in 2012, which involved multiple agencies supporting the resettlement of Sudanese and Eritrean families with the UNHCR and OPMI.

In early 2014, CKLP and KCC initiated an integration planning process to build upon and draw together these integration initiatives around the county. This planning process in Co Kildare aimed to involve local participants in deciding upon actions for a county-wide integration strategy based on local experiences and views, while taking into account that similar local integration strategies have been developed in 26 other local authority areas around Ireland over the past ten years. These local planning initiatives have been informed by national strategies, such as *Planning for Diversity (2005)* and *Migration Nation (2008)*; this process in Co Kildare also referred to such strategies and indeed took one of its core themes from the former. In addition, the process took cognisance of broader integration frameworks at EU level, particularly that which emerged from The Stockholm Programme in 2009 and the themes it outlined in relation to assessing and progressing local integration right across EU member states. Further details on these and other integration-related policies and reports are outlined in detail in Chapter 2.

Statistical Profiles

Chapter 3 of this strategy document details statistical profiles of ethnic minority communities at both national level and in Co Kildare. However, given the complexity of diversity, available statistics vary in terms of how communities of migrant background are defined. It is both important and interesting to note the differences here, depending on whether nationality, birthplace or ethnic identity is being examined. Indeed each of these three categories capture data on three different groups, although many, but not all, may well belong to two or even all three of these groups.

When examining nationality figures, it was noted that 12.2% of the country's population in 2011 was non-Irish; in Co Kildare this figure was 11.9%, representing 24,562 people. Figures for place of birth on the other hand indicate that 16.9% of Ireland's residents at the time of Census 2011 were originally born outside of Ireland, which was similar to the rate in Co Kildare, at 16.0% (i.e. 33,363 people). Some of the difference here can be explained by the fact that many of those who were born outside of Ireland have now decided to make their homes here, and in fact an estimated 72,500 had acquired Irish citizenship by the end of 2013. But once again the picture of diversity is quite complicated; because these figures do not show the fact that some children born abroad have been Irish citizens from birth, whereas some children born in Ireland do not have Irish citizenship.

When focussing on integration, this strategy for Co Kildare, tended to refer more to ethnicity and cultural identity than to either nationality or birthplace. Again, as detailed in Chapter 3, 13.5% of those at national level who stated their ethnicity on the census form in 2011 indicated an ethnic minority identity (i.e. 603,467 people who now call Ireland home). A similar figure was found in Co Kildare where 13.7% of residents (i.e. 28,197 people) identified with one of the many ethnic minority communities now present in the county. Interestingly, this figure from 2011 is up significantly from that in Census 2006 when 19,606 residents were recorded as ethnic minorities, a fact which belies some anecdotal suggestions that many minorities “have gone home” since the economic downturn. These statistics on the other hand indicate that while some may have left Ireland, many others have arrived and are settling here with their families.

Chapter 3 also examines the four areas within the EU integration framework, outlining statistics in relation to education, employment, active citizenship/ participation and social inclusion. There are some interesting differences to be noted here, many of which are also echoed by participants during this planning process in Co Kildare and therefore outlined in Chapter 5 on the key findings.

Planning Methodology

Chapter 4 outlines in detail the planning methodology used to develop this strategy and the plan of action it contains. From the outset a participatory planning methodology, known as Participatory Learning and Action (or PLA) was used in order to accommodate different levels of engagement experience and English language ability. Throughout, this PLA-based methodology endeavoured to ensure that those participating were not just “consulted” but that they in fact helped analyse issues raised and influenced decisions around what actions should be undertaken in response.



The process was supported extensively by staff from CKLP and KCC, and was coordinated by TIC in a manner similar to that used in developing local integration strategies elsewhere. In addition, a very active and committed Working Group was formed (see Appendix 1), which oversaw and supported this process right from its initiation in February 2014, to the final review of the strategy document in September 2014. During the planning process itself, and in order to ensure a balanced range of perspectives were included from right across the county, 8 different locations were selected for the planning meetings that took place as part of Phase-1. Working Group members used existing contacts and local media to inform as many people as possible about the upcoming meetings. In addition all locally-based organisations were contacted and asked to circulate flyers in their respective areas (see Appendix 2). Overall 85 people participated in Phase-1 of this planning process; and a further four meetings were organised as part of Phase-2, in which 42 people participated.

These participants represented a multiplicity of perspectives with at least 23 different nationalities and 29 local organisations involved throughout (as listed in Appendix 4).

Summary of Findings for Co Kildare

The eight meetings during Phase-1 focused on factors that have facilitated the process of integration locally, as well as problems/ difficulties along the way. These issues were further analysed by the Working Group and arranged under themes derived from parameters agreed at EU-level in 2010 for assessing progress on integration and with reference to the intercultural framework within *Planning for Diversity (2005)*. Thus, the key findings for Co Kildare are outlined in detail in Chapter 5 under four thematic headings, and are summarised in the table below:

Theme	Positive Factors to Build Upon	Problems/ Difficulties to Address
1. Education and Employment	<ul style="list-style-type: none"> • Good communication • Education and places of learning • Workplaces and enterprise 	<ul style="list-style-type: none"> • Communication and language barriers • Limited opportunities for self-progression
2. Social Inclusion	<ul style="list-style-type: none"> • Commercial and natural amenities • Socialising through music and dance • Sharing and socialising through food • Good friends/ neighbours, and the social aspect of community • Connections made by and through children 	<ul style="list-style-type: none"> • Poverty and insufficient resources • Stresses on mental health • Lack of information on and access to relevant services • Transport problems • Direct provision system
3. Active Participation	<ul style="list-style-type: none"> • Community action and working together • Participation in and the following of sport • Ability to engage with political structures • Autonomy, power and the ability to choose 	<ul style="list-style-type: none"> • Negative impact of policies • Political representation and ability to influence policy • Public portrayal of minorities
4. Recognition of Diversity (which is a cross-cutting theme)	<ul style="list-style-type: none"> • Visibility of diversity • Respect for diversity and culture • Respect for faith and religion 	<ul style="list-style-type: none"> • Racism, discrimination and stereotyping • Collision of cultural differences • Social and cultural isolation

It is important to note that the issues outlined, reflect the views of 85 different participants who engaged in one of eight meetings that took place within Phase-1 of this process. Unsurprisingly, the nature of experiences varied and overall the views expressed were not homogenous. Therefore, an area that may have been experienced in positive terms for some participants is in some cases named as a problem/ difficulty for others. In addition, Chapter 5 outlines the frequency with which each positive or difficulty was raised during Phase-1. This helps to give a sense of which issues merit prioritisation, as does an additional outline regarding the relative level of importance attributed to each of the difficulties by those who participated. In terms of frequency the following are the top five positive factors that were mentioned:

1. Good friends or neighbours, and the social aspect of community
2. Participation in and the following of sport
3. Community action and working together

4. Sharing and socialising through food
5. Good communication

Chapter 5 also discussed the problems/ difficulties that were identified. Once again it is useful to note the frequency with which some issues were mentioned when compared to others. In addition, participants also ranked these issues in terms of their importance. This ranking in terms of importance differs somewhat from the frequency with which issues were mentioned, but not significantly. In summary, the following problems/ difficulties were attributed with the highest levels of importance overall by participants:

1. Racism, discrimination and stereotyping
2. Direct Provision system
3. Lack of information on and access to relevant services
4. Social and cultural isolation
5. Stresses on mental health

Action Plan 2014 - 2019

As outlined in Chapter 6, numerous actions were proposed by participants during Phase-1 of this planning process, some of which were then prioritised and developed further during Phase-2. A set of strategic aims are also outlined, which will require further actions in future if they are to be fully achieved. All recognise that resources continue to be limited, but it is hoped that some progress can be made over the next five years, upon which future plans can then build. It is also envisaged that the aims outlined below will inform other community and/or social inclusion plans that will be developed in Co Kildare, particularly the imminent Local Economic and Community Plan of the new LCDC. In summary the key strategic aims of this action plan are as follows:

Theme 1: Education and Employment

- To improve how mainstream education and employment support services cater for the specific needs of ethnic minorities
- To recognise and augment the contributions ethnic minorities can make to the local economy

Theme 2: Social Inclusion

- To mitigate the isolating and negative impacts that the direct provision system has on its residents within Co Kildare, especially children
- To ensure ethnic minority communities are included in mainstream services to enhance mental health
- To improve ethnic minority ease of access to and experiences of engaging with local services

Theme 3: Active Participation

- To enhance the levels and quality of engagement that members of ethnic minority communities have with local political and decision-making processes in Co Kildare
- To facilitate a more informed public debate around integration and diversity

Theme 4: Recognition of Diversity

- To increase the recognition and understanding of cultural diversity among service providers and policy-makers at local level across Co Kildare
- To enhance public interest in and understanding of cultural diversity and anti-racism measures

Chapter 1: Introduction



Demographic Changes and Local Responses

In 1996, Ireland reached its migration "turning point," making it the last EU Member State to become a country of net immigration. The main reason: rapid economic growth created an unprecedented demand for labour across a wide range of sectors, including construction, financial, information technology, and health care. Unemployment declined from 15.9 percent in 1993 to a historic low of 3.6 percent in 2001. (Ruhs & Quinn 2009)⁵

Many factors have influenced the considerable demographic changes in Ireland over the past 20 years, one of which has been the sudden expansion of inward migration since the mid-1990's. The related increase in cultural diversity brings new opportunities and challenges alike. According to Census 2011, 544,357 people now living in Ireland are not Irish citizens; but even this does not capture the full picture as 34,498 non-EEA citizens had Irish citizenship by the end of 2011, many of whom may not have been counted as "non-Irish" in the Census; indeed by the end of 2013 it is estimated that 72,500 people⁶ with non-EEA citizenship have acquired Irish citizenship, in addition to some EU citizens who also now carry an Irish passport. An alternative way to appreciate the level of diversity now present in Irish society is to consider ethnic identity. Figures in Census 2011 indicated that nearly one in seven people now living in Ireland identify with an ethnic minority culture. At national level 603,467 people (i.e. 13.5%) reported their ethnicity on the census form as one with roots outside of Ireland.

Local Census 2011 figures for Co Kildare indicate similar levels of diversity, where 24,562 residents are citizens of countries other than Ireland and a further 2,466 are citizens of both Ireland and another country. In terms of ethnic diversity, according to Census 2011 figures for Co Kildare, 28,197 people identify with an ethnic minority community of migrant background, (i.e. 13.7% of the county's population who stated their ethnicity). Such diversity presents opportunities such as the fact that 25,012 people now living in Co Kildare speak a foreign language. But of course there are also challenges, where for example, one in five foreign language speakers (i.e. 4,552 people) really struggle to communicate in English. Other challenges also arise for some groups in relation to employment and education outcomes, and the whole area of social inclusion. Indeed, an additional consideration for Co Kildare, as 1 of 16 counties in Ireland with direct provision accommodation, are the circumstances of residents in Eyre Powell direct provision centre who are in limbo while waiting for their protection/ asylum applications to be processed.

Many initiatives have taken place around Co Kildare in recognition of such high levels of diversity and in efforts to create a more inclusive and integrated society for all who consider Kildare to be their home. Many of these have been supported by local bodies like CKLP, KCC and KVC, while others are long-standing voluntary initiatives led by members of ethnic minority communities themselves, such as WIN Athy and NASSG. Some very strong initiatives like Kildare Network for Integration Today (KNIT) have receded recently due to funding shortfalls, while others are emerging, such as Kildare Intercultural Action (KIA). At official level, Co Kildare has also been host to a number of initiatives, including the Refugee Resettlement Programme in 2012, which involved multiple agencies in supporting the resettlement of Sudanese and Eritrean families with the UNHCR and OPMI.

⁵ Ruhs, M. & Quinn, E. (2009) *Country Profiles: Ireland From Rapid Immigration to Recession*. Oxford: Centre on Migration, Policy and Society (COMPAS), Oxford University

⁶ Source: Annual Monitoring Report on Integration (2013) pp46-54.

Development of Integration Strategies in Ireland

At national level a number of policies and strategies have been developed in response to a more diverse society. These are outlined in Chapter Two, but in summary *Planning for Diversity* was developed in 2005 as a national plan of action to address racism, while *Migration Nation* was published in 2008 as a national policy statement on integration. Indeed at present, a new national integration strategy is being developed, which it is envisaged will outline a number of concrete actions around integration from early 2015.

One of the actions within *Planning for Diversity (2005)* is particularly worth noting in the context of this local integration strategy for Co Kildare; this action promoted the development of local diversity/integration strategies in each one of the 34 local authority areas around the country. At the time, NCCRI developed a set of guidelines for those interested to develop such strategies, and proposed the following themes:

- **Protection:** Effective protection and redress against racism and other forms of discrimination
- **Economic Inclusion:** Economic inclusion and equality of opportunity
- **Services:** Accommodating diversity in service provision
- **Diversity:** Recognition and awareness of diversity
- **Participation:** Full participation in Irish society

Uptake on this was slow at first, but from 2008 onwards quite a few such local strategies began to emerge, largely with the support of central government funding to do so. By the end of 2013, such strategies had been developed in 25 local authority areas in fact. It was with this in mind, and in light of high levels of diversity and interest locally that CKLP and KCC endeavoured to promote and support the development of this strategy for Co Kildare during 2014.

Reference to EU Integration Framework

This planning process in Co Kildare aimed to involve local participants in deciding upon actions for a county-wide integration strategy based on local experiences and views, while taking into account similar developments elsewhere and national integration policy. In addition, this process took cognisance of broader integration frameworks at EU level, particularly that which emerged from The Stockholm Programme in 2009. The Stockholm Programme provided a roadmap for EU progress in the area of justice, freedom and security for the period 2010-2014. It proposed that a coherent policy response is required in order to address the challenges of Europe and was subsequently adopted in 2010 as part of a joint declaration made at an EU Ministerial Conference on Integration.

The integration framework was designed to monitor integration through various indicators within each of the following four broad themes:

- **Education:** The centrality of education in creating a successful and active migrant population is identified. It highlights, however, a current deficit in the educational attainment of migrants. Having pinpointed some of the root causes of this deficit, such as language difficulties and low levels of parental involvement in children's studies, it commits to addressing the situation.

- **Employment:** This acknowledges the economic value of a well integrated migrant work force. Highlighting some key barriers to integration, it declares the intent of each EU member state to overcome these restrictions.
- **Social Inclusion:** Migrants must have access to both public and private goods on a basis equal to that of local citizens; indicators proposed in relation to social inclusion cover a very wide range of areas from poverty levels to health and housing needs.
- **Active Citizenship/ Participation:** Initiatives should be encouraged, which bring together both migrants and local citizens in active participation in local communities. Civil society is recognised as being a key vehicle for the success of the two way process of integration.

The methodology chapter will outline how some initial analysis of data took place with participants and was developed further by Working Group members during subsequent co-analysis sessions. Within this context, the issues identified were collated broadly under the four thematic areas of the EU integration framework to emerge from the Stockholm Programme, and with reference to one cross-cutting theme identified in *Planning for Diversity (2008)*, namely that of “recognising diversity”.

Engagement of TIC and Working Group in Co Kildare

CKLP and KCC engaged The Integration Centre (TIC) to coordinate a local integration planning process in a participatory manner similar to that done in other areas around Ireland. It was agreed that TIC would be responsible for the following:

- Formulation and coordination of overall integration planning process in Co Kildare, in consultation with a local Working Group
- Preparation and collation of charts used in PLA-based planning sessions, and facilitation of public planning meetings
- Collation of findings and drafting of integration strategy document
- Presentation of final integration strategy document (including executive summary) to relevant authority in Co Kildare (e.g. new LCDC)

In addition, a Working Group was established in February 2014 to oversee and support this overall research and planning process (see list of members in Appendix 1). Initially 15 representatives from local service providers and community groups were invited to join this Working Group, and other members joined as the planning process progressed, indicating a very positive level of interest and engagement locally. It was envisaged that the main roles of the Working Group would be as follows:

- March 2014: Attend 2 preparatory meetings to advise on the process and assist with publicity
- March/ April 2014: Publicise and support 6-8 Phase-1 planning meetings
- April/ May 2014: Attend 2 meetings to co-analyse and collate preliminary findings
- May/ June 2014: Publicise and support 3-4 Phase-2 planning meetings
- June/ July 2014: Attend 2 meetings to collate proposals for draft action plan
- August/ September 2014: Review and secure approval of final integration strategy document; propose monitoring and implementation mechanism; and plan and manage strategy launch.

Chapter 2: Integration Policy Context



EU Integration Policies and Frameworks⁷

EU Common Basic Principles (2004)

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

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

The Stockholm Programme (2009)

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

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

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

⁷ These summaries are taken from The Integration Centre’s *Policy Research Resources* and have also been used in other Local Authority level integration strategies where relevant.

EU Ministerial Conference on Integration: Zaragoza Declaration (2010)

A declaration on integration was made at an EU Ministerial Conference held in Zaragoza, Spain on 15th and 16th April 2010, which resulted in the drafting of this document. A comprehensive list of European Council conclusions, principles, agendas, pacts and communications dating back to 2002 are outlined in this declaration. They give evidence of the commitment of Ministers from all EU Member States to “promote integration as a driver for development and social cohesion by incorporating integration issues in a comprehensive way in all relevant policy fields”. The declaration gives particular attention to the following areas:

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

In an annex to this report, there is a list of 15 core indicators under the four broad areas agreed in the Stockholm Programme (2009). It is also worth noting that in July 2011, a **European Agenda for the Integration of Non-EU Migrants** was designed by the European Commission. The agenda aims to increase economic, social, cultural and political participation by immigrants, with an emphasis on local action, and highlights barriers that prevent the EU fully benefiting from the potential offered by migration and the value of diversity. The potential role in the integration process of countries of origin is also examined.⁸

EC Handbook on Integration (2010)

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

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

The two earlier handbooks focused on: the introduction of immigrants; civic participation and indicators; mainstreaming integration; housing; economic integration; and integration governance.

⁸ For further information on EU actions and instruments around integration, refer to the following website http://ec.europa.eu/ewsi/en/EU_actions_integration.cfm

These three handbooks are the main drivers of the exchange of information, along with a new network of European cities called “**Integrating Cities**” and a newly developed European Website on integration (www.integration.eu), which acts as a platform for networking on integration. Integration stakeholders from both governmental and non-governmental agencies are encouraged to create and share knowledge in the form of documents or good practices using this website.

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

National Policies and Reports⁹

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

The primary focus of *Planning for Diversity – The National Action Plan Against Racism (also known as NPAR)* is to “provide strategic direction to combat racism and to develop a more inclusive, intercultural society in Ireland based on a commitment to inclusion by design, not as an add-on or afterthought, but based on policies that promote interaction, equality of opportunity, understanding and respect.” It was developed by the Irish Government following commitments made at the UN World Conference Against Racism in South Africa in 2001 and focused on the period 2005 to 2008.

The framework has five objectives, which are as follows: (1) effective protection and redress against racism and other forms of discrimination; (2) recognition and awareness of diversity; (3) full participation in Irish society; (4) economic inclusion and equality of opportunity; and (5) accommodating diversity in service provision. This plan was to be delivered in a “whole system approach” the key elements of which are: mainstreaming; targeting; benchmarking progress; and the engagement of key stakeholders to support the implementation of the plan. Under the National Action Plan, a number of local strategies were supported to encourage greater integration at a local and sectoral level. The ‘Anti-Racism and Discrimination Strategies’ (ARDS) and ‘Integration Strategies’ stem from this. The time frame of this action plan has passed; nonetheless it continues to inform the work of statutory and non-statutory agencies and so does not necessarily require renewal.

Migration Nation (2008)

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

The document promotes a “whole of government” approach to integration policy development. Its key priorities are: (1) a clear commitment to immigration laws; (2) a formal pathway to permanent residency and citizenship; (3) a streamlined asylum process; (4) specific funding from government

⁹ These summaries are taken from The Integration Centre’s *Policy Research Resources* and have also been used in other Local Authority level integration strategies where relevant.

and the philanthropic sector to support diversity management in local authorities, political parties, sporting bodies and faith-based groups; (5) citizenship and long-term residency to be contingent of proficiency of skills in the spoken language of the country; (6) more targeted support for teachers and parents in dealing with diversity; (7) enhanced institutional and legislative measures to combat exploitation and discrimination; and (8) new structures to assist and reflect the changed dynamic of Ireland, with specific reference to a standing Commission on Integration, a Ministerial Council on Integration, and a Task Force to establish future policy needs. In relation to the proposed new structures, Ministerial Councils were convened once in each of four regions in October/November 2010, but have not reconvened since. The other two proposed bodies were not set up.

The key principles that underpin this Government strategy on integration are: (1) a partnership approach between the government and NGOs and civil society bodies; (2) a strong link between integration policy and wider state social inclusion measures, strategies and initiatives; (3) a clear public policy focus that avoids the creation of parallel societies, communities and urban ghettos; and a mainstream approach to service delivery to migrants; and (4) a commitment to effective local delivery mechanisms that align services to migrants with those for indigenous communities.

Sector-specific Integration Strategies (2007 through to 2015)

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

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

Alignment Report (2012)

The *Final Report of the Local Government/Local Development Alignment Steering Group* was published in March 2012, in addition to the interim report of November 2011, at the request of Minister for Environment, Community and Local Government. Together these reports provide a series of recommendations in relation to the role of local government in pursuing local and community development. Among the recommendations of the group was the development of a cross-governmental, cross-departmental approach to local and community development. This proposed alignment process, combined with local government reform announced later in 2012 in *Putting People First*, indicates that Local and Community Plans are to be developed by the newly

established Local Community Development Committees (LCDCs) of each local authority area, setting out an integrated approach to community development programmes supported at all levels of government. A number of LCDCs were established in some pilot areas since 2013, with full rollout taking place then after the Local Government Elections of May 2014. Given the significant demographic changes that have occurred in Ireland over the past decade or more, it will be essential that a long-term and strategic approach to integration will be incorporated into such Local Economic and Community Plans that LCDCs develop at local authority level.

Putting People First (2012)

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

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

While, this document makes no reference at all to migrant communities and or the broad issue of integration initial indications during mid-2014 have been positive in that it seems the new LCDCs to be formed in each local authority area will be required to consider migrant/ ethnic minority communities as one of their focal groups for work related to social inclusion. In addition the new “Public Participation Networks” and “Linkage Groups” being formed in each area offer all groups the opportunity to get more actively involved in processes that will shape decisions made by their respective LCDC. How all of this works out in practice remains to be seen.

Annual Monitoring Reports on Integration (2010-2013)

Commissioned by The Integration Centre, and written by the ESRI, four annual reports have been produced between 2010 and 2013. These annual reports track Ireland’s progress on integration and identify models of good practice in integration planning. The core indicators, and the findings within them, are modelled on indicators chosen by the Zaragoza Declaration (2010) to compare integration progress across EU Member States. Copies of these Monitoring Reports can be downloaded from the “Publications” section of www.integrationcentre.ie. Table 2.1 below brings together the key indicators from the third and fourth of four annual reports published to date.

Table 2.1 Key indicators from Annual Monitoring Reports on Integration 2012/ 2013

Key indicators of integration at a glance	2012		2013	
	Irish	Non-Irish	Irish	Non-Irish
1. Employment (working age)				
Employment Rate	58.2%	58.9%	59.3%	58.9%
Unemployment Rate	14.7%	18.5%	13.2%	18.1%
Activity Rate	68.2%	72.3%	68.3%	72.0%
2. Education				
Share of 25-34 year olds with tertiary educational attainment	48.1%	53.5%	49.6%	50.4%
Share of early leavers from education (20-24)	10.5%	16.8%	6.4%	8.7%
Mean achievement scores for 15 year olds in English reading (2012)			527	English speakers: 529 Non-native English speakers: 506
Mean achievement scores for 15 year olds in maths (2012)			503	English speakers: 508 Non-native English speakers: 499
3. Social Inclusion				
Median annual net income (needs adjusted)	€18,709	€17,731	€18,318	€17,105
“At risk of poverty” rate	14.5%	16.4%	16.0%	15.5%
“Consistent poverty” rate	6.1%	7.8%	6.8%	7.4%
Share of population (age 16 and over) perceiving their health as good or very good	82.6%	89.7%	82.4%	90.8%
Proportion of households that are property owners	77.9%	28.0%	76.0%	26.6%
4. Active Citizenship				
Annual citizenship acquisition rate	————	7.4%	————	16.8%
Ratio of non-EEA nationals who ‘ever’ acquired citizenship to estimated immigrant population of non-EEA origin	————	21.2%	————	31.3%
Share of non-EEA nationals with ‘live’ permissions who hold long-term residence	————	6%	————	4.8%
Share of immigrants among elected local representatives	————	0.2%	————	0.2%

New National Integration Strategy (2014/ 2015)

In March 2014, the then Minister for Justice and Equality, Alan Shatter TD, announced plans to develop new national integration strategy, a process which is currently being overseen by a cross-departmental group. This group put out a call for written submissions in April and by May 80 written submissions from different interested groups and organisations around the country had been returned. During June and July 2014: 30 of the 80 groups that made submissions were invited in to give a presentation and engage in discussions with the cross-departmental group. This level of response and engagement bodes well for a future National Integration Strategy, which the chair of the cross-departmental group hopes to have this finalised by March 2015.

Local Integration Strategies and ARDS

Following the publication of *Planning for Diversity (2005)*, local authorities across the nation were encouraged to develop their own local integration initiatives supported by the County/City Development Boards. In addition, many of the local authorities helped to establish either an immigrant forum or an interagency forum with immigrant participation as a means of promoting a participatory approach to integration. Table 2.2 below charts the most common type of integration-related initiatives across Ireland's 34 Local Authority areas from 2005-2013 that benefited from the involvement of local government structures. This table does not capture the numerous social inclusion and integration initiatives that have been led by local immigrant groups, community groups, FRCs, partnership companies, etc across the country. Instead, it focuses on key integration initiatives that are commonplace across many areas and that are led by the Local Authority and/or City/County Development Board in each of 34 local government areas.

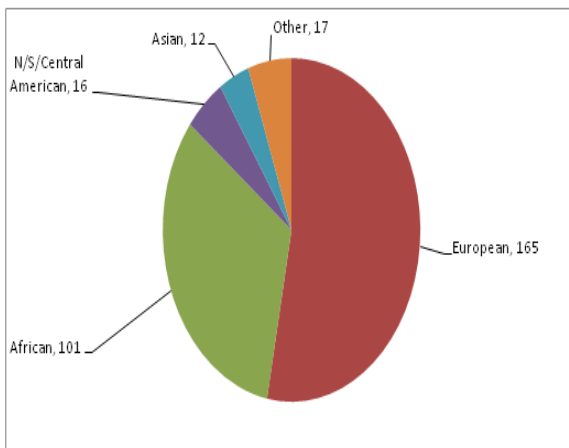
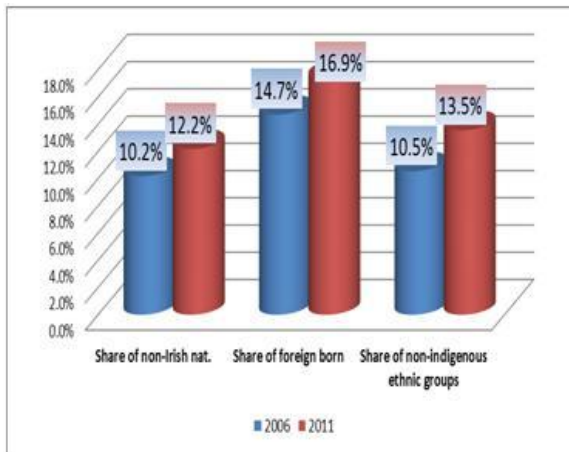
Table 2.2 Overview of local government involvement in integration initiatives (2005 - 2013)

Nature of integration initiative	Number of Local Authorities and/or CDBs engaged in this initiative (up to January 2014)
Supporting Integration/ ethnic minority forum on an on-going basis	20 out of 34
Accessed and dispersed OMI/OPMI funding for local integration projects	28 out of 34
Currently developing "Anti-Racism and Diversity Strategy (ARDS)" or "Integration Strategy"	5 out of 34 (3 again + 2 for the first time)
Already Developed and Implementing "Anti-Racism and Diversity Strategy (ARDS)" or "Integration Strategy"	25 out of 34 (5 of whom already developed two)
Formed multi-stakeholder committee to monitor implementation of ARDS/ Integration Strategy	15 out of 34

Central government funding specifically targeted at integration initiatives began to be dispersed by a new Office of the Minister for Integration (OMI) in 2008, with particular attention paid to local authority initiatives. Subsequently, 28 of the 34 Local Authorities received funding from this central government source and directed funding towards local integration projects and/or the development and support of long-term Anti-Racism and Diversity Strategies (ARDS) or, more recently, integration strategies. As indicated in the table above, not all of these linked such funding with complementary efforts to support local integration forums.

A list of most ARDS/ integration strategies developed to date can be found on www.integration.ie, the official government website of the Office for the Promotion of Migrant Integration (OPMI). In the local authority areas where ARDS or integration strategies have been developed, these strategies seek to encourage wide-ranging civic, NGO, and voluntary participation in actions that celebrate diversity and see integration as a progressive development in Irish society. As of mid-2014, such strategies had been developed in 27 out of 34 local authority areas around Ireland (this figure is 26 out of 31 local authority areas when the new boundaries from mid-2014 are taken into account).

Chapter 3: Statistical Profiles of Ethnic Minorities



Brief Comparison of National and Co Kildare Statistics¹⁰

This chapter will outline key statistics nationally and then for Co Kildare. Within each section the main demographics will be examined, followed by brief outlines of some available statistics on the following four areas used for assessing integration progress at EU level:

- Employment
- Education
- Active Citizenship/ Participation
- Social Inclusion (as defined in EU integration policy documents)

When considering these statistics, it is important to note the differences between each of these three broad categorisations (particularly where statistics for all three categories are not available):

- **Ethnicity:** Ethnicity represents large cultural groups and is better at capturing data on an individual's association with numerous groupings (e.g. Asian-Irish). However, statistical data is only gathered on the basis of large categories and could contain figures that do not reflect the shifting nature of identity.
- **Nationality:** Nationality is defined by citizenship. This provides a certain picture, but does not capture details relating to members of migrant communities who have recently become citizens here in Ireland, or of their children who may have been Irish citizens at birth for example.
- **Birthplace:** Birthplace has the advantage of not being subject to change. However, some of those born outside of Ireland could be the children of Irish citizens living abroad who have recently returned. Furthermore, an increasing number of children are born in Ireland to parents who have roots in other countries and cultures and/or who may not have been born in Ireland.

The following sub-section offers a brief comparison between national statistics and those available for Co Kildare, all of which will be outlined in further detail later in this chapter.

➤ **Ethnic Identity**

Among those who stated their ethnicity in Census 2011, 13.7% of residents in Co Kildare are ethnic minorities with roots in other countries, i.e. 28,197 people. In comparison, the population of ethnic minorities in Ireland was 13.5%.

➤ **Nationality**

Nationally 12.2% of the country's residents are non-Irish nationals, according to census 2011. The share in Kildare was almost identical as 11.9% of those who stated their nationality were non-Irish, (i.e. 24,562 residents of the county). Non-Irish nationals living in Co Kildare have increased by 6,015 since 2006. A further 2,466 people hold citizenship of both Ireland and another country; 1.2% of the county's population.

¹⁰ Note: The calculation of percentages relative to the overall population excluded the small proportion of those who did not state their nationality/ ethnicity/ etc; the difference is only marginal anyway, but it is assumed that a broadly similar breakdown may apply therein.

➤ **Birthplace**

In Co Kildare, 16.0% of the population was born outside Ireland, which represents 33,363 people. This is similar to the share of national population born outside of Ireland which was 16.9%. Within Co Kildare those born in the EU constituted the biggest group whereas nationally those born in the UK had strongest representation; however, the difference was only in the region of 4-5%. The largest non-EU group born outside Ireland is Asian both in Co Kildare and throughout the country.

➤ **English Language Difficulties**

Figures from Census 2011 indicate that 18.2% (i.e. 4,552 persons) of those who speak a foreign language at home in Co Kildare stated that they do not speak English well or, in some cases, at all. At 18.2%, this is marginally higher than the proportion nationally who reported having difficulties with English (17.4% of foreign-language speakers).

➤ **Unemployment**

According to both Census 2011 and the QHNS, non-Irish make up around 18% of all unemployed while they only make up 15% of the working age population. This figure in Co Kildare is slightly higher in that 19.3% of non-Irish residents in the county are unemployed (i.e. about 3,572 persons). In general, both nationally and in Co Kildare, the figures suggest that the risk of becoming or remaining unemployed is higher among ethnic minorities.

➤ **Education**

The data on students is collected according to nationality rather than ethnicity. On average, 11% of secondary school students in Co Kildare are recorded as non-Irish, which is similar to the national average. Nevertheless, figures for secondary and primary schools in Co Kildare and nationally, indicate that non-Irish students are concentrated more in some schools than others. For example at secondary level in Co Kildare, Piper's Hill College, Naas and Athy Community College are the only two schools where 25% or more of the student population is non-Irish.

➤ **Active Citizenship/ Participation**

In 2013 there were 6,109 non-Irish nationals (including UK nationals) on the voting register in Co Kildare, representing an estimated 31% of the voting age non-Irish population. This is just below the nationwide average of 34.2%. In both cases, non-Irish nationals are significantly under-represented among registered voters when compared to their share in the population overall.

At national level, ethnic minorities are more active in some aspects of volunteering than others. In 2010 non-Irish volunteers accounted for 28% of registered volunteers in Volunteer Centres nationally, compared with 15.7% for Co Kildare (i.e. 84 out of 535 who registered in 2010). However, this proportion of volunteers compares well to their share in the overall population of the county.

➤ **Social Inclusion**

According to latest results from the Survey on Income and Living Conditions, there was no significant difference among Irish and non-Irish nationals in terms of being at risk of poverty, that is to say, having low income. However, there was notable difference with regard to deprivation as a result of lacking basic items: almost one third of non-Irish nationals (31.7%) were deprived of basic needs relative to 25% of Irish nationals. Further analysis showed that Africans, UK citizens and nationals of the New EU states were the most deprived.

National Profile of Population with Migrant Roots

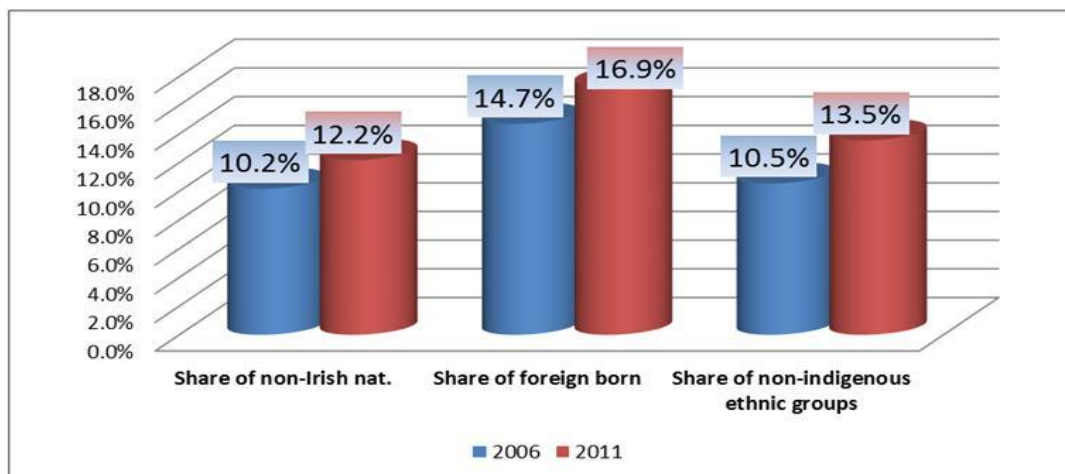
Scope of Ethnic Diversity in Ireland

- 13.5% of Ireland's population, i.e. 603,467 people, identify with an ethnic minority community of migrant background
- 12.2% of Ireland's residents are non-Irish, but this doesn't include all those with migrant roots
- 16.9% of those now living in Ireland are foreign-born, but some of these identify with the majority Irish ethnicity

According to Census 2011, 603,467 people living in Ireland stated their ethnicity as other than "Majority White Irish". The largest ethnic group in Ireland (apart from majority Irish) are ethnic minorities with White migrant background (9.4%), followed by those with Asian background (1.9%). Ethnic minorities with Africa background account for 1.3% of the population, while the share of other ethnic minority groups of migrant background in Ireland was 0.9%.

As can be noted in Figure 3.1 below, the population of ethnic minorities with migrant background has grown significantly to 13.5% from 10.5% in Census 2006. The population born outside Ireland is the largest sub-category as it includes those whose nationality is other than Irish, those who got Irish citizenship through birth to Irish parents or the citizenship process, and those who identify with the ethnic majority Irish culture and/or are Irish citizens but who happened to have been born abroad. This figure has also grown since 2006, as has the figure for non-Irish residents, but all at slightly different rates, thus reflecting the complexity of assessing changes in diversity.

Figure 3.1: Comparisons of national census results for 2006 and 2011



Diverse Nationalities among Residents of Ireland

- UK citizens and Polish remain the top two foreign nationalities

According to Census 2011, there are 199 nationalities now represented among those who live in Ireland. Table 3.1 below outlines the populations of the top ten nationalities. The population of three of these countries (Poland, Romania and India) almost doubled between 2006 and 2011. Some

increase in population is noticed across all the top ten countries represented, except USA, China and France, which recorded a decrease.

Table 3.1: Ten top nationalities (other than Irish)

Country of Nationality	Population (2006)	Country of Nationality	Population (2011)
United Kingdom	112,548	Poland	122,585
Poland	63,276	United Kingdom	112,259
Lithuania	24,628	Lithuania	36,683
Nigeria	16,300	Latvia	20,593
Latvia	13,319	Nigeria	17,642
USA	12,475	Romania	17,304
China	11,161	India	16,986
Germany	10,289	Philippines	12,791
Philippines	9,548	Germany	11,305
France	9,046	USA	11,015

Interestingly, in 2011, one third of non-Irish nationals are couples with children (33.9%), a figure which is only slightly lower than among Irish nationals (35.1%). This difference is now a lot less significant than in previous census figures, suggesting a long-term settlement pattern and a trend of settling and raising families in Ireland.

Birthplaces Outside Ireland

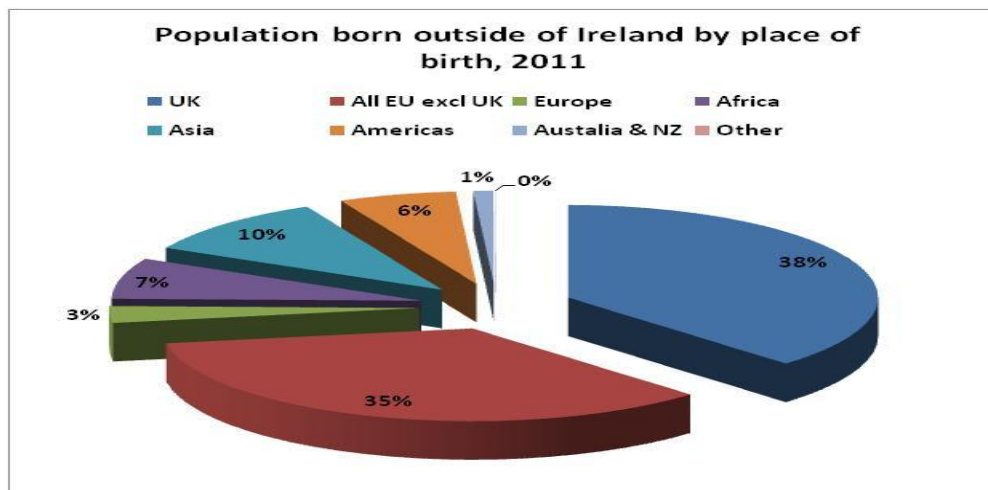
➤ 38% born in UK; 35% in other EU countries; and 27% outside the EU

According to Census 2011, a comparison of the figures for nationality and place of birth shows that there were 25,198 non-Irish nationals who were born in Ireland. That is just 4.6% of the non-Irish population across the country. However, it becomes significant in relation to long-term integration where mixed identities and a sense of not being fully recognised by the society in which one was born and grew up. Reasons for this vary from parental choice to register their child as a citizen of their own country of birth, to restrictions in citizenship laws as they pertain to parents who are legally resident for less than three of the four years prior to the child's birth.

When birthplace on its own is examined, the top countries of origin were England & Wales, Poland, Northern Ireland, Lithuania, Nigeria, Romania, Scotland and India. People born in the UK was by far the largest group with some having Irish citizenship.

Based on birthplace, there is a relatively even distribution among those born in the UK and EU countries. Looking at the figures for those born outside EU, most people arrived from Asia, followed by Africa, the Americas and Europe (outside the EU).

Figure 3.2: Population born outside Ireland by place of birth (Census 2011)



Gender and Age Profiles

According to Census 2011, males and females were evenly represented in the non-Irish population in 2011 (271,864 and 272,493 respectively). In 2002 and 2006 the number of males exceeded the number of females among non-Irish nationals.

A higher proportion of non-Irish nationals living in Ireland are 19-44 years of age, making up 57% of that population (as opposed to 35% in the Irish population). Older people (44 and above) make up a larger share of the UK population than among other non-Irish nationals.

Table 3.2: Age profile by different ethnic groups (Census 2011)

Age Group	White Irish		White Irish Traveller		Other Ethnic Minority	
0 - 19 years	1,056,478	28%	15,414	52%	159,424	26%
20 - 44 years	1,335,669	35%	10,315	35%	342,522	57%
44 years + over	1,429,848	37%	3,766	13%	101,521	17%
Totals	3,821,995	100%	29,495	100%	603,467	100%

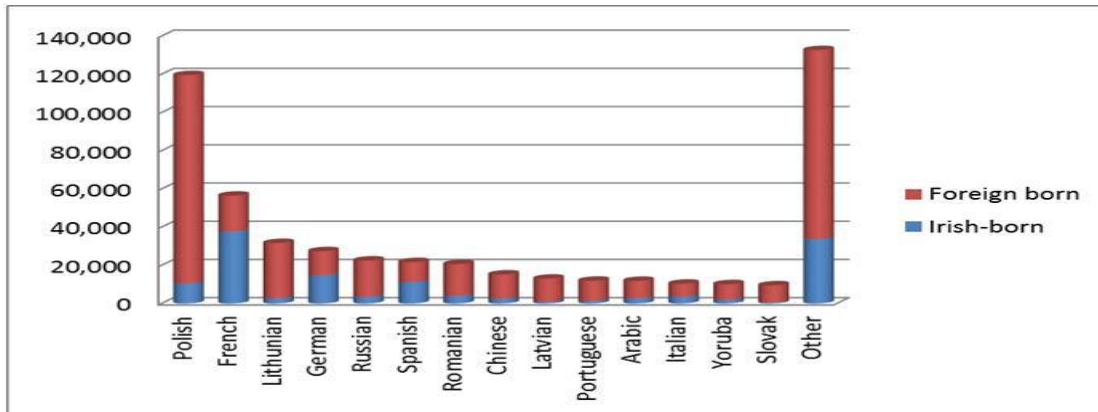
Linguistic Diversity in Ireland

- 11% of the population in Ireland speak foreign languages at home
- 18% of foreign language speakers struggle with English

According to Census 2011, 11% of the population in Ireland speak foreign languages at home (i.e. other than English and Irish). Almost one-third of this population are Irish-born and are therefore likely to be at least bilingual, which is an asset for the country.

The most widely spoken foreign language at home is Polish; where 10,573 Polish speakers are Irish-born and 108,953 were born outside Ireland. Interestingly, Figure 3.3 below indicates that French is the mostly widely spoken language among the Irish-born population who speak a foreign language at home, i.e. 37,800 Irish-born people speak French at home.

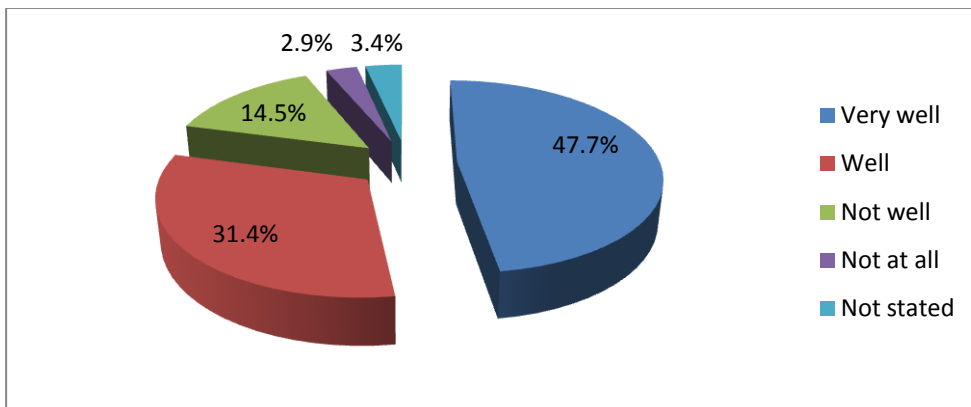
Figure 3.3: Foreign languages spoken at home in Ireland (Census 2011)



According to Census 2011, 17.4% of the foreign language speaking population (who speak a language other than English or Irish at home) reported difficulty with English. More precisely, 15,114 people did not speak English at all, while 74,447 stated that they did not speak English well.

Language problems primarily affect people from the EU10 Accession States (Lithuanian, Polish, Latvian, Hungarian) as well as students who are here to study English (Chinese, Brazilian) and some African groups (Somali): between 23 and 30% of people within those groups did not speak English well or at all.

Figure 3.4 English skills among foreign language speakers



The majority of Nigerians and Indians reported speaking English well. Date of arrival also has an influence over the ability of speaking English, with those who had been here for a considerable length of time tending to speak better English.

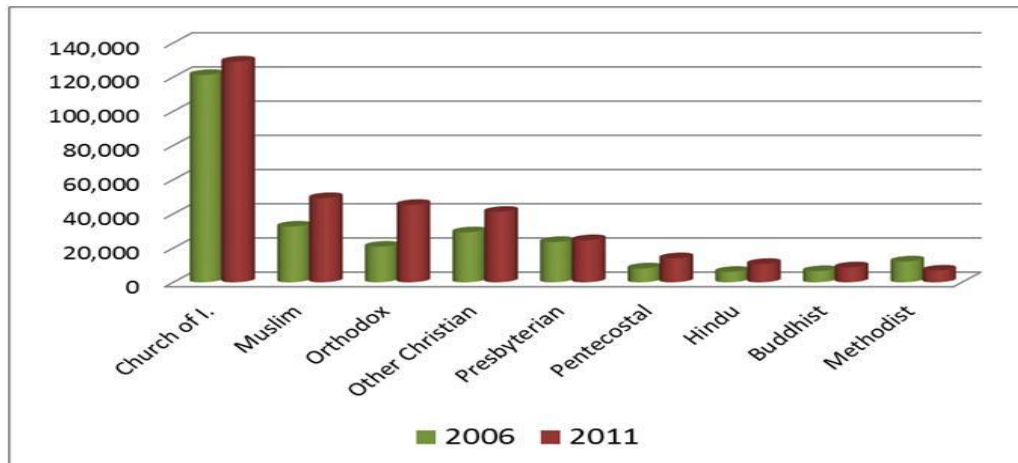
Religious Diversity in Ireland

➤ Non-Irish nationals account for main increases in membership of religions

Ireland’s religious landscape has changed through the increasing number of non-Catholic groups. The Orthodox, Muslim, and Pentecostal populations, as well as those with no religion, have shown the largest increase. Non-Irish nationals account for the majority of membership increases among all religious groups, including Catholic. However, the Catholic religion has remained predominant.

Those who reported membership in non-Catholic religions account for 8.3% of total population that stated their religion; while those with no religion make up 5.8%.

Figure 3.5: Changes in membership of minority religions in Ireland (Census 2006 and 2011)



National Statistics on Main Areas of Integration

Employment

- **The full qualifications of many non-Irish nationals in employment are not being utilised**

Non-Irish workers represented 13% of the total working age population in 2011. They have filled labour and skill shortages in numerous areas as nurses, doctors, accountants, IT specialists and care workers, deli assistants, kitchen porters, cleaners and security personnel. Yet there is a considerable group whose full qualifications are not utilised.

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

- **Non-Irish nationals are more likely to use public transport and a great proportion of them work outside normal working hours**

Non-Irish nationals were more likely to use public transport and less likely to drive to work. They made up 30% of all bus passengers. Furthermore, 25% of non-Irish nationals, other than UK nationals, either cycled or walked to work in comparison to 11% of Irish and 13% of UK nationals. In 2011 36% of non-Irish nationals worked outside normal working hours compared with 24% of Irish

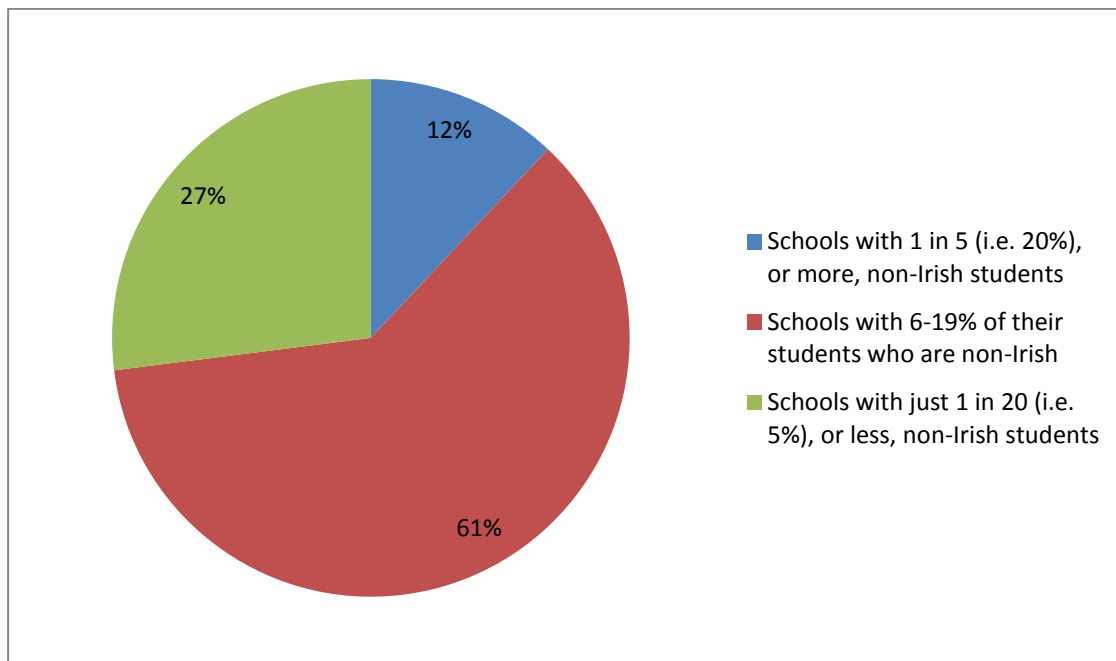
nationals which meant they left for work earlier or later than others. Thus, non-Irish nationals are more likely to work anti-social hours including shift work, Sunday work and evening work.

Education

➤ 11.7% of primary and 11.0% of secondary school students are non-Irish

On average 11.7% of primary and 11.0% of secondary school students are recorded as non-Irish. However there are differences between schools. According to Dept of Education and Skills figures for 2011, in a third of secondary schools there are only a few non-Irish students (1 in 20, or less) while in 12% of the schools in Ireland, they represent 1 in 5, or more, of the students. Similar patterns are repeated at primary level.

Figure 3.6: Share of non-Irish students in secondary schools, 2011



➤ 45% of non-Irish nationals have third level qualifications compared with 32% of Irish nationals

The Annual Integration Monitor 2011 showed that 45% of ethnic minorities with migrant background have third level qualifications compared with 32% of Majority Irish.

Examining only those who completed their education, based on Census 2011 data, 30.7% of non-Irish nationals have third level degrees compared with 23.8% of Irish nationals. Among these, Indian nationals had the highest percentage of persons with a third level degree or higher (77.3%), followed by Filipinos (64.5%) and USA nationals (55.9%).

It was also found that many EU Accession State Nationals have technical/vocational qualifications. Latvians (30.2%) and Poles (28.8%) had the highest proportions of persons with a technical or vocational qualification.

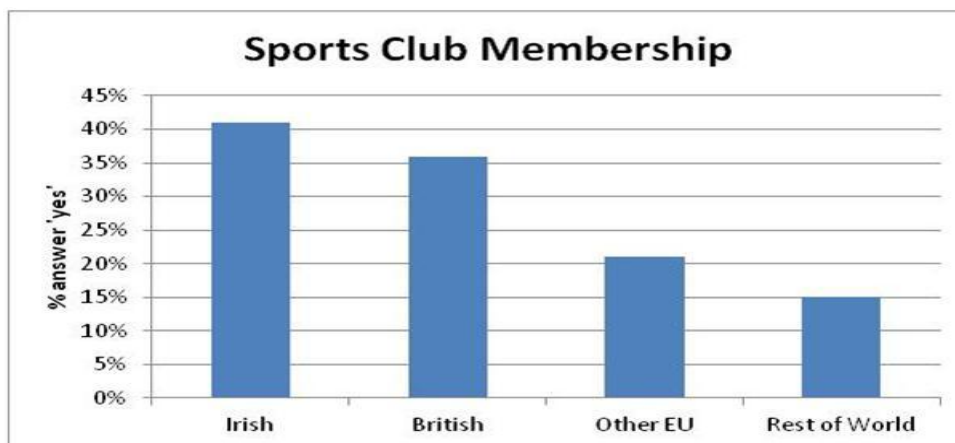
Table 3.3: Percentage Share of Education Levels in Ireland (Census 2011)

	Irish	Non-Irish	Out of which...	UK	Old EU15	New EU10	Non-EU
Not stated	3.6%	6.5%		5.2%	5.2%	6.3%	8.7%
Those without second level exam	34.7%	13.5%		24.2%	6.7%	9.5%	11.4%
Upper secondary (Leaving Cert. Equivalent)	20.3%	19.7%		20.8%	13.0%	22.7%	15.9%
Post-second level certificate (e.g. trades)	17.6%	29.7%		22.6%	23.0%	41.2%	20.0%
Third level degrees & above	23.8%	30.7%		27.3%	52.1%	20.3%	44.0%
Total of those whose full-time education has ceased	100.0%	100.0%		100.0%	100.0%	100.0%	100.0%

Active Citizenship/ Participation

- **28% of registered volunteers are ethnic minorities with migrant background**

Ethnic minorities with migrant background have re-vitalised churches and volunteer centres: in 2010 they accounted for 28% of registered volunteers with Volunteer Centres across the country. They are not so active in sporting and resident associations; nearly half of Irish/UK nationals are members of sporting organisations, as opposed to 21% of EU nationals and 15% of non-EU nationals.

Figure 3.7: Rates of Sports Club Membership in Ireland (Irish Sports Monitor 2007, 2008, 2009)¹¹

- **Ethnic minorities are under-represented on the electoral register**

Nationally, about 4.7% of registered voters are non-Irish; this represents 154,008 people, but the accurate figure for non-Irish voters is difficult to calculate. Previous voter drives led to an increase but many ethnic minorities with migrant background are still not registered to vote, and at 4.7% it is significantly less than their share in the voting age population.

¹¹ See pp.37-40 in *Annual Monitoring Report on Integration 2011*.

Four, from among 37, ethnic minority candidates of migrant background were elected in the Local Election in 2009 (0.2% of all local council members). In 2014, 31 such candidates stood in the Local Elections and two of them got elected.

While political parties made some effort in recruiting migrants, their efforts peaked in 2009 and mainly targeted the Polish community (Fanning et al, 2009). In addition, many political parties and candidates do not seem to realise that around 25,000 ethnic minorities with migrant background received Irish citizenship between 2005 and 2011, which grants them the right to vote in all elections (Immigrant Council of Ireland, 2011a). Indeed since then, the then Minister for Justice and Equality Alan Shatter addressed delays in the process so that by the end of 2013, it is estimated that 72,500 non-EEA citizens living here had acquired citizenship (i.e. about one in six non-EEA citizens who live in Ireland are also Irish citizens). It is also worth noting the citizenship ceremonies that were introduced as a positive gesture by the State to recognise and affirm the active role each of these new citizens are playing in shaping the future of Irish society.

Social Inclusion

Poverty and Housing

➤ 16.4% of non-Irish nationals are considered to be at risk of poverty

According to latest results from the Survey on Income and Living Conditions, there was no significant difference among Irish and non-Irish nationals in terms of being at risk of poverty, that is to say, having low income. However, there was notable difference with regard to deprivation as a result of lacking basic items: almost one third of non-Irish nationals (31.7%) were deprived of basic needs relative to 25% of Irish nationals. Further analysis showed that Africans, UK citizens and nationals of the New EU states were the most deprived.

A statistical analysis of welfare payments found no evidence of a large and systematic over-representation of migrants among welfare recipients in Ireland. Looking at jobseekers payments, there are small differences: non-EU nationals were less likely, and citizens of new EU countries and the UK were somewhat more likely to claim jobseeker payments, with those from Old EU countries falling in the middle.¹² In light of the higher unemployment rate among new EU citizens and UK nationals, it is to be expected that they would be strongly present among jobseeker payment recipients. In general ethnic minorities with migrant background cannot access social assistance payments unless they pass the Habitual Residency Condition by showing a connection to Ireland – e.g. record of employment (except refugees).

➤ 28% of non-Irish own houses compared to 78% of Irish nationals

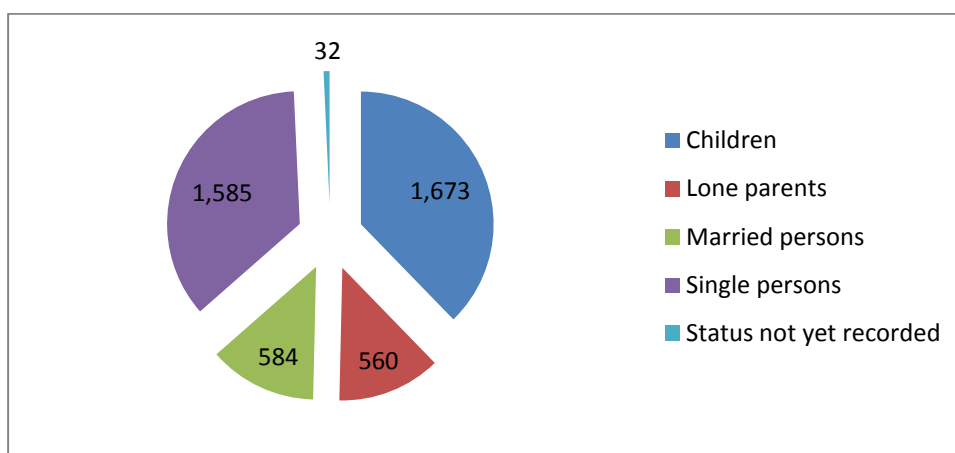
In terms of housing, 78% of Irish nationals own their houses, compared with just 28% of non-Irish. Cultural factors in relation to house ownership among Irish may go some way towards explaining this as does the ability to cope with the collapse of the property market at the beginning of 2008. Nevertheless the number non-Irish who own houses increased between 2006 and 2011.

¹² Quinn. E (2014) *Migrant Access to Social Security and Healthcare: Policies and Practice in Ireland* European Migration Network, Ireland

- **37.7% of residents in Direct Provision accommodation for those seeking asylum/ protection are children/ young people under the age of 18 years**

As of December 2013, there were 4,434 persons accommodated across 16 counties within the Direct Provision system for people seeking asylum/ protection; this included 1,673 children. Residents are not allowed to work or enter third level education, and receive €19.10 (or €9.60 per child) plus full board. Children can attend primary and secondary school, but challenges engaging school-mates on play-dates for example has been highlighted in centres across the country. More serious impacts on poverty levels, family life and mental health have also been highlighted by many NGOs.¹³ The length of stay depends upon the processing of individual cases, but as of December 2013 five or more years had passed since initial asylum applications were made by 1,915 residents of the system (i.e. 43.2%); a further 31.0% have been waiting between 2 – 5 years.

Figure 3.8 Breakdown by family status of residents within direct provision (RIA December 2013)



Health

Non-Irish nationals, on average, tend to report somewhat better health than Irish nationals; and they are less likely to have health consultations or being admitted to health services. For instance, 60% of non-Irish nationals attended GPs between autumn 2009 and 2010 compared with 76% of Irish nationals, while 11% were admitted to outpatient services relative to 21% of Irish nationals.

Social networks

- **In one 2008 study¹⁴, more Chinese and Nigerian respondents reported socialising with Irish people than with their own family members.**

A large study of four ethnic groups in 2008 highlighted that, notwithstanding negative experiences, many ethnic minorities with migrant background build strong social networks in Ireland. The study,

¹³ For example see, http://www.flac.ie/download/pdf/one_size_doesnt_fit_all_exec_summary_final.pdf

¹⁴ The Migration and Citizenship Research Initiative, UCD (2008) *Getting on: From Migration to Integration – Chinese, Indian, Lithuanian and Nigerian Migrants' Experiences in Ireland*. Dublin: ICI

'Getting on: From Migration to Integration', concentrated on four main ethnic minority groups and examined the experience of 400 individuals, half of whom were living in Dublin. The research found that approximately half of those examined spent time with Irish people. A small difference was noted among the four ethnic groups: Lithuanians were the least likely and Nigerians were the most likely to have regular contact with Irish people, while Chinese and Indians fell in the middle. Interestingly, more Chinese and Nigerian respondents reported socialising with Irish people than with their own family members. Nigerians were far more likely than other ethnic minority groups (with migrant background) to spend time with other ethnic minorities.

Racism and Discrimination

➤ Reporting of racist incidents to An Garda Síochána has decreased since 2007

Gardaí record about 100-200 racist incidents per year, but as can be seen in Table 3.4 below figures have been dropping since 2007. The reporting of racism in Ireland is officially done via An Garda Síochána, through the use of their Pulse System. Gardaí record any incidents as racist if perceived such by the victims. However, there are number of additional pieces of evidence which suggest that those figures recorded do not capture the full extent of racism in Ireland.

Table 3.4: Reporting of racist incidents to Gardaí, 2004-2013 (Source: OPMI, 2013)*

Year reported:	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Number of racist incidents reported nationally:	70	104	176	217	175	128	127	142	100	92

* Note: Incidents recorded as racist on the Garda Pulse System may be subject to later revision.

➤ Racist incidents recorded by NGOs in Ireland suggest a much higher rate of incidents than those that are being report to An Garda Síochána

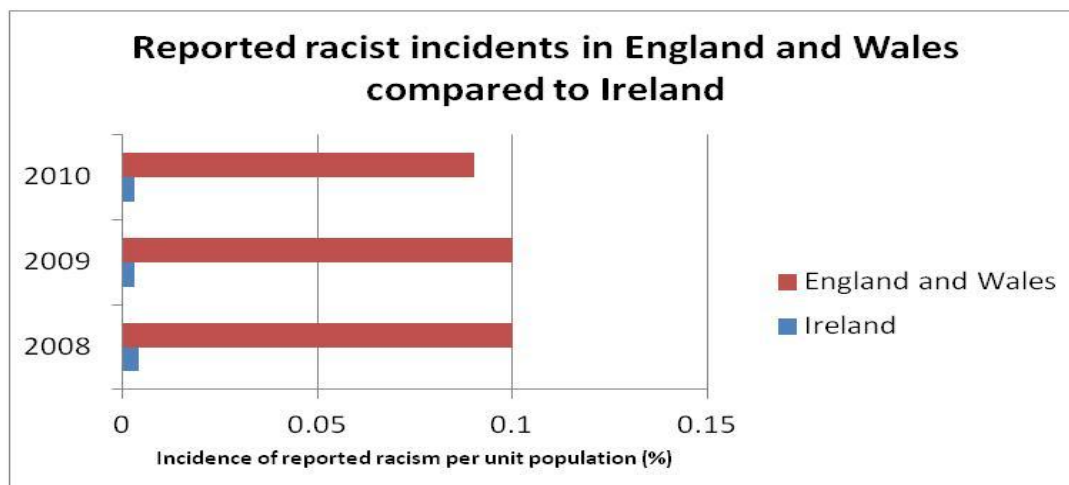
An online reporting tool of racist incidents, which was launched in July 2013 by ENAR Ireland as the iReport recorded 300 racist incidents during a nine-month period; 112 of those were recorded in the first three months of 2014. According to iReport, 70% of the 2014 incidents recorded involved racist language. The most common form of incidents was shouting and strong language and incidents involving the social media. But there was also an increase in the number of assaults recorded, with some resulting in serious injuries. Only a fifth of the incidents recorded at www.ireport.ie were reported to the Garda, with 12 reporting negative and a further 4 neutral responses. Similar findings were made by other research which pointed to the under-reporting of racist incidents. Lack of confidence in the system to respond to the incidents effectively seems to be one of the main reasons for such high levels of under-reporting.¹⁵

¹⁵ There was also inconsistency found in the manner in which incidents are recorded by the Gardaí.

Table 3.5: Racist incidents reported to ENAR Ireland via the www.ireport.ie online monitoring tool

Period	July-Sept 2013	Oct-Dec 2013	Jan-Mar 2014
No. of incidents	97	91	122

A comparison between racist incidents reported to police in England and Wales with those reported to Gardaí in Ireland, also suggests a significant degree of under-reporting by people who experience racism in Ireland when differences in population sizes are taken into account.

Figure 3.9: Comparison racism reporting levels in Ireland to England and Wales¹⁶

- **According to an EU Study on Discrimination in Ireland, 35% of respondents highlighted discrimination on the basis of ethnicity, i.e. racism**

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

A somewhat higher percentage of people in Ireland know about their rights regarding discrimination and harassment than across the EU, according to the same study. But the fact that 35% of the population still seems unaware of their rights is a point of concern, even if it is lower than the EU average of 48%. Furthermore, 17% of the respondents in Ireland did not know to whom cases of discrimination and harassment should be reported. This is a high proportion of the population; 8% higher than the European average (Eurobarometer, 2012).

¹⁶ Taken from The Integration Centre (2013) *Recording Racism in Ireland*. <http://www.integrationcentre.ie>

Kildare Profile of Population with Migrant Roots

Scope of Ethnic Diversity in Co Kildare

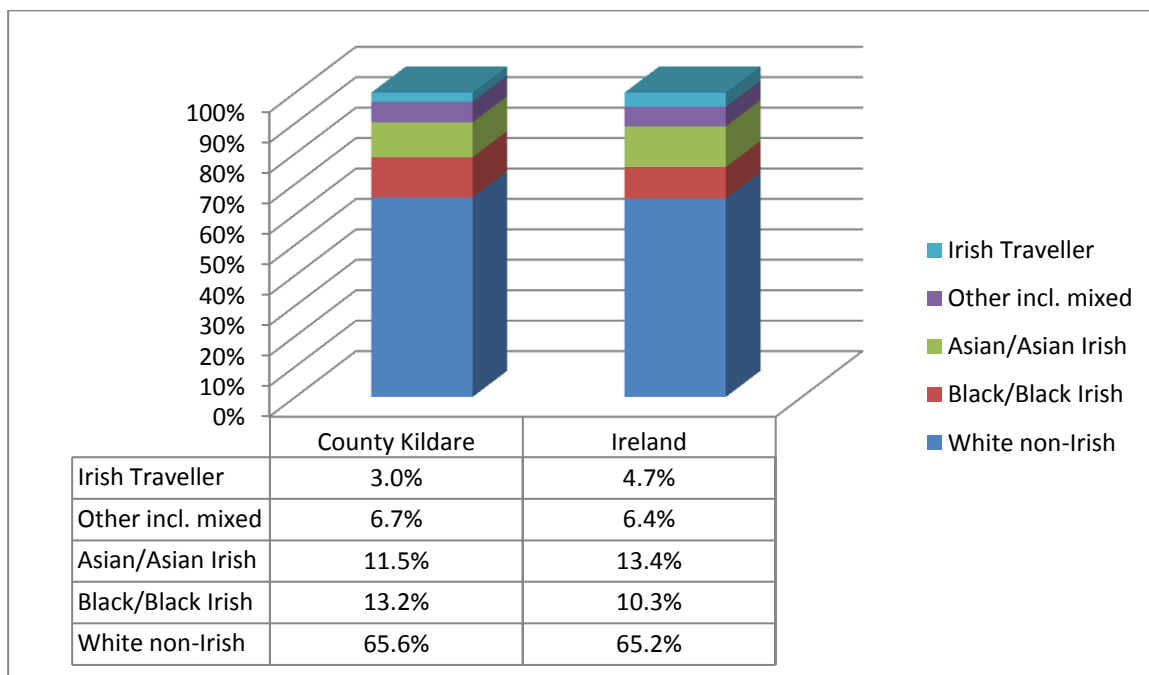
- **13.7% of Co Kildare residents are ethnic minorities with migrant background**

In Co Kildare 13.7% (28,197) of the population who stated their ethnicity in Census 2011 have roots or cultural backgrounds in other countries; this is an increase of 8,591 since 2006, when ethnic minorities of migrant background represented 10.6% of Co Kildare’s population. Of course, as highlighted at the beginning of this chapter, some of these ethnic minorities are also Irish citizens, for example having attained citizenship since arriving or by being born in Ireland.

- **The population of ethnic minorities with Black and White migrant background in Co Kildare is higher than nationwide**

Almost as is the case nationally, the population of ethnic minorities in 2011 with White migrant background was 65.6% of the overall ethnic minority population in Co Kildare. Black ethnic minorities make up 13.2% of Co Kildare’s ethnic minorities, and this proportion is larger than nationally. The Asian populations (11.5%) are somewhat lower in comparison to nationwide proportions of these groups within the overall ethnic minority population. Figure 3.10 below indicates the relative breakdown of ethnic minority groups in Co Kildare in comparison to the national figures.

Figure 3.10: Breakdown of ethnic minority groups in Co Kildare and Ireland (Census 2011)



To date, the questions relating to ethnicity have not been detailed enough and do not fully reflect the distinctions between ethnic identities. However, Table 3.5 below shows figures for all ethnic minority groups as enumerated in the census.

Table 3.6: Distribution of minority population by Ethnicity in Co Kildare (Census 2011)

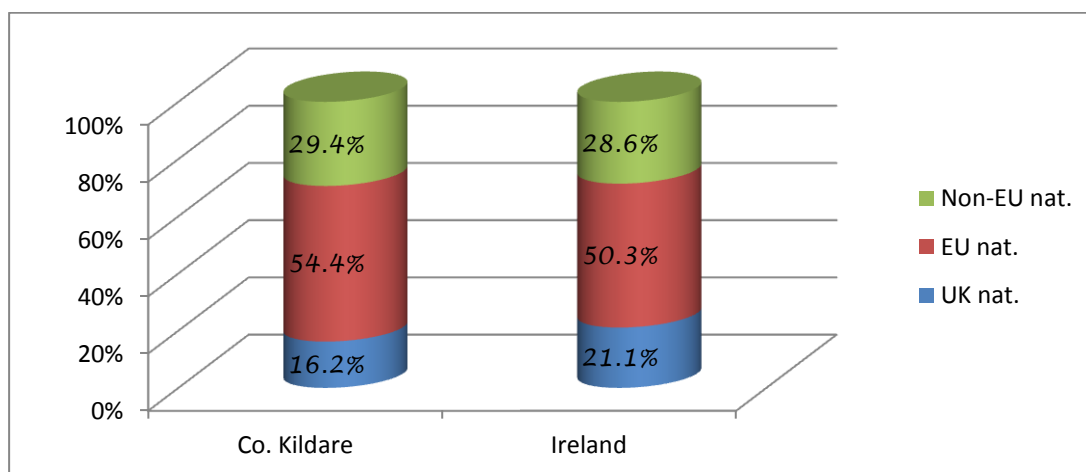
Broad Ethnic Group	Population
White non-Irish	19,060
Black or Black-Irish	3,836
Asian or Asian-Irish	3,345
Others including mixed	1,956
All ethnic minorities with roots in other countries	28,197

Nationalities Other than Irish in Co Kildare

➤ **In Co Kildare, 11.9% of the resident population were of Non-Irish nationality**

As reported in Census 2011, 11.9% (24,562) of the residents who stated their nationality in Co Kildare considered themselves to be non-Irish nationals. This represented an increase of 6,015 in the number of non-Irish nationals in Co Kildare since 2006.

A further 2,466 people (1.2% of the local population) hold citizenship of both Ireland and another country. The relative breakdown of the three main non-Irish groups (excluding dual nationals) is as follows: 16.2% have UK nationality; 54.4% have other EU nationalities; and 29.4% are non-EU nationals. Nationwide the share of UK nationals were somewhat larger (21%) and that of EU nationals somewhat lower (50.3%).

Figure 3.11: Nationalities other than Irish in Co Kildare (Census 2011)

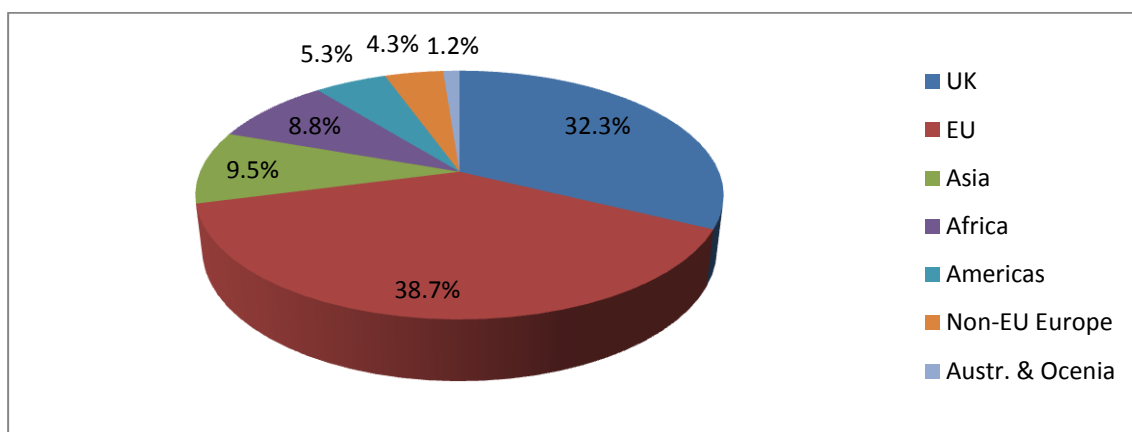
Birthplaces Outside Ireland among Residents of Co Kildare

➤ **16.0% of people in Co Kildare were born outside Ireland, i.e. one in every six residents**

In 2011, 33,363 people living in Co Kildare were born outside of Ireland. They constitute 16.0% of the total population of the county, meaning that one in every six residents of Co Kildare was born outside of Ireland. This figure represents an increase of 7,119 on Census 2006, when 26,244 people were reported to have been born outside Ireland.

The United Kingdom born population in Co Kildare make up 32.3% of the group of residents born outside Ireland, while those born in the EU accounted for 38.3%. The rest, 29%, were born outside the EU, of which Asia represents the largest group of residents born outside the EU. It is interesting to note that among large ethnic groups Black or Black Irish (majority of whom have origin in African countries) are a bigger group than Asian. This suggests that a number of those were born in Ireland, which can partly explain why the group of people born in African is smaller than that in Asia. Furthermore, there is a difference between those born in other EU countries, at 6.2% (i.e. 12,922 people) of Co Kildare’s population, and the share of EU nationals in Co Kildare, which is 6.4% (i.e. 13,367 people). A number of factors may be involved in this, but it probably indicates that a group of EU citizen children who are born in Ireland are taking the nationality of their parents rather than that of their country of birth. This is consistent with findings at national level.

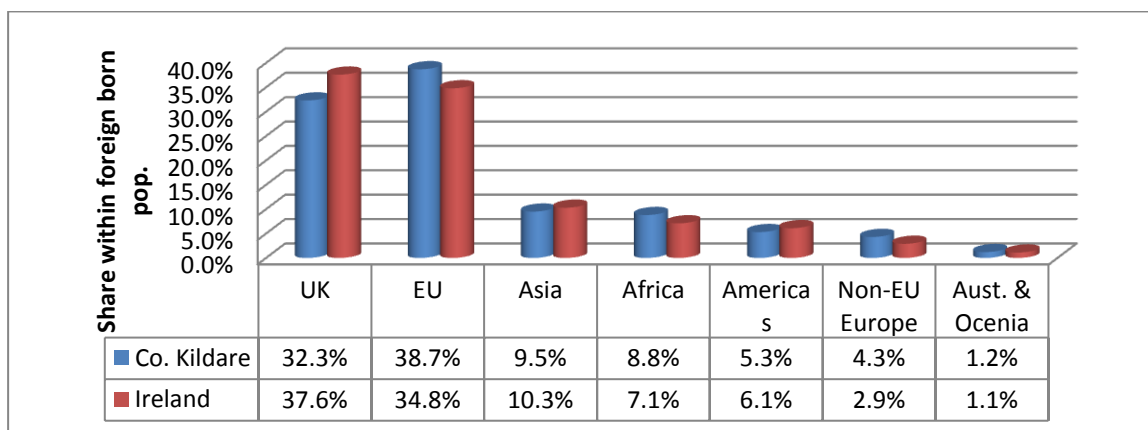
Figure 3.12: Share of population born outside of Ireland residing in Co Kildare (Census 2011)



- **More of the residents in Kildare, born outside Ireland, were from the EU and Africa and less from Asia; but Asians are still the biggest non-EU group**

The share of EU-born population (excluding United Kingdom) residing in Co Kildare (38.7%) is higher than nationwide (34.8%) as is the share of non-EU born group (29% vs. 27.5%). Consequently the share of UK born population is lower in Co Kildare than throughout the country. Within the non-EU born population, those born in Asia make up a largest group in Co Kildare (9.5%), although their share among foreign born is lower in Co Kildare than nationally. They are followed by those born in Africa, America, Non-EU Europe and Australia and Oceania. Those born in Africa and non-EU Europe accounted for a larger group in Co Kildare than in Ireland overall (32.3% vs 37.6%).

Figure 3.13: Comparison of foreign-born population in Co Kildare and nationally (Census 2011)



➤ **Top birthplaces outside of Ireland among residents of Co Kildare are similar to those nationwide**

The most common birthplaces outside Ireland among Co Kildare residents are similar to the ones nationally. However, those born in Nigeria and Philippines and especially Poland and make up a larger share of foreign born in Co Kildare when compared to the share across Ireland. In addition, a small group, those from Moldova, seem to have a strong presence in Co Kildare. In contrast those born in the UK (England & Wales as well as Northern Ireland) have slightly lower representation within the foreign born population in Co Kildare.

Table 3.7: Percentage of Top 15 Birthplaces in Co Kildare and Ireland

Kildare			Ireland	
Top foreign countries of birth	Number of people	Share within foreign born population	Top foreign countries of birth	Share within foreign born population
England and Wales	8,403	25.2%	England and Wales	27.7%
Poland	6,748	20.2%	Poland	15.0%
Northern Ireland	1,649	4.9%	Northern Ireland	7.6%
Lithuania	1,476	4.4%	Lithuania	4.5%
Nigeria	1,387	4.2%	United States	3.6%
United States	1,013	3.0%	Latvia	2.6%
Philippines	1,003	3.0%	Nigeria	2.6%
Latvia	938	2.8%	Romania	2.3%
India	825	2.5%	Scotland	2.3%
Romania	758	2.3%	India	2.3%
Scotland	642	1.9%	Philippines	1.8%
Moldova, Republic of	558	1.7%	Germany	1.7%
South Africa	546	1.6%	China	1.5%
Slovakia	499	1.5%	Slovakia	1.4%
Germany	419	1.3%	France	1.3%

➤ **Foreign born population appear to be more concentrated in Naas, Kildare town and Celbridge**

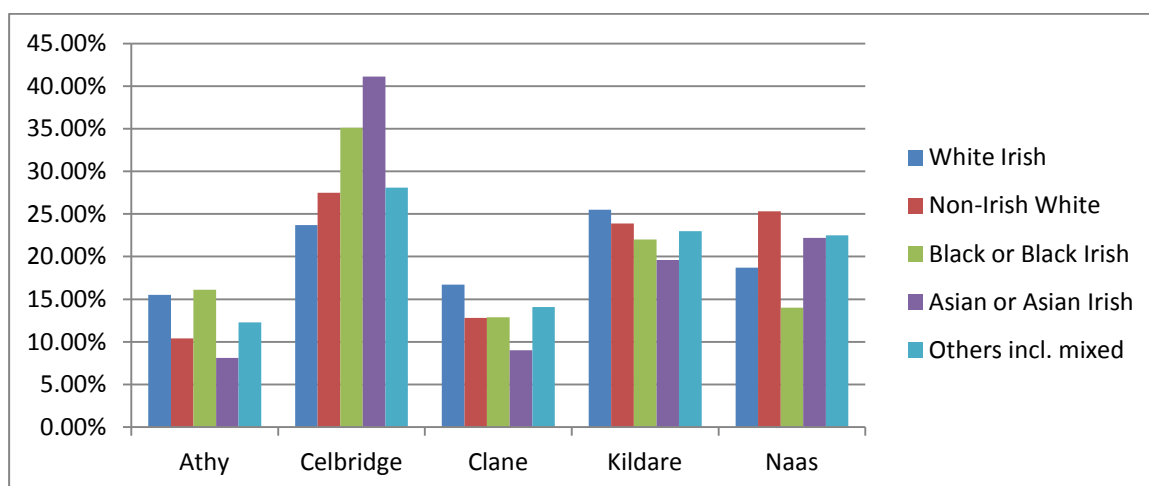
Looking at the local electoral area statistics derived from Census 2011, it is clear that the foreign born population is not evenly distributed in Co Kildare: for instance, 29% live in Celbridge but only 11.7% in Athy. In contrast, the Irish born population has a more even overall distribution among the five areas thanks to stronger presence in Athy and Clane and a lesser concentration in Celbridge. The other difference is that the Irish-born population is not so strongly represented in Naas.

As can be seen in Table 3.8 below, Celbridge has the highest concentration of the foreign born population, followed by Kildare and Naas. Within that, the UK born population shows more similarity to that of Irish, however. The EU born population has quite an even distribution in the three areas of Celbridge, Kildare and Naas whereas those born outside the EU population have a clear concentration in Celbridge.

Table 3.8: Distribution as per birthplace in the Local Electoral Areas of Co Kildare (Census 2011)

Local Electoral Areas	Irish born	Non-Irish born	UK born	All EU born (excl. UK)	Non-EU born
Athy	15.6%	11.7%	15.1%	9.1%	11.4%
Celbridge	23.8%	29.0%	25.9%	27.3%	34.7%
Clane	16.6%	13.2%	16.3%	12.2%	11.3%
Kildare town	25.6%	23.4%	23.4%	24.9%	21.3%
Naas	18.5%	22.7%	19.3%	26.5%	21.3%
Total	175,435 (100%)	33,363 (100%)	10,760	12,922	9,681

Looking at large ethnic groups, similar patterns emerge while there are also some small differences. The White Irish population is more evenly distributed than non-Irish ethnic groups are; all those groups have highest representation in Celbridge, with Black or Black Irish and Asian/Asian-Irish population having the strongest presence in those areas. A bigger share of non-Irish ethnic groups lives in Naas than that of White Irish, similarly to what found in regard to birthplaces. On the flip side, a smaller number of ethnic minorities with roots in other countries live in Athy with the exception of those who identified their ethnicity as Black/Black-Irish on the census form.

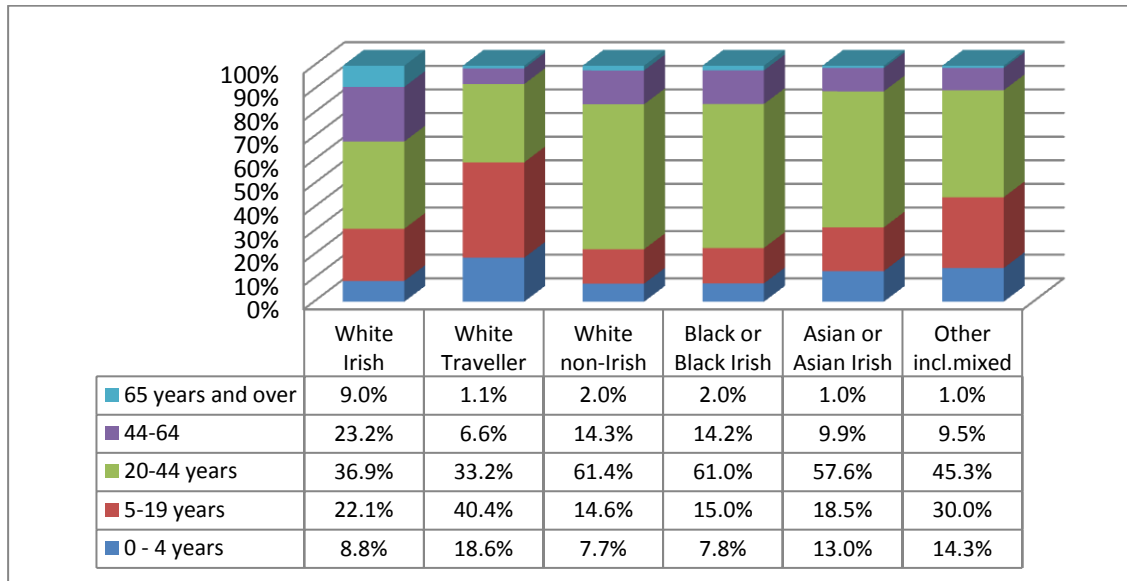
Figure 3.14: Distribution of ethnic minority groups in local electoral areas of Co Kildare

Gender and Age Profiles

➤ The majority of ethnic minorities in Co Kildare are within the working age group

It is clear from Census figures the majority of non-Irish ethnic minorities are of working age; and within that they are mostly within the 20-44 age cohort. In contrast, the share of ethnic minorities that are 65 years and over (475 people) is lower than their White Irish counterparts. There are differences in the age composition of the different large ethnic minority groups in Co Kildare. The Asian population tends to be younger, with strong presence of infants and children plus teens (5-19) combined with a smaller group aged 44 and older. The older working age cohort (44-64) represent a larger group within White non-Irish and Black/Black Irish, than within Asians or Others (although not as big as White Irish), while the share of infants and children is close to the average of all groups. Figure 3.15 below shows the share of the age groups among different ethnic groupings living in Co Kildare, according to Census in 2011.

Figure 3.15: Age Group among Residents in Co Kildare (Census 2011)



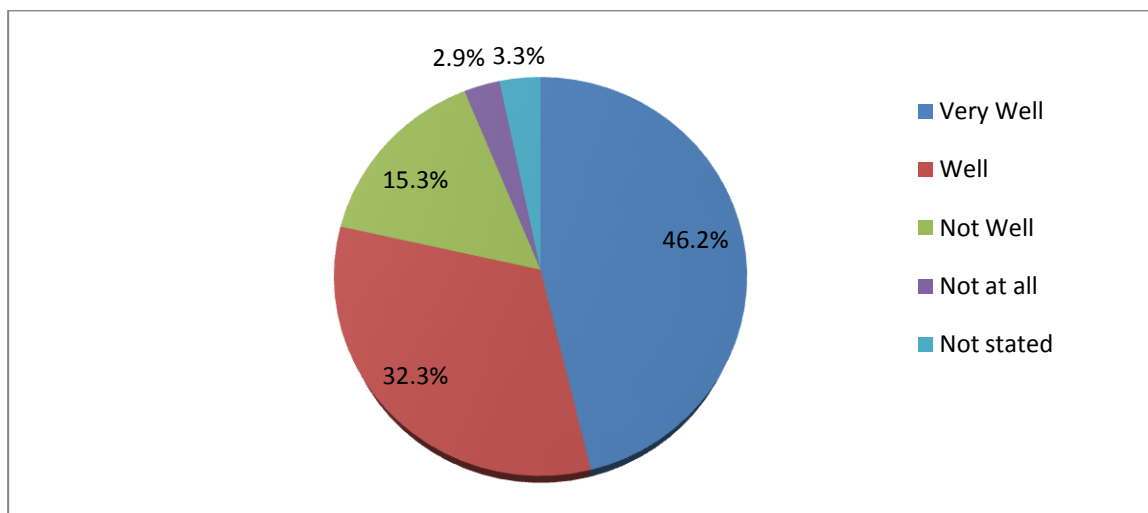
Linguistic Diversity in Co Kildare

- 14.3% of residents in Co Kildare speak a foreign language at home
- One in five foreign language speakers in Co Kildare struggle with English

In Co Kildare, 25,012 people speak a foreign language at home (i.e. 14.3% of those who stated their language). This is similar to the share of foreign language speakers nationally (13.7%). The mostly widely spoken foreign languages in Co Kildare are: Polish (7,024 speakers); French (2,613 speakers); and Lithuanian (1,375 speakers). If those who did not state their language are also considered, foreign language speakers make up at least 12% of the total local population in Co Kildare.

Among those who stated they speak a foreign language, 4,552 (i.e. 18.2% of foreign language speakers) reported that they struggle to communicate through English; 3,822 stated they did not speak English well, while 730 do not speak it at all. In addition, a further 836 people who speak a foreign language did not state in Census 2011 how well they speak English.

Figure 3.16: Foreign language speakers and their level of spoken English, Co. Kildare (Census 2011)



Religious Diversity in Co Kildare

- **8% of residents in Co Kildare report a religion other than Catholic, while 5.2% have no religion**

In Co Kildare, 16,687 people stated membership of a religion other than Catholic in 2011, while 10,873 stated that they did not have a religion. This is 7.9% and 5.2% of the total population (or 8% and 5.2% of only those who stated their religions). Nationally, the respective shares of non-Catholic religions and non-religious people are just a bit higher at 8.4% and 5.9%. A further 180,303 (i.e. 85.9%) stated their religion as Roman Catholic, which is slightly higher than the national average of 84.2%. The next most common religions in Co Kildare are Church of Ireland, Orthodox, Other Christian Religions and Muslim. While nationally the Muslim population is slightly bigger than that of Orthodox or Other Christian Religions, they represent a smaller group in Co Kildare, at only half the size of the other two groups.

Table 3.9: Religious diversity among population of Co Kildare (Census 2011)

Religion	Membership	% share in total population	% share in total stated
Catholic	180,303	85.9%	86.9%
Other stated religion	16,687	7.9%	8.0%
No religion	10,873	5.2%	5.2%
Not stated	2,449	1.2%	N/A
Total	209,995	100.0%	

Kildare Statistics on Main Areas of Integration

Employment

- **Unemployment is higher among non-Irish nationals**

Table 3.10: Unemployment level among different nationalities in Co Kildare (Census 2011)

Nationality Group	Number of unemployed
All Irish unemployed	14,802
All non-Irish unemployed	3,572
▪ UK	• 432
▪ All EU (excl. Ireland and UK)	• 2,048
▪ All non-EU	• 1,091
▪ Other (i.e. having multiple nationalities)	• 1

Non-Irish nationals accounted for 19.4% of all unemployed in Co Kildare while they only made up 11.9% of the total population indicating that they were more severely affected by unemployment.

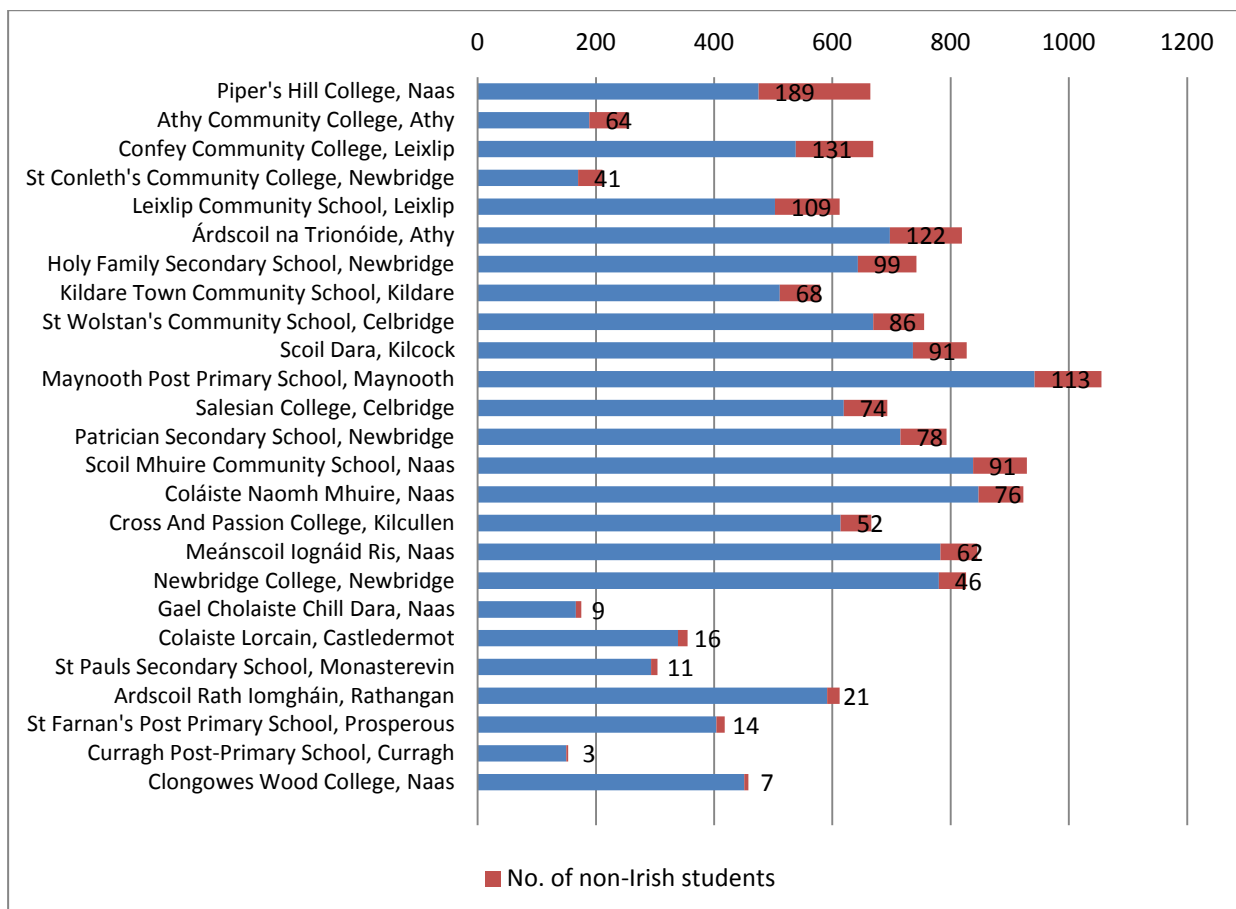
National trends of higher job-loss since 2006 among non-Irish nationals when compared to Irish nationals, may in part explain this. Nationally non-Irish nationals make up 18.4% of all unemployed and 12.2% of the total population. When compared to the figures for Co Kildare, this indicates that non-Irish nationals in Kildare faced even more serious problems in the labour market than the total non-Irish population throughout the country.

Education

- 10.9% of secondary students and 11.1% of primary students in Co Kildare are non-Irish
- Higher concentration of non-Irish students in some schools

Many students in Co Kildare are Irish citizens and also identify with an ethnic minority culture of migrant background; however exact figures according to ethnicity are not available. Based on nationality however, 1,673 secondary students Co Kildare were non-Irish in 2011; at 10.9% this is similar to the national share. Also as elsewhere, there are significant differences between schools in Kildare. Piper’s Hill College in Naas has both the highest number (189) and the highest share (28.5%) of non-Irish students.

Figure 3.17: Share of Irish and non-Irish secondary school students in Co Kildare in 2011, listed in order of descending % share within the overall student population (DES 2012)



As shown in Figure 3.17 above, two community colleges in Leixlip-Confey and Leixlip, as well as Árdscoil Tríonóide College in Athy and Maynooth Post-Primary School also have large numbers of

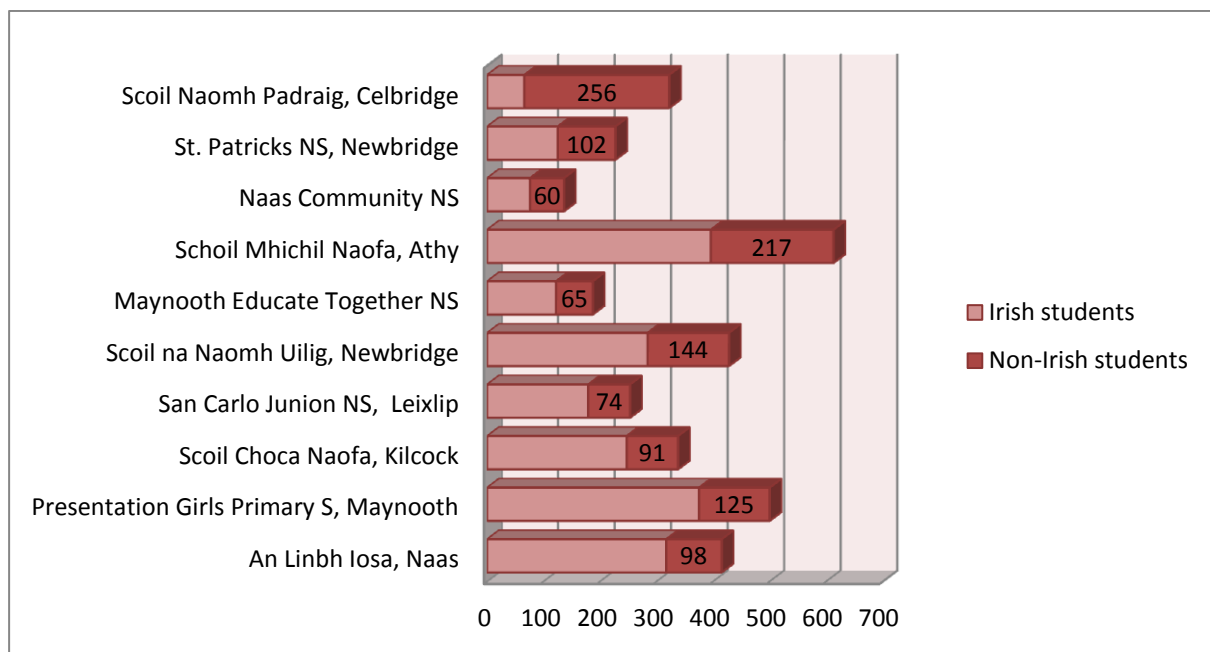
non-Irish students (all over 100) who make up a significant part of the student population; in addition Athy Community College and St Conleth's Community College, Newbridge have high proportions of non-Irish students at 25.3% and 19.4% respectively, although the actual numbers are smaller due to the smaller size of both schools. On the flip side, there are a number of schools with small non-Irish student population such as Clongowes Wood College, Naas and St.Farnan's Post Primary School in Prosperous and Ardscoil Rath Iomgháin, Rathangan, all of which are otherwise big schools. As a smaller school, Curragh Post-Primary School also has very few non-Irish students.

➤ **11.1% of primary school students in Co Kildare are recorded as “non-Irish”**

As mentioned earlier, many students of ethnic minority background are now also Irish citizens. Figures from Department of Education and Science are only collated on the basis of nationality, not ethnicity, but even this still gives a sense of the diversity within the primary school population and their distribution among various schools. Overall in Co Kildare, among the primary school population of 27,657, 11.1% (i.e. 3,069 students) recorded their nationalities as other than Irish during the 2012/2013 academic year.

Among 105 primary schools across Co Kildare, Figure 3.18 below lists just the top ten in terms of those with the highest proportion of non-Irish students among their respective school populations. In terms of numbers, Scoil Naomh Padraig in Celbridge, Scoil Mhichil Naofa in Athy and Scoil na Naomh Uilig in Newbridge have the highest actual numbers of non-Irish students, but the latter two rank slightly lower in the list below as some smaller schools have a higher proportion of their student population who are non-Irish.

Figure 3.18: Top Ten Primary Schools in Co Kildare, listed in order of descending % share within the overall student population of each school (DES 2012/2013)



Right around Ireland, the proportion of non-Irish students varies significantly among different schools. As can be seen in Table 3.11 below, one in ten primary schools in Co Kildare have a very high level of diversity within their student populations, while 56% of primary schools reported having either a very low proportion of non-Irish students or none at all.

Table 3.11: Share of Irish and non-Irish primary school students in Co Kildare (DES 2012/2013)

Schools groups as per share of non-Irish students	Number of schools	Share of those schools in total	Number of non-Irish students in those schools	Share of non-Irish students in the total non-Irish student population
Schools with very high share of non-Irish students (22.7%-79.5%)	11	10%	1,343	43.8%
Schools with high share of non-Irish students (16.3%-21.4%)	8	8%	403	13.1%
Schools with average share of non-Irish students (6.7%-15.6%)	27	26%	1,074	35.0%
Schools with low share of non-Irish students (0.5%-6.1%)	42	40%	249	8.1%
Schools with no non-Irish student	17	16%	0	0.0%
All schools	105	100%	3,069	100.0%

Active Citizenship/ Participation

Political participation

- **Around a third of non-Irish residents registered to vote in Co Kildare**
- **No candidates of ethnic minority background stood in the 2014 Local Elections in Co Kildare**

In 2013 there were 6,190 non-Irish voters (including UK nationals) on the voting register in Co Kildare, representing an estimated 31% of the voting age non-Irish population (aged 18 or older), slightly lower than what was found nationally (34.2%). Excluding 1,858 UK nationals who can also vote in General Elections, the share of non-Irish nationals on the Local Election voting register was 3,685, with a further 636 being registered for both local and European elections (that is 4,321 altogether). Clearly, around two-thirds of eligible non-Irish voters are not registered. On the other hand, 6,190 registered voters still constitutes a significant number of electors that need to be considered in elections.

Table 3.12: Electors registered on the Register of Electors as of February 2013 in Co Kildare (Department of Environment 2013)

Description	Co Kildare	Ireland
Calculated number of non-Irish citizens who are registered to vote	6,670	154,008
Number of those registered to vote only in Local Elections	3,685	83,867
Number of non-Irish nationals, aged 18 or over	19,680	450,646
Percentage of total number of non-Irish nationals registered to vote as a share of the total voting age non-Irish population, aged 18+	30.9%	34.2%

In 2009 there were two migrant candidates in the local election in County Kildare, John Hardt for the Green Party in Kildare running for a seat in the county council and Frances Soney-Ituen in Athy, contesting a seat in the town council, neither of whom got elected. Although 31 ethnic minority candidates ran nationally in Local Elections in 2014, no ethnic minority candidate ran for election in Co Kildare. This indicates that ethnic minorities are not yet fully active in local politics in Co Kildare or at least did not endeavour to contest the election.

Volunteering

➤ **16.1% of registered volunteers with Kildare Volunteer Centre in 2013 were non-Irish nationals**

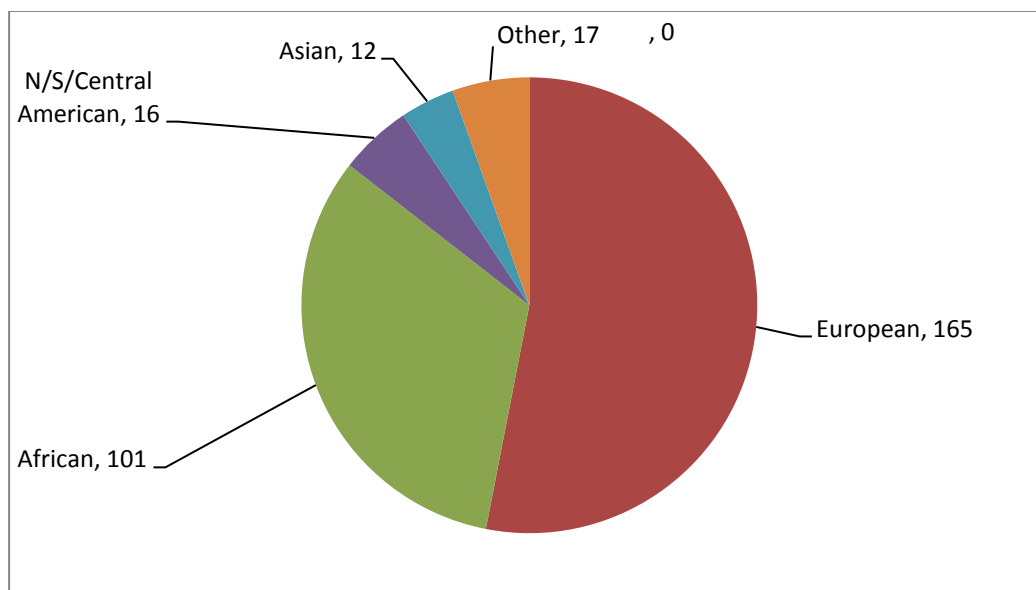
In 2013, 71 of 440 volunteers who registered with Kildare Volunteer Centre were non-Irish, accounting for 16.1% of all registered volunteers. The figures have been similar for recent years in terms of the total numbers registered, ranging between 71 and 84 since 2010. On average in the period of 2010-2013 non-Irish nationals made up 16.0% of all volunteers registered with the centre.

Table 3.13: Most common foreign nationalities registered as volunteers with Kildare Volunteer Centre from 2010 to 2013 (Source: Kildare Volunteer Centre 2014)

Nationality Groups	Nigerian	English	Spanish	Lithuanian	Polish	All Others
Numbers	55	51	20	18	14	153

As noted in Table 3.13 above, apart from Irish, the next highest numbers of volunteers who registered with Kildare Volunteer Centre in 2013 were Nigerian followed by English.

Figure 3.19: Breakdown of non-Irish volunteers registered in Co Kildare from 2010 to 2013 by large nationality groupings (Source: Kildare Volunteer Centre 2014)



The share of non-Irish nationals among all registered volunteers compares favourably to their share among the total population (16.1% vs 11.9%). However, despite this strong proportion who register to volunteer, it was observed that just 7% of those who go on to find placements were non-Irish, a

much lower share than those who registered as volunteers. Some of this may be ascribed to language problems and time-keeping issues among some non-Irish groups, including asylum seekers whose specific situation may affect their ability to commit to placements, but there are other factors as well. The Volunteer Centre is endeavouring to research the reasons further should resources be made available to do so.

Social Inclusion

Housing

➤ 1,634 non-Irish households in Co Kildare in need of housing assistance (2011)

The Housing Agency's assessment in 2011 indicated that 1,634 non-Irish households in Co Kildare were assessed to have housing needs. Out of those, 1,148 were headed by EU citizens and 486 were headed by non-EU citizens. Compared with the share of those large groups within the local population, it can be concluded that EU nationals particularly, but also non-EU nationals are more likely to present housing needs. This is similar what was found national levels.

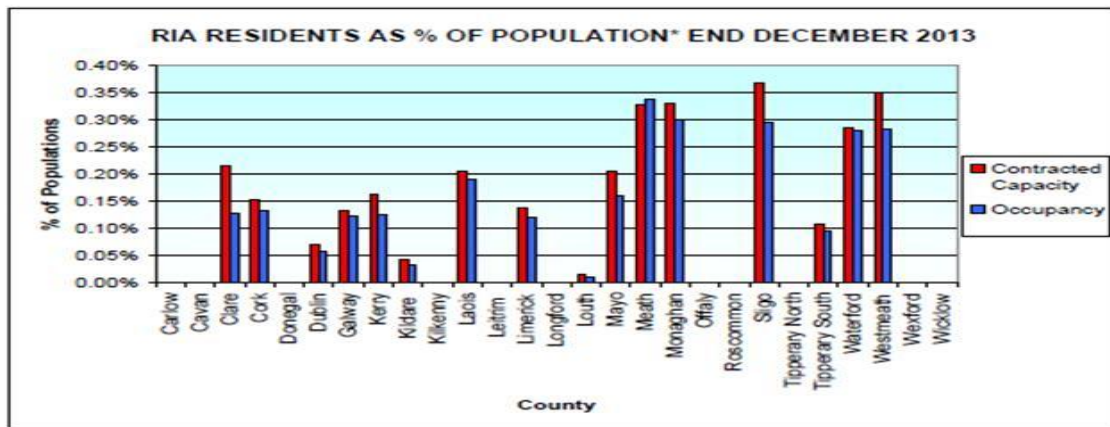
Table 3.14: Housing needs in Co Kildare among different nationality groupings (Housing Agency 2011)

	Irish	Other EU	Non-EU	Total
Number of households as per broad nationality grouping	3,689	1,148	486	5,323
Share of broad nationality grouping with housing needs in Co. Kildare	69.3%	21.6%	9.1%	100.0%
Share of broad nationality grouping in total local population in Co. Kildare	88.1%	8.4%	3.5%	100.0%
Share of broad nationality grouping in Ireland with housing needs	69.2%	20.4%	10.4%	100.0%

➤ 68 residents in Eyre Powell Direct Provision Centre in Co Kildare (Dec. 2013)

As can be seen in Figure 3.20 below, Co Kildare is one of 16 counties around Ireland where accommodation is provided to people seeking asylum/ protection. The centre in Co Kildare is Eyre Powell in Newbridge and has accommodated people seeking protection/asylum since 2003. According to available statistics, as of December 2013, 68 residents were living in Eyre Powell Direct Provision Centre, some for many years. When compared to the overall local population, Co Kildare has a low share of actual direct provision residents.

Figure 3.20 Residents of direct provision system across 16 counties, including Co Kildare, compared to their ratio to the local population (taken from *RIA Monthly Statistics Report December 2013*)



* Population figures supplied by the Central Statistics office from Census 2011

Racist Incidents Reported in Co Kildare

As stated earlier in this chapter, figures at national level suggest that there is a large degree of under-reporting by victims of racist incidents across the country. It is likely that this trend is repeated in Co Kildare, but to date systematic, third-party recording of incidents in the county has not occurred. One nationwide alternative, which was launched in July 2013 by ENAR Ireland is the iReport mechanism. The use of this NGO mechanism is still expanding, but in the second half of 2013 altogether 8 incidents were recorded in iReport¹⁷ as having occurred in Co Kildare.

¹⁷ <http://www.enarireland.org/ireport/>: 1st and 2nd Quarterly Report of ireport.ie: Reports of Racism in Ireland. One incident was recorded in the first quarter of 2014.

Chapter 4: Methodology of Participatory Planning Process



1. Background Preparation

Support from CKLP and KCC, and Engagement of TIC (January 2014)

In late 2013, key staff in Co Kildare Leader Partnership (CKLP) and Kildare County Council (KCC) expressed an interest in developing a long-term integration strategy for Co Kildare. This was in recognition of similar processes in other local authority areas and based upon a wish to build upon the many integration-related initiatives that have been taking place across Co Kildare for the past 15 years or more. On 17th January 2014, The Integration Centre (TIC) presented a possible integration planning methodology to CKLP and KCC, both of whom subsequently agreed to contract TIC to coordinate this planning process.

Adoption of a PLA-based Approach

This process to develop an integration strategy for Co Kildare was taken as an opportunity to motivate all those interested in integration to not only participate in developing an integration strategy but also to assist with its implementation thereafter. Therefore, from the outset it was agreed that a methodology known as “Participatory Learning and Action” or PLA would be used. PLA is a participatory research and planning methodology that was developed in the 1990’s to enhance the involvement of local communities in decision-making processes that impact on their everyday lives. It engenders ownership by motivating participants into action while also respecting and drawing on their local knowledge. In addition, the interactive nature of PLA tools maximise stakeholder involvement and accommodate cross-cultural communication, regardless of language and literacy abilities, or levels of experience within multi-stakeholder planning processes.

Formation of Working Group (February/ March 2014)

CKLP and KCC contacted interested groups and organisations during February 2014 to form a Working Group to oversee and support this planning process. Initially 15 representatives from local service providers and community groups were invited to join this Working Group, and other members joined as the planning process progressed, indicating a very positive level of interest and engagement locally. The full list of members is outlined in Appendix 1.



Above: Members of the Working Group, established to oversee and support the planning process.

Selection of Locations and Participants (March 2014)

The Working Group met on 6th and 13th March 2014, to help design and prepare for this integration planning process. Particular consideration was given to the following at these meetings:

- The need to link into wider processes, such as the newly forming LCDCs in each county
- Preliminary statistics on communities with migrant roots who live in Co Kildare
- Use of PLA planning methodology
- Focal topics/ wording of questions for planning meetings
- Locations and venues for public planning meetings
- Circulation of flyers/ invitations and publicity

At these meetings it was decided that all planning sessions would be open to everyone, regardless of whether they identified with an ethnic minority community or the majority ethnic Irish population, and whether or not they represented an organisation or service provider. Thus, participation in this planning process was on the basis of self-selection, which also aligned with the hope that participants would remain interested in helping to implement the actions later on.



In order to ensure a balanced range of perspectives were included from right across the county, 8 different locations were selected for the planning meetings. Working Group members used existing contacts and local media to inform as many people as possible about the upcoming meetings. In addition all locally-based organisations were contacted and asked to circulate flyers in their respective areas (see Appendix 2). Overall 85 people participated in Phase-1 of this planning process, and 42 in Phase-2. These participants represented a multiplicity of perspectives with at least 23 different nationalities and 29 local organisations involved throughout (as listed in Appendix 4).

2. Integration Planning Process: Phase-1

Overview of Phase-1

Overall, Phase-1 consisted of the following:

- 8 PLA-based public planning meetings
- 2 review meetings by Working Group members collate findings

Table 4.1 below outlines the dates, locations, venues and participant numbers involved in Phase-1 of this process. While participant numbers at some of the meetings was low, the level of engagement and quality of input from those who did attend was very high.

Table 4.1: List of dates, venues and participant numbers during Phase-1

Time	Day	Date	Location	Venue	Comm. Reprs	Org-al. Reprs	Total Participants
6:30pm	Mon	24-Mar	Kildare	Aras Bhríde	2	2	4
6:30pm	Tue	25-Mar	Naas	CKLP Offices, Jigginstown	17	4	21
10am	Wed	26-Mar	Newbridge	Kildare Volunteer Centre	19	4	23
10am	Thu	03-Apr	Clane	Parish Centre	5	4	9
6:30pm	Thu	03-Apr	Celbridge	Celbridge Library	4	2	6
2pm	Mon	07-Apr	Maynooth	John O'Connell Room, NUIM	5	2	7
10am	Wed	09-Apr	Leixlip	Leixlip Library	0	6	6
10am	Thu	10-Apr	Athy	Athy Library	3	6	9
					55	30	85

Registration and Ground Rules

As already mentioned, during Phase-1 of this planning process, 8 PLA-based planning meetings took place, each for the duration of three hours. An identical process was used across all planning meetings. Participants were made feel welcome and assured that individual input would be treated confidentially. Participants were also invited to indicate whether or not they wished to be included in photos and/or become involved in future actions to arise from this integration planning process. All details were recorded on "Registration and Consent Forms", templates of which are included in Appendix 3. In order to promote fluid but inclusive discussion, a set of ground-rules was also outlined at the start of planning sessions, and participants could add their own suggestions.



PLA-based Planning Meetings (March-April 2014)

Part 1: Mapping Existing Positives

Q.1 Based on your own experience, what helps people feel included in the local community?

To begin each planning meeting, participants produced charts using a combination of words, photos and/or symbols that mapped out their positive integration-related experiences. This eased participants into discussions about personal experiences of integration and helped overcome barriers in relation to language or confidence to vocalise one's own perspective.

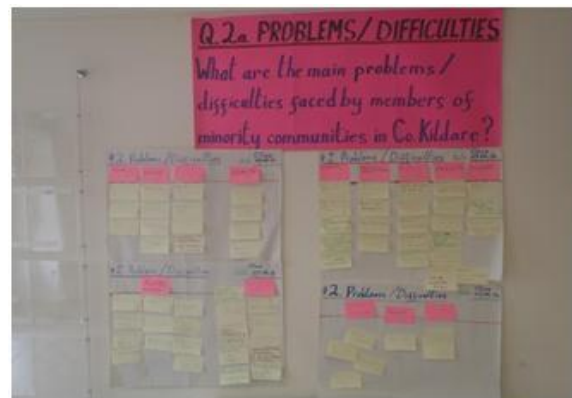


Above left: Participants working with photos to map their positive experiences of integration in Co Kildare.

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

Part 2: Outlining and Categorising Challenges

Q.2a What are the main problems / difficulties faced by members of minority communities in Co Kildare?



Above left: Participants categorising and labelling principal challenges to integration in Kildare

Above right: Charts depicting challenges to integration noted by participants during 1 of 8 Phase-1 meetings.

Next, participants examined principal challenges to integration in Co Kildare, based on their own experiences. Working in subgroups of four to six people, participants brainstormed to generate as many issues as possible in response to question 2. Then, each subgroup sorted, categorised and summarised the information derived from their respective brainstorming processes. Participants reviewed each subgroup’s categorised lists of challenges. Overlaps between the various issues named by respective subgroups were identified and in some cases categories were merged.

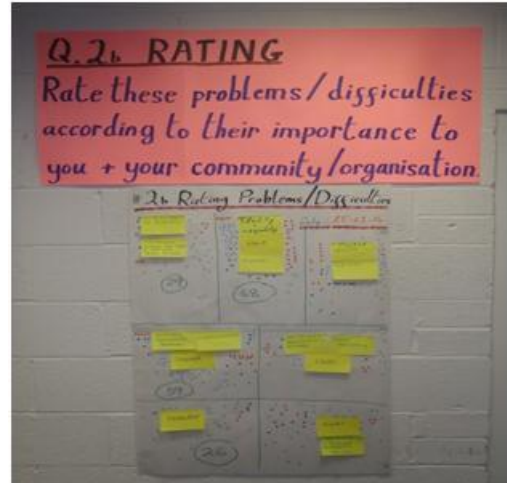
Part 3: Rating the Significance of Challenges Listed

Q.2b Rate these problems/ difficulties according to their importance to you and your community / organisation

Community participants were asked to rate the key issues according to what they felt were most significant for themselves; while organisational representatives were asked to consider the perspective of their organisation. Rating was based on individual opinions and was done by a simple voting process. The issues that received the most votes would then go on to be the first issues addressed in part 4 of each respective session. Community and organisational perspectives could also be disaggregated later based on the use of different colours to code votes.



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



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

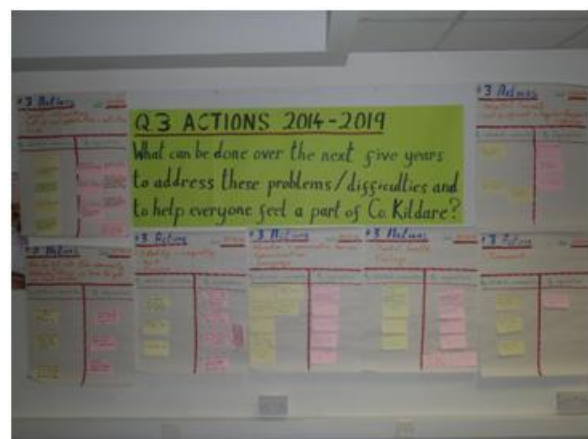
Part 4: Suggesting Possible Actions

Q.3 What can be done over the next 5 years to address these problems / difficulties and to help everyone feel a part of Co Kildare?

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



Above left: Participants from a subgroup at one of the Phase-1 planning meetings proposing actions.



Above right: Lists of proposed actions allocated to individuals, communities or organisations.

3. Preliminary Analysis of Findings

Analysis of Positives and Challenges (April 2014)

The Working Group held a day-long review session on 28th April to review and analyse the findings from Phase-1 of the planning process. Lists of key positives and key challenges were reviewed and collated, as were the results of the rating exercises. This provided a good overview of the issues that were identified as being most significant for those who participated in the planning process. Results were also disaggregated so that the perspectives of communities could be compared to that of organisations who had participated during Phase-1.



Above left: Working Group members reviewing issues outlined at 8 Phase-1 planning meetings.



Above right: Charts summarising and categorising issues named during Phase-1, as collated by the Working Group.

The Working Group also discussed a number of possible integration-related frameworks identified during the review of relevant policies. It was decided that the overall findings would be presented back to participants during Phase-2 within the parameters of the EU integration-related monitoring framework to emerge from the Stockholm Programme (2009), and as referenced during the EU Ministerial Conference on Integration in 2010 (and as outlined earlier in Chapter 2). However, Working Group members felt that a few issues named cut across all four themes of this EU framework; with this in mind they selected one of the themes from the National Action Plan Against Racism (2008), namely “Recognition of Diversity” to capture this. So in summary, it was decided to summarise findings under the following four thematic headings:

- Theme 1: Education and Employment
- Theme 2: Social Inclusion
- Theme 3: Active Participation
- Theme 4 (cross-cutting): Recognition of Diversity

Collation of Proposed Actions (May 2014)

In addition, the Working Group met again on 8th May to review and summarise the myriad of proposed actions to emerge from the 8 planning sessions. This was done in line with issues and themes to which they related. Overall this amounted to a list of 63 possible actions, which were

collated across the following four agreed themes: education and employment; social inclusion; active participation; and recognition of diversity. While all agreed this was far too many actions to include in the strategy, all suggestions to emerge during Phase-1 were presented back to participants during Phase-2, for them to ultimately decide which ones to develop further and/or carry forward.



Above left: Collation of findings by Working Group in preparation for Phase-2 action planning meetings.

Above right: Some of the actions proposed during Phase-1 (collated by Working Group members) to review during Phase-2.

4. Integration Planning Process: Phase-2

Overview of Phase-2

The same set of ground-rules and “Registration and Consent Forms” that were used during Phase-1 were used again during Phase-2. Overall, Phase-2 consisted of the following:

- 4 PLA-based public planning sessions with participation from members of various communities and representatives of local organisations
- 2 final review meetings by the Working Group

As outlined below in Table 4.2, Phase-2 of the integration planning process was limited to four open planning meetings around the county. Those who had participated during Phase-1 were encouraged to attend but these sessions remained open to everyone. About half of those who attended had also been involved during the first phase and other new participants also joined the planning process during this second round of public meetings.

Table 4.1: List of dates, venues and participant numbers during Phase-2

Time	Day	Date	Location	Venue	Comm. Reps	Org-al. Reps	Total Participants
6:30pm	Thu	29-May	Celbridge	Celbridge Library	8	1	9
10am	Thu	5-Jun	Naas	CKLP Offices, Jigginstown	3	4	7
10am	Mon	9-Jun	Newbridge	Kildare Volunteer Centre	8	6	14
10am	Wed	11-Jun	Athy	Athy Library	6	6	12
					25	17	42

*Note: 22 of the 42 Phase-2 participants had also attended one of the meetings during Phase-1 of this process.

PLA-based Action Planning Sessions (May-June 2014)

Recap of Phase-1: Key Findings and Possible Actions

As noted earlier, the overall findings were framed under a number of themes. Thus, data in relation to key positives and challenges outlined by participants themselves during Phase-1 was presented back to participants during Phase-2 under these four thematic headings of: education and employment; social inclusion; active participation; and recognition of diversity.

These summaries were combined with the collated lists of 63 proposed actions from Phase-1 and served as the starting point for each of four Phase-2 action planning meetings. During Phase-2, participants were again reminded that the aim of this process was to develop a realistic and doable action plan, and in that regard they would now need to prioritise and select perhaps 15-20 actions from the lists of proposed actions generated during Phase-1.

Phase-2 PLA-based Planning Meetings: Developing Detailed Action Matrices

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

Figure 4.1 Action matrix template used during Phase-2 planning meetings (one matrix/ theme)

Theme:				
Positives to build upon:				
Problems/ difficulties to address:				
Actions Selected	Who is involved?	Timeframe (Start/ End)	Expected Outcomes	Any comments?

Overall, seven sets of possible actions were available to be reviewed, with 8-10 possible actions listed within each set (i.e. totalling to 63 proposed actions from Phase-1). The relevant set of actions was provided to each subgroup for their respective thematic area, and each meeting spanned at least two rounds of discussions. Thereby, every action to have been proposed during Phase-1 was reviewed by a subgroup from at least two of the four meetings to take place during this second phase of the planning process.

Participants could select, amend, disregard or add to actions on these lists based on discussions arising during this more detailed action planning phase of the overall process. But in all cases participants were reminded of the need to keep the action plan realistic and achievable, with the ultimate aim of agreeing on perhaps just 4 – 6 actions for each thematic area.



Above: Participants selecting and ranking proposed actions at two of four Phase-2 integration planning meetings; additional details were also added to action matrixes in terms of who's involved, by when and towards what outcomes.

Participants were asked to rank the actions selected, and then complete the action matrix (depicted in Figure 4.1 above) to indicate who might be involved, within what timeframe and in order to achieve what outcomes in relation to each named action.

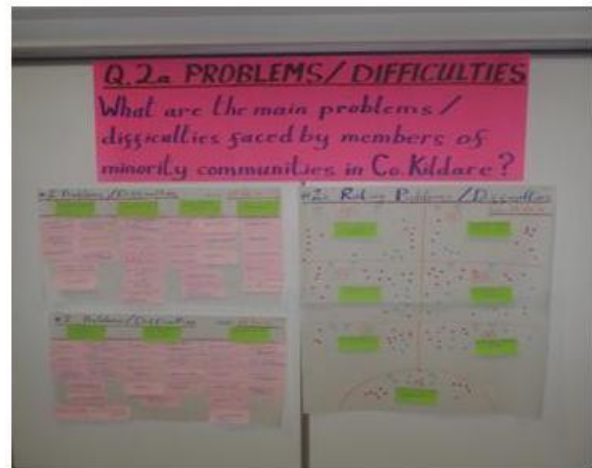
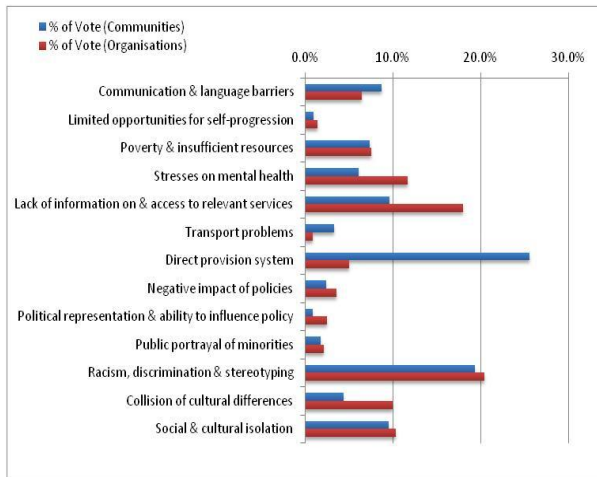
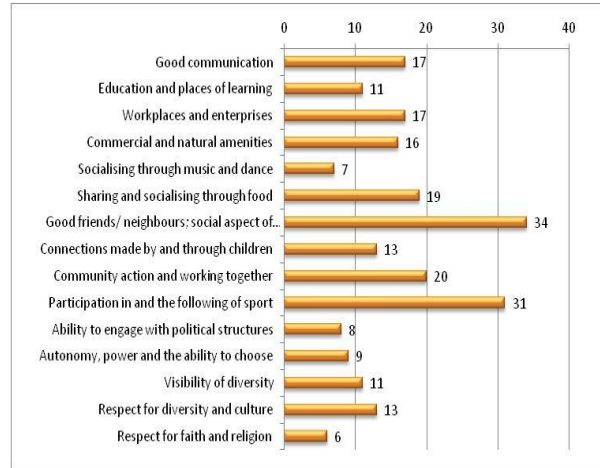
Prioritisation of Actions and Final Reviews (June and September 2014)

A meeting by the Working Group was held on 19th June to review all input from Phase-2 and to agree on actions for inclusion the final plan. During Phase-2 participants had narrowed their proposals down to 33 actions, but the prioritisation on the action matrixes enabled the Working Group to prioritise further and to select 22 actions to be implemented. A lead agency (and sometimes more than one) was also identified for each action, with confirmation being subject to respective discussions with each lead agency proposed.



Drafting of the strategy document itself was based on a collation of all the data and proposals from phases 1 and 2 of the planning process and from insights gained from the review of available statistics and key policy documents. Drafting took place during August/September and was circulated to the Working Group for approval at a final meeting on 18th September 2014. Final approval of actions contained within this strategy will be subject to the buy-in and support of those proposed as lead agencies, which will be based on further individual discussions with each proposed lead agency named, which is to take place in advance of October 2014.

Chapter 5: Key Findings in Co Kildare



Summary Overview

Phase-1 of the integration planning process in Co Kildare involved 85 participants from at least 19 different communities and 22 local organisations (see Appendix 4 for full details of the range of participants across both Phase-1 and Phase-2). This initial round of discussions during Phase-1 focused on factors that have facilitated the process of integration locally, as well as problems/difficulties along the way. These issues were further analysed by the Working Group and arranged under themes derived from parameters agreed at EU-level in 2010 for assessing progress on integration and with reference to the intercultural framework within *Planning for Diversity* (2005). In line with this, the key findings are summarised under the following four thematic headings:

1. Education and Employment
2. Social Inclusion
3. Active Participation
4. Recognition of Diversity (which cuts across the above 3 themes)

A number of issues under each of these themes will be detailed in this chapter, but a summary of key findings is outlined in Table 5.1 below. It is important to note that the issues outlined, reflect the views of 85 different participants who engaged in one of eight meetings that took place within Phase-1 of this process. Unsurprisingly, the nature of experiences varied and overall the views expressed were not homogenous. Therefore, an area that may have been experienced in positive terms for some participants is in some cases named as a problem/ difficulty for others.

Table 5.1 Summary of Findings from Co Kildare Integration Planning Process during 2014

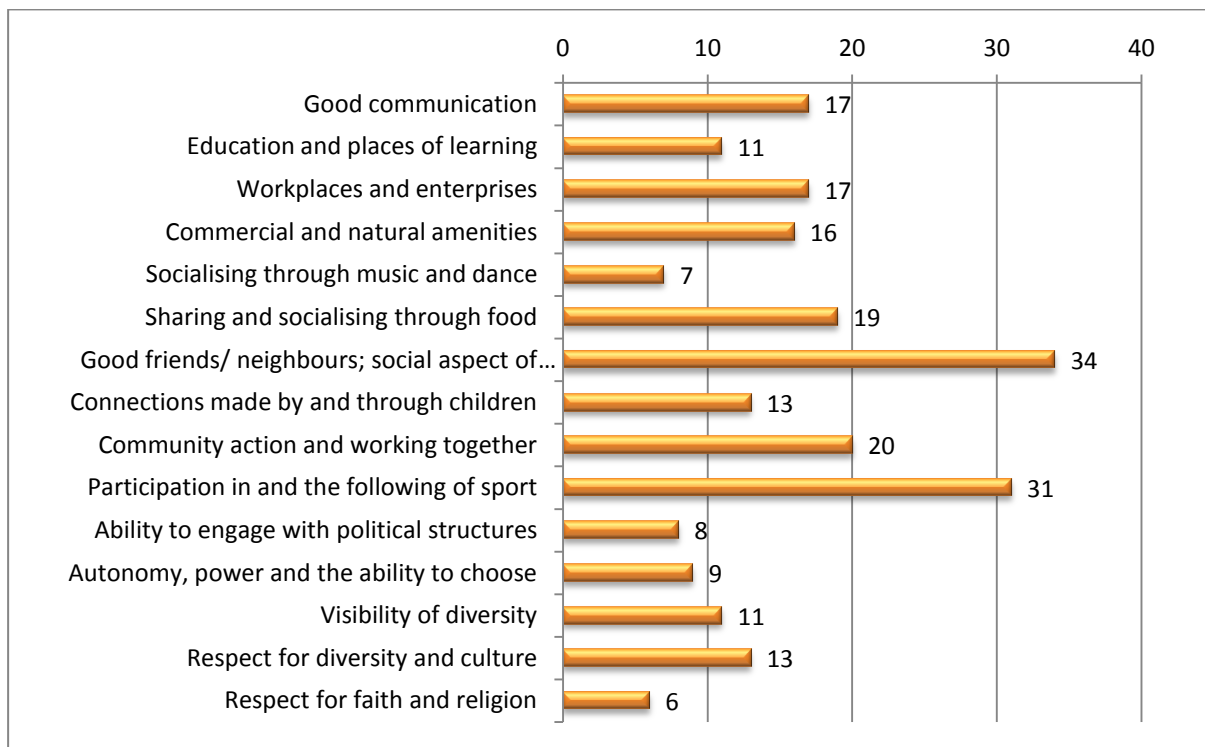
Theme	Positive Factors to Build Upon	Problems/ Difficulties to Address
1. Education and Employment	<ul style="list-style-type: none"> • Good communication • Education and places of learning • Workplaces and enterprise 	<ul style="list-style-type: none"> • Communication and language barriers • Limited opportunities for self-progression
2. Social Inclusion	<ul style="list-style-type: none"> • Commercial and natural amenities • Socialising through music and dance • Sharing and socialising through food • Good friends/ neighbours, and the social aspect of community • Connections made by and through children 	<ul style="list-style-type: none"> • Poverty and insufficient resources • Stresses on mental health • Lack of information on and access to relevant services • Transport problems • Direct provision system
3. Active Participation	<ul style="list-style-type: none"> • Community action and working together • Participation in and the following of sport • Ability to engage with political structures • Autonomy, power and the ability to choose 	<ul style="list-style-type: none"> • Negative impact of policies • Political representation and ability to influence policy • Public portrayal of minorities
4. Recognition of Diversity (which is a cross-cutting theme)	<ul style="list-style-type: none"> • Visibility of diversity • Respect for diversity and culture • Respect for faith and religion 	<ul style="list-style-type: none"> • Racism, discrimination and stereotyping • Collision of cultural differences • Social and cultural isolation

Before examining these issues in more detail, it is also useful to keep in mind the varying frequency with which different issues were raised across the 8 meetings. Figure 5.2 below outlines the number of times each particular positive area was mentioned by different individuals across all Phase-1 meetings. As can be seen, the following were the most frequently mentioned areas in terms of what helps people feel included in Co Kildare:

1. Good friends or neighbours, and the social aspect of community
2. Participation in and the following of sport
3. Community action and working together
4. Sharing and socialising through food
5. Good communication

The latter four of these five most frequently mentioned positive factors were in fact the only positive factors that were mentioned at least once at every single meeting during Phase-1.

Figure 5.1: Frequency with which different issues were mentioned across 8 meetings, when discussing the positive aspects of what helps people feel included in Co Kildare

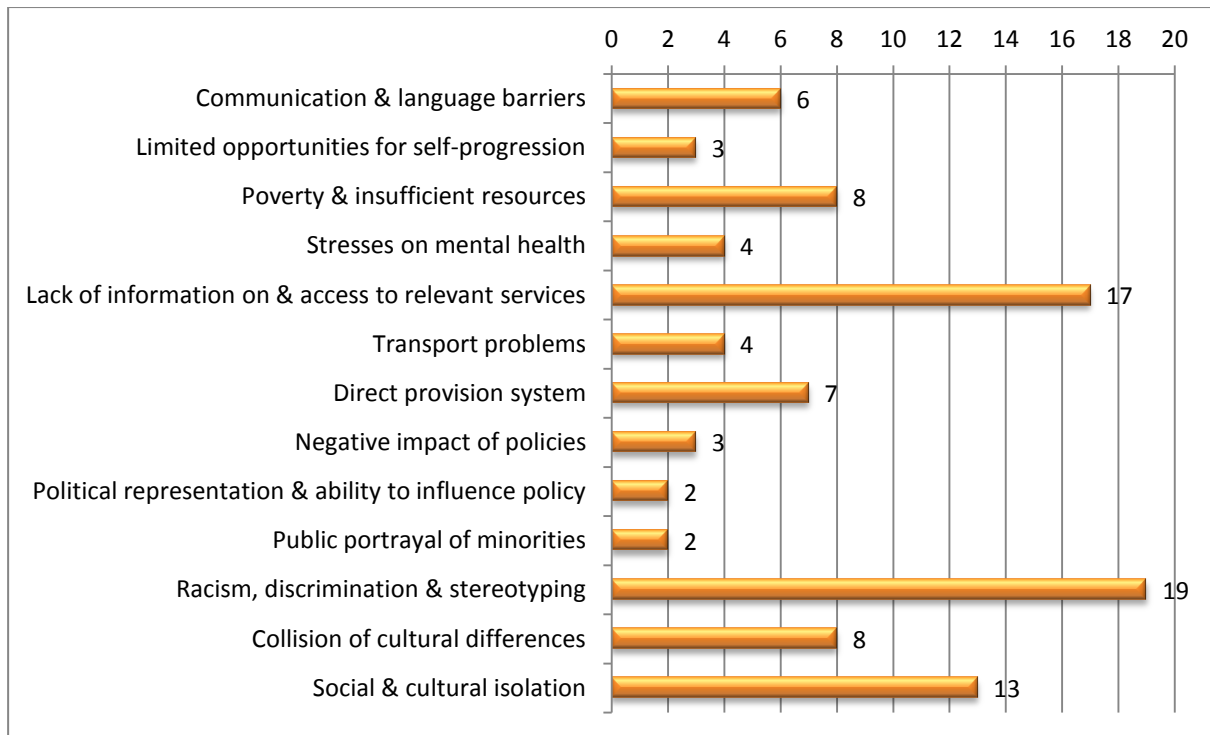


Problems/ difficulties faced by ethnic minorities living in Co Kildare were also discussed and analysed at length during Phase-1 meetings. Figure 5.2 below outlines the frequency with which each issue was named by various subgroups across all eight meetings. Given that participants worked in subgroups at these meetings, it was not uncommon for an issue to be named more than once at the same meeting and/or in different guises. The frequency count takes this into consideration and indicates the extent to which participants felt concerned about an issue. An examination of how participants subsequently rated the importance of each issue will give a slightly different picture, which will also be discussed later in this chapter.

For now, as outlined in Figure 5.2 below the following were the most frequently mentioned problems/ difficulties faced by ethnic minorities living in Co Kildare:

1. Racism, discrimination and stereotyping
2. Lack of information on and access to relevant services
3. Social and cultural isolation
4. Collision of cultural differences
5. Poverty and insufficient resources

Figure 5.2: Frequency with which different issues were mentioned across 8 meetings, when discussing the problems/ challenges faced by ethnic minorities living in Co Kildare



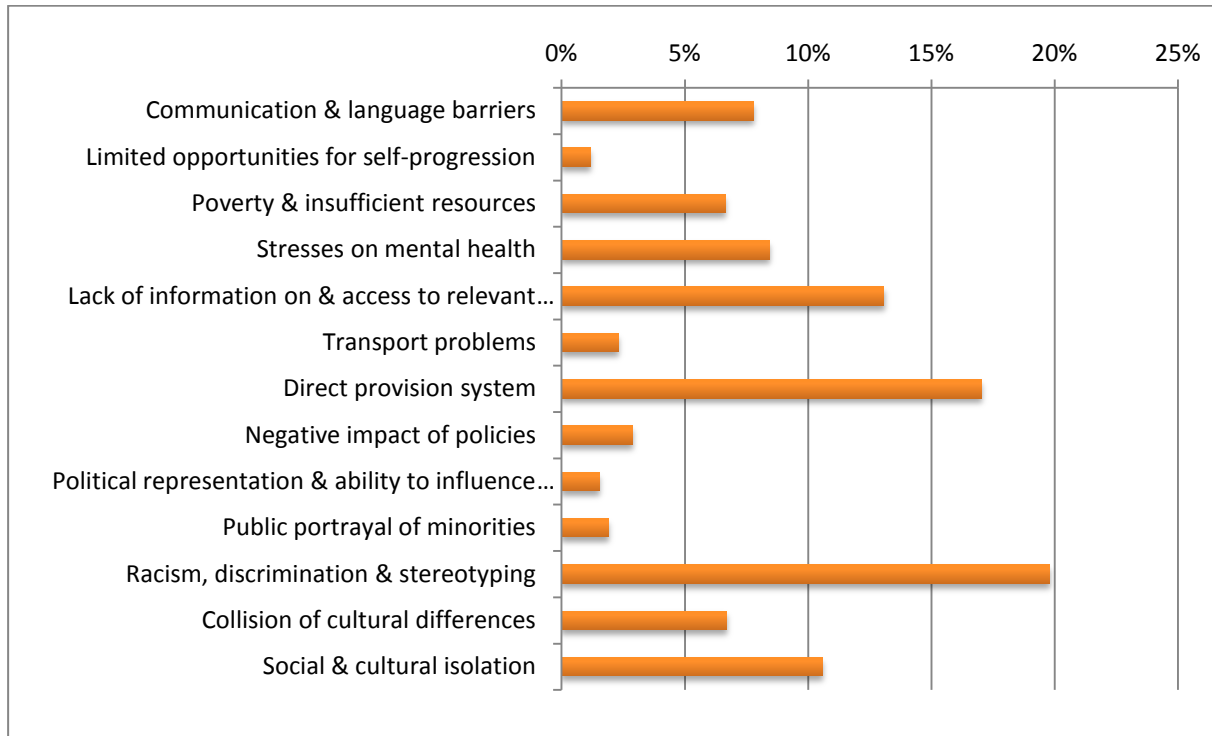
Participants were also asked to rate the importance of problems/ difficulties that they had identified at each of the respective 8 meetings during Phase-1. Details of the overall ratings are outlined in Figure 5.3 below. There is some variation between the perspectives of communities and organisations, which will be examined later in this chapter. Overall the problems/ difficulties for integration in Co Kildare that participants noted as the most important are the following:

1. Racism, discrimination and stereotyping
2. Direct Provision system (institutionalisation, isolation and lengthy delays)
3. Lack of information on and access to relevant services
4. Social and cultural isolation
5. Stresses on mental health

Interestingly, the issue of racism, discrimination and stereotyping was ranked as most important by participants and was also the most frequently mentioned issue; in fact it was the only issue to have been mentioned at every single meeting and by most subgroups. Participants ranked concerns around direct provision as the second most important issue to address. This issue was discussed quite a lot at the meetings in Newbridge and Maynooth, and was briefly mentioned at the Clane and Athy meetings; overall it did not rank highly in terms of frequency across all 8 Phase-1 meetings. However, those who did mention it felt quite strongly about the negative impact this system has on people and thus emphasised its importance through the voting process.

It should also be noted, that concerns around the lack of information on and access to services, as well as the issue of social and cultural isolation, ranked highly in terms of both frequency and the importance attributed by participants.

Figure 5.3 Relative levels of importance attributed by participant to key problems/ difficulties faced by ethnic minorities living in Co Kildare



Theme 1: Education and Employment

1.1 Positive Factors in Co Kildare

Good Communication

Communication was mentioned by many as a key factor in feeling included in the local community in Co Kildare; in fact it is one of only four positive factors that was mentioned at least once at all eight meetings, and ranks fifth in terms of frequency of mention overall. Participants emphasised the importance of being listened to, their ability to express themselves and having their opinions respected. Some also noted the diversity of languages now spoken among those living in Co Kildare, but again emphasised the importance of listening to and getting to know one another as a key element of feeling included. Others noted that in their experience good communication also included the freedom to question things and where necessary to complain and ask for improvements.

The use of social media was also highlighted as a feature in improving communication and having swift access to information about what is happening locally. Others noted that keeping in tune with current affairs through mainstream media is a way of both improving one’s sense of being included in what’s happening and being able to converse and dialogue on topics of local interest.

Education and Places of Learning

It was noted earlier, in the statistical profiles within Chapter 3, that a higher proportion of non-Irish residents who had completed their education had a third level qualification or higher than those who were Irish (30.7% vs 23.8% according to Census 2011). It is perhaps not surprising then that a number of participants during Phase-1 pointed to educational opportunities as a positive factor in relation to living in Co Kildare. A number of participants also made reference to places of learning, all the way from pre-school for young children to third level and beyond, as places that bring people together. It was even suggested that something as brief as a few free workshops in the local library offered the opportunity to meet new people and to begin perhaps building new connections locally based on a common topic of interest.

Workplaces and Enterprise

As shown in Figure 5.1, involvement in the workplace or in an enterprise came up frequently during Phase-1 as a positive way of feeling included locally; in fact it was mentioned just as frequently as “good communication”, albeit not at every meeting. Participants referred to having a meaningful work role, especially if connected to one’s own profession, as being important; for many this was coupled with a sense of making productive contributions to the local economy. Some saw work as a means of getting power and the means to make choices in other areas of their lives; while others saw it as a way of being creative and/or perhaps starting one’s own business enterprise.

Many participants also noted the social aspect of work as an important factor in feeling part of the local community. As such, workplaces were seen to present opportunities to develop a sense of camaraderie and in some cases friendships that extend beyond work. Thereby, for many participants work served as a significant tool for integration in its own right and through connections it fostered.

1.2 Current Problems/ Difficulties in Co Kildare

Communication and Language Barriers

As mentioned earlier in this chapter, a wide range of views were captured during Phase-1, and in some cases what one participant experienced as positive may arise as a difficulty for another. Interestingly, and as depicted in Figures 5.2 and 5.3, the issue of communication and language barriers features seventh out of 13 issues in terms of frequency of mention and sixth in terms of the subsequent levels of importance attributed by participants during Phase-1. Obviously, this is an issue that affects people differently depending on their accent and English language abilities. As noted in the statistical profiles in Chapter 3, at least 4,552 people (i.e. nearly one in five foreign language speakers) struggle to communicate in English. When raising this point participants noted that often the issue revolves around different systems and styles of communication, but that practical problems in terms of inadequate interpretation or translation services also pose difficulties.

Some participants were concerned about the inadequacy of having just one English language class per week and the lack of a clear path in terms of English language learning opportunities. One participant also pointed to the limitations of learning English from tutors who themselves had not been through the struggle of trying to learn to speak fluently in another language. Participants also highlighted other impediments such as the limited resources invested in English language training opportunities and the challenge for some of seeking childcare while attending classes.

Limited Opportunities for Self-Progression

Participants at the meetings in Maynooth and Kildare, highlighted the difficulties caused by having limited opportunities for self-progression. This ranged from difficulties advancing one's education to on-going problems in securing employment, especially employment that matches one's qualification and skill level. Barriers mentioned in relation to progressing in the area of education ranged from language difficulties to cost; be that the cost of school supplies for children or the issue of having to pay international fees at third level (which are often double the normal rates for students who do not have Irish citizenship). Those who raised this issue also expressed concerns that some ethnic minorities who are unable to get employment also struggle to qualify for social welfare assistance or even to get onto employment schemes; subsequent issues around isolation and poverty were also noted, but will be discussed separately later in this chapter.

Theme 2: Social Inclusion

2.1 Positive Factors in Co Kildare

Commercial and Natural Amenities

Although the availability of commercial and natural amenities is only in the mid-range in terms of frequency of mention, it was raised at seven of the eight meetings during Phase-1. Interestingly, many participants felt that the good availability of commercial amenities, especially in terms of shopping, was a factor in them feeling at home in Co Kildare. More significantly, some participants highlighted the fact that they are known and greeted as regular customers in local shops, which helped them feel very much part of the local community.

Participants also referred to a range of natural amenities that they use, such as for example St Catherine's Park in Leixlip with its woodland walks, children's playground and BMX track. Many appreciated the opportunities to get out and enjoy the natural environment, and in places that are also good for meeting other people. One participant also referred to the way in which having a common interest, such as a pet, can act as an avenue into conversation with others when out for a walk. Some also commented on how safe they felt using such natural amenities.

Socialising through Music and Dance

A number of participants pointed to music as a great way of breaking down barriers. In their experience, involvement in music and dance served as a way to socialise and meet people in the local community. One participant in Athy also mentioned involvement in drama as offering similar benefits. Participants who raised this topic of music and dance, noted that the focus is very much about relaxation and fun, and as such it offers a very open way to create links between different individuals and communities.

Sharing and Socialising through Food

Sharing and socialising through food was in the top four most frequently mentioned positives during Phase-1, and is one of only four areas that were highlighted at every meeting. Participants appreciated being invited to dinner parties or barbeques in their housing estates or even just

meeting someone for coffee and a snack. Food was seen as a way of sharing and getting to know each other, and indeed also offered an interesting and enjoyable way to explore diversity.

At a practical level, some participants also pointed to the increasing availability of different types of food-stuffs now, which was not the case even 15 years ago. Some emphasised this point as an important factor in feeling included in Co Kildare and in a country they have decided to call home. On the other hand, one participant did note that while many cultures/ nationalities now have their own shops to cater for this, in many cases these shops also serve as meeting points for people of that particular community which if not combined with wider interactions could lead to some isolation from the life of the wider community in Co Kildare.

Good Friends and Neighbours, and the Social Aspect of Community

Apart from interactions around food, or music and dance, a lot of participants pointed to the presence of good friends and neighbours as perhaps the most significant factor in them feeling included in the local community. In fact overall, this social aspect of community was the most frequently mentioned positive factor across the eight meetings during Phase-1. Participants appreciated being accepted as friends on the one hand, and being able to turn to dependable and trustworthy local friends on the other. Even where such deep relationships did not develop, participants also highlighted the importance of simply having nice or helpful neighbours in the areas in which they lived. Simple gestures such as being greeted on the street or finding doors open to them in their neighbourhood also served to create a sense of being accepted and included. Some participants referred to examples of being made welcome at social events or being invited to join groups. The fact that this can take time was noted, as were the benefits of any time and effort put into building a local network of friends and acquaintances.

Connections made by and through Children

A related area, although not mentioned as frequently, was that of the connections made by and through children. Participants noted that children bring people together, be that through contacts made with other parents in school settings or various activities in which their children get involved. An example that was mentioned revolved around the activities of a Parent-Teacher Association in Celbridge and the friendships that had arisen out of coffee mornings in the local school. Participants who raised this point, generally perceived local communities in Co Kildare as child-friendly, and in fact saw the presence of children as an important factor in creating a sense of community.

Some participants also referred to the future and to the importance of connections and friendships being made today by children of diverse backgrounds. They pointed to the sense that most young people seem open and welcoming. One participant in Leixlip added to this, pointing out how the interactions in multicultural youth groups there can foster such positive dynamics among peers who grow up together and develop similar aspirations for the life ahead of them.

2.2 Current Problems/ Difficulties in Co Kildare

Poverty and Insufficient Resources

Poverty and insufficient resources was the fifth most frequently mentioned problem during Phase-1, and featured in the mid-range in terms of importance attributed to it. Participants noted that this

problem doesn't only affect ethnic minorities, although there are additional factors that add to the issue for minorities. Indeed, as noted in Chapter 2 on policies, the Annual Monitoring Report on Integration 2013 noted that 15.5% of non-Irish residents are defined as "at risk of poverty", which for the first time in the four years this report has been published, is a slightly lower rate than that found among the Irish population (16.0%). On the other hand, those defined as experiencing "consistent poverty" paints a different picture, where 7.4% of non-Irish and 6.8% of Irish were defined as caught in this situation according to that 2013 report.

Participants who raised this issue during Phase-1 pointed to a number of factors such as hidden debts being carried by families, unemployment, recent changes to the social welfare system, and the limited opportunities available to those with low levels of education. Costs in relation to GP fees and childcare/ playschool facilities were also highlighted, with the latter being a particular issue for ethnic minorities who do not have the support of their extended family around them here in Ireland. Participants also pointed to difficulties around housing, which ranged from not being able to access adequate affordable housing to the difficulties caused for those in receipt of support when some landlords would not accept rent allowance. Participants at one meeting also pointed to related factors such as alcohol or drug abuse that can stem from and further exacerbate the difficulties and social exclusion caused by poverty.

Participants at one meeting also made reference to the problems in terms of resources that are faced by organisations; they also suggested that some larger organisations when faced with financial resource problems tend to be conservative in not challenging the views of their funders.

Stresses on Mental Health

Although stresses on mental health were not mentioned very frequently (only arising at the meetings in Naas, Clane and Celbridge) this issue did rank fifth overall when it came to the rating of importance; as will be discussed later with reference to Figure 5.4 organisational representatives in particular gave this issue a lot of importance. Community participants who raised this issue spoke of the impact on migrant communities of missing home and having very few friends where they now live. Some also highlighted the sense of being ignored as a community, and in particular were sensitive to heightened media interest in minorities when there is something negative to report. One participant mentioned unemployment as a factor involved, but most participants just spoke in general terms in relation to cases of anxiety and depression. Many participants felt that difficulties accessing psychological support are of significant concern.

Some also linked this issue to wider societal concerns around suicide. Participants at the meeting in Clane in particular felt that, as is the case in wider society, the issue of suicide cannot be ignored in any community, including newly arrived ethnic minority communities. They felt the issue has strong links to a number of social factors such as poverty, isolation and, in some cases, substance abuse and expressed concern around inadequate long-term decisions around resource allocation to this issue.

Lack of Information on and Access to Relevant Services

Lack of information on and access to relevant services was the second most frequently mentioned difficulty during Phase-1, and was ranked as the third most important issue overall. In terms of access, participants spoke about difficulties being able to access a required, relevant service in a timely manner. In many cases, it was noted that people feel like they are being "left in the dark" as one participant put it, not knowing what real choices are available or simply struggling to understand

what is being communicated. Adequate signage and the absence of any guide to local services were noted as further factors contributing to this difficulty.

Participants also noted that in some cases there was poor communication from State bodies in particular giving the impression of a lack of knowledge within service providers. At a more serious level, participants also pointed to cases where there was a lack of cultural sensitivity, something that they suggested could perhaps be addressed through staff training or the implementation of adequate internal policies around diversity and integration.

Services about which participants expressed concern varied widely to include health, housing, education, immigration and youth. Regarding health, it was noted that specialist maternity or paediatric services are not available in Co Kildare, while a lack of cultural knowledge at times made it difficult to access services in relation to post-traumatic stress or male-child circumcision for example. Frustration was also expressed in relation to long waiting lists in the health service. The issues of third level fees and language ability came up again in relation to accessing education, factors that have been noted earlier in this chapter. While in relation to housing, the cost of rents in the commuter belt around the capital makes it difficult for many to access appropriate but affordable accommodation. A related concern was also raised at one meeting in relation to possible “ghettoisation” or segregation of particular communities around ethnic identities; participants at this meeting also highlighted the inadequacy of family support services and facilities for teenagers in particular.

Participants at four of the eight meetings noted difficulties experienced by those living within the direct provision accommodation system when it comes to accessing services, an issue that will be discussed separately later in this chapter. At a practical level, mention was also made of difficulties experienced by some when trying to renew their GNIB card.

As a related point, some participants noted fear of the system as one impediment experienced by ethnic minorities of migrant background who require the support of services. In particular the fear of deportation or forced change makes some very reluctant to even attempt to access services. Coupled with this is the fact that very few ethnic minorities are visible among frontline staff of some services, as noted by one participant; while another pointed out a lack of knowledge on the part of many in ethnic minority communities on their right to vote and thereby influence those that make decisions in relation to service provision in general. Participants at some meetings also recognised the funding constraints experienced by services that make more individualised and socially inclusive approaches difficult to achieve at times.

Transport Problems

Transport problems were only highlighted by participants at the meetings in Naas and Celbridge. The lack of regular, local transport services within Co Kildare were highlighted, with participants noting that most services focussed on transport to and from Dublin. These concerns were raised with particular reference to accessing health and education services, especially in relation to getting children to and from school, including in wet weather. Some participants noted the sense of geographic isolation experienced by those who don't own a car, which they pointed out also impacts on one's ability to engage in employment. Interestingly, as noted earlier in Chapter 2 on statistics, non-Irish employees are more likely to rely on public transport to get to work even though they are also more likely to work anti-social hours than their Irish counterparts.

Direct Provision System

Difficulties associated with the direct provision system, within which most of those who apply for asylum/ protection are required to live, were highlighted by participants at meetings in Newbridge, Clane, Maynooth and Athy. Even though this issue did not feature highly in terms of frequency of mention overall, it ranked second in terms of importance, receiving 17% of the overall votes cast by participants during Phase-1. In fact, as will be seen later in Figure 5.4 it received 25.5% of the votes cast by participants representing the perspective of communities. The strength of this voting pattern clearly indicates that those who are familiar with this system view it as an area that is critical to address in any strategy that seeks to promote integration. Interestingly, in the months since these eight Phase-1 meetings have taken place, there has been a lot of attention in the media around the direct provision system and its negative impacts. In addition, towards the end of the summer both the new Minister for Justice and Equality and the related Minister of State with special responsibility for Equality, New Communities and Culture have recognised and committed to reforming this system, and have announced that a Working Group will examine this and make recommendations by the end of 2014. Some participants during Phase-1, one of whom has been stuck in direct provision for over 9 years now, pointed out that getting political leaders to recognise the problems with direct provision is one thing, whereas getting decisions made to end this system is another.

Many participants who raised this issue, also pointed to the delays experienced in processing applications to seek applications for refugee status, subsidiary protection and/or humanitarian leave to remain. Some felt abused by the legal system in Ireland, and all pointed to the detrimental impact on all involved of living for years with the tension of not knowing what the outcome will be or if after all the waiting it will result in forced deportation.

Coupled with this then, as noted during Phase-1, are the impacts of living in the institutional settings of the direct provision system where one is not allowed to work or engage in third level study, where food is provided at designated times and with no facilities or resources to even cook for oneself or one's children. Participants highlighted issues around a lack of privacy, where some shared a room with strangers and others have lived for years in one room with their growing children. Many participants highlighted issues around poverty and isolation, with little ability for example to engage in other activities on a weekly allowance of €19.10 (or €9.60 for children).

In a similar vein to many of the media articles of recent months, participants during Phase-1 noted concerns around the rights of children who live in direct provision. As noted in the statistical profiles of Chapter 2, as of December 2013 over one third of direct provision residents across the country are under 18 years of age (i.e. 1,673 out of 4,434 residents). In this regard, participants pointed to the impacts of the system on children growing up in poverty, with little or no access to facilities beyond schooling, and in the midst of adults – mostly strangers – living with the tension of uncertainty regarding their future. One participant suggested that in fact the system traumatises children. On a related point, most participants also pointed to high levels of depression and sickness among those who have lived in the system for a prolonged period. Some participants at the meeting in Newbridge, also pointed to the fact that there is no proper transition support provided to those who do eventually get some sort of permission to remain in Ireland, despite the initial difficulties with adjusting to living independently after many years of institutionalised living within the direct provision system.

Theme 3: Active Participation

3.1 Positive Factors in Co Kildare

Community Action and Working Together

Taking action as a community and working together on a common challenge was the third most frequently mentioned positive, and was one of just four factors that was mentioned at least once at every meeting. Participants felt that interacting within the society in which one lives and caring about how it works are important elements of integration and of feeling included. Such action might vary from getting involved in local politics to simply reaching out to an isolated neighbour; but the core message was that working together to make the locality a better place to live, provided multiple benefits and a sense of belonging. One participant also noted that by focussing on a common goal and on what we have in common, we underline a sense of unity even in the midst of diversity.

Participants also gave specific examples such as volunteering to help with “Tidy Towns” initiatives or helping with the Special Olympics in 2013. Apart from feeling more a part of the community, participants also noted other benefits such as new skills being learned and knowledge around new ways of doing things. It was also pointed out that being part of any community action helps make connections, which links back to a previous factor mentioned in section 2 of this chapter, namely “the social aspect of community”. Other examples such as being part of a community group that organises days out together, also showed how these two factors are very much inter-related.

Participation in and the Following of Sport

Participation in sport, and indeed following sport, was the second most frequently mentioned positive factor contributing to the sense of being included in Co Kildare, and was one of only four factors to be mentioned at every meeting. Participants felt that sport offers a strong medium through which different people, regardless of culture, can come together. Participants referred to examples ranging from team sports to individual endeavours such as horse-riding, and from adventure sports for the young and fit, to playing bridge (cards) for those that have a more leisurely approach to having fun! Regardless of the sport or the age-group, participants emphasised the key role sport has in bringing people together and in encouraging respect.

Interestingly, as was noted in the statistical profiles outlined in Chapter 3, ethnic minorities of migrant background are only half as likely to take up membership of sports clubs as their Irish counterparts. When contrasted with the clearly positive perspective on sport expressed by so many participants in Phase-1, this suggests that perhaps more can be done to maximise the potential benefits of sport in terms of integration. Having said that, regardless of the levels of direct participation, some participants pointed out that even the following of sport can bring people together where for example people of different backgrounds share common interests in particular sports and perhaps look up to similar role models in the world of sport.

Ability to Engage with Political Structures

Although not mentioned very frequently, some participants did point to the ability to engage with political structures as one factor in helping to make them feel included in Co Kildare. Some referred to the possibility of meeting directly with political representatives and law-makers, while others simply referred to the ability to vote in elections, particularly local elections where citizenship is not

an issue. As a related point, one participant noted it as positive that some politicians recognise for example that the “direct provision system needs to change”, but that such recognition does need to be accompanied by action for change.

Some participants spoke positively when comparing the situation in Ireland to what they had experienced of political systems in other countries. In addition, a few participants emphasised the respect many politicians show for difference, with some even referring to the current Irish President as one who champions equality. While remaining mindful of all of this, the statistical profiles in Chapter 3 did highlight the fact that non-Irish residents in Co Kildare (as elsewhere in Ireland) continue to be under-represented on the voting register, in political parties and when it comes to standing for election.

Autonomy, Power and the Ability to Choose

Another positive factor highlighted during Phase-1, was that of having autonomy, power and the ability to choose where and how to live. In terms of frequency, this ranked in the bottom 4 out of the 15 factors mentioned, but interesting it came up a lot at the meeting in Naas; perhaps the latter related to the fact that quite a few participants in Naas have recently arrived in Co Kildare as part of a UNHCR Refugee Resettlement Programme and so may have been comparing their sense being included in where they live now with much more challenging circumstances prior to their arrival. Overall, participants who did raise the issue of autonomy, referred to being able to choose a place to call home, being able to access services and having some options in terms of transport. In this context, reference was also made to that feeling of living in a safe environment with some sense of “being in charge of one’s own destiny” (as one participant put it).

3.2 Current Problems/ Difficulties in Co Kildare

Negative Impact of Policies

The negative impact of policies did not rank very highly in terms of either frequency or importance attributed, perhaps because it overlaps with quite a few other issues that are outlined in this chapter. Those participants who did raise it, felt it is important to look at how policy impacts upon people’s ability to be active members of society as well as examining the more immediate impacts. In this regard they flagged a range of policies pertaining to poverty, employment, gender equality, health, housing, education and childcare. Other policy areas of particular concern to ethnic minorities of migrant background were also discussed. In particular, participants noted bureaucracy and confusion in relation to systems around visa/ legal status and Garda vetting for those who have lived abroad. Reference was also made to the impact of direct provision policy and the adequacy of anti-racism laws, but both these areas are outlined separately elsewhere in this chapter.

Political Representation and Ability to Influence Policy

Following on from the previous point, difficulties around political representation and the ability to influence policy was raised at two of the eight meetings during Phase-1. Those who raised this issue felt that ethnic minority communities are not always heard by policymakers, and they pointed to the under-representation of ethnic minorities at decision-making level, both in national government and at local council level in Co Kildare. These concerns echo similar points that arose in Chapter 3 when discussing statistical profiles: estimates for 2013 in Co Kildare indicate that perhaps only one third of

non-Irish residents are registered to vote and none stood in the last Local Election in May 2014. These statistics are also reflected at national level, and may perhaps change over time, but any change will require more active participation in political and decision-making processes by members of local ethnic minority communities.

Public Portrayal of Minorities

Participants at two meetings during Phase-1 pointed to the public portrayal of minorities as a source of difficulty on occasions. Some felt that at times the public only gets a particular slant on stories, which can both stem from and feed into unhelpful stereotypes and labels. One participant also highlighted experiences of minorities not being heard, pointing to an occasion when residents of Eyre Powell direct provision centre in Newbridge put their views and experiences on the record with reporters, but it was subsequently never published or aired. Some participants suggested that perhaps language barriers might play a part in this, but most of those who raised it felt that more engagement by media was needed.

Perhaps the flipside of this issue is the need to encourage more ethnic minority representatives to put themselves forward to engage proactively with media, particularly at local level; by extension the experience of the Working Group with local media during this planning process has been positive both in terms of getting help to publicise meetings, but also in terms of the willingness to discuss and publish/ air some of the preliminary findings that arose at meetings during Phase-1.

Theme 4: Recognition of Diversity¹⁸

4.1 Positive Factors in Co Kildare

Visibility of Diversity

The very presence and visibility of diversity, particularly in urban areas, was named by participants as a positive factor in relation to feeling included locally. It was noted that occasional events such as multicultural festivals helped increase this visibility, but many participants noted the visibility of cultural and ethnic diversity in local media as particularly important. For some this only related to the inclusion of images and stories that reflect a more diverse society, while for others it needed to go further so that diverse, ethnic minority voices are also part of media broadcasts.

Respect for Diversity and Culture

Participants during Phase-1 also named respect for diversity and for culture in general as a positive factor in terms of ensuring everyone feels included. Some suggested that as part of this it is useful to share and understand the history of each other's cultural heritage. Participants also reflected that cultural tolerance breeds respect, which extends to a respect and acceptance of all sorts of other differences in society also. As with some other factors, it was again emphasised that starting from or engaging on the basis of what people have in common is most useful, but that within the interactions

¹⁸ As noted at the outset of this chapter, this theme – “Recognition of Diversity” – cuts across each of the other three themes. As such, elements of each of the positive and problematic factors outlined below will overlap to some extent with some of those already outlined earlier in this chapter.

that arise differences will become obvious and need to be respected. In general, participants who raised this issue, pointed to their own positive experiences of being engaged positively by people of a variety of cultural backgrounds in Co Kildare, and indeed of observing respect for difference among those in authority with whom they had engaged.

Respect for Faith and Religion

By extension, a few participants at the meetings in Naas, Newbridge and Maynooth also mentioned respect for faith and religion as a factor in them feeling included in their local communities across Co Kildare. One participant also pointed to the freedom of choice experienced when it came to practicing one's faith in this society. Another participant also pointed to the positive overlap that can occur between this and the previous factor (respect for diversity and culture) when they highlighted the example of a day of cultural celebrations held in a local church in Celbridge in 2013.

4.2 Current Problems/ Difficulties in Co Kildare

Racism, Discrimination and Stereotyping

Notwithstanding the positive experiences outlined above regarding respect for diversity, other contrary experiences and dynamics were also noted during Phase-1. In fact, in terms of problems/ difficulties that are faced by ethnic minorities living in Co Kildare, racism, discrimination and stereotyping was the only issue to have been mentioned at every single meeting during Phase-1. Unsurprisingly then it is both the most frequently mentioned problem and was rated as the most important by participants overall. As was noted in the statistics outlined in Chapter 3, the number of racist incidents reported to An Garda Síochána has been falling in recent years, although alternative NGO-based reporting mechanisms and EU studies indicate a large degree of under-reporting when it comes to racism. Either way, regardless of prevalence, participants during Phase-1 emphasised the pervasive and significant impact racism can have, both on individuals and on society at large.

Participants outlined many elements to this. They spoke of tension and intolerance around cultural difference, some of which may be based upon ignorance but often it seems to take on the form of bullying someone for being different and labelling people as "foreigners" for example. Such "othering" then serves to facilitate negative labelling and stereotyping of entire minority communities. As mentioned earlier in this chapter some of this can be reflected in and reinforced through media reporting, but participants principally referred to this occurring very much at inter-personal levels. Some participants outlined particular negative experiences that ranged from having stones thrown at their houses to people shouting insults at them based on an assumed religious identity. Others referred to particular targets of these negative prejudices such as those of migrant background who are involved in the taxi business.

Several participants also pointed to very concrete impacts discrimination can have on the stability and economic well-being of minorities. In this regard, mention was made of difficulties experienced securing employment, particularly employment that matched one's qualification and skill level. There can of course be many factors behind this, but participants pointed to difficulties having qualifications recognised by some (not all) professional bodies as well as experiences of favouritism within the workplace which may in part explain difficulties at the point of entry/ when trying to secure a job in the first place. As noted earlier in Chapter 3, even when it comes to volunteering

ethnic minorities seem to find it more difficult to secure placements than their Irish counterparts; but again there are multiple factors behind this, only one of which perhaps relates to this issue of racism and stereotyping.

Some participants suggested patterns of racism are ironically on occasion accompanied by expectations to assimilate; expectations that are divorced from both an accurate understanding of cultural identity and a recognition of a particular individual's effort to contribute to the creation of a more integrated society in a holistic sense. Participants at one meeting highlighted this as a particular issue perhaps for young people, especially those with more than one cultural identity who struggle both with their parents' and community's understanding of cultural norms and those of Irish society in which they now live.

A few participants made reference to concerns around institutional racism, which although perhaps not initially intentionally racist, now has a discriminatory affect due to a reluctance to change along with Irish society's changing demographics. A particular case in point that was mentioned relates to the issue of religious identity being considered as a factor when enrolling children in schools. More pervasive examples were also mentioned briefly such as concerns around profiling in the area of policing or the transmission of Irish society's existing prejudices around the Traveller Community for example, to new communities such as the Roma people.

Many participants during Phase-1 were also careful to point out that there are two sides to the issue of racism where communities can be either open or indeed closed on both sides. Experiences of people who are not so friendly can of course impact on one's willingness to engage, but hopefully some of this can also be counterbalanced by positive experiences of good friends and neighbours or involvement in positive community action for example, as outlined earlier in this chapter. One participant also noted that a distinction needs to be made between actual prejudice or racism and the perception thereof; while this is worth noting, it is also useful to remember that even the perception of discrimination has an impact on how open an individual or their community may be to engaging proactively in processes to promote integration or greater social inclusion overall.

Collision of Cultural Differences

Although the collision of cultural differences was ranked in the mid-range of 13 issues in terms of importance, it was the fourth most frequently mentioned difficulty during Phase-1, having been highlighted by participants at almost every meeting. Participants noted that some of this related to a lack of intercultural awareness or not understanding others in terms of both spoken and non-verbal languages. However, most participants also noted that there were deeper factors in terms of having a fear of change, or in particular, a fear of the unknown. For the local Irish communities this is further complicated by the need to recognise that ethnic minorities are not one homogenous group, but constitute numerous groups, which in their own right may have very different values and belief systems. For ethnic minority communities on the other hand there is often the fear that acceptance may imply an expectation to assimilate. With all of this in mind, participants recognised that for some minorities this poses an identity crisis, particularly when culture serves as an integral part of one's identity; something which is not easy to let go of, particularly in terms of how it serves as a strong link to one's own place of origin.

While participants noted the challenges of balancing and engaging with cultural differences on the one hand, they also noted more pronounced clashes that occur across cultures, particularly where people operate out of very different modes of thinking and worldviews. Differences around food and

dress are perhaps the most visible of these, although rarely cause much of a clash, whereas deeper issues around religious beliefs, expectations around marriage and or gender balance for example can generate much stronger dynamics and difficulties when different cultures collide. As noted earlier in this chapter, some participants noted this as a particular issue for young people who are perhaps caught between two cultures, while also dealing with prejudices and labels that define them as being outsiders even though they are very much insiders in this changing Irish society.

Social and Cultural Isolation

Difficulties in relation to social and cultural isolation ranked third in terms of frequency of mention and fourth in terms of the importance attributed to this issue by participants. Once again, as an issue within the cross-cutting theme “Recognition of Diversity” it overlaps with a number of areas already outlined in this chapter. Participants suggested that the impact of this can be quite several at a personal level leading to loneliness, depression, low self-esteem and various mental health concerns. In addition, some suggested it can both stem from and lead to a degree of shyness, which can also become a self-reinforcing form of exclusion for some.

Two further interesting points from the viewpoint of ethnic minorities were also highlighted. The first related to a point made earlier in this chapter around efforts to maintain one’s own identity; the related suggestion that one participant made of being isolated due to difficulties finding people with similar background both echoes this and indicates how the dynamic at a personal level can also lead to the separate or isolation of a whole community from wider society. The second was much more complex, but can improve over time: namely the emotions and challenges that one goes through when arriving in a new country, when out of one’s own comfort zone. Several participants outlined a list of issues they struggled to get their head around in this regard, such as diet, weather, fitting into a new community, and simply being away from the familiar supports of home and one’s own family. Participants at one meeting, went further to suggest that the way and pace at which people adjust can also be impacted upon by one’s age and by whether or not one is single or has children – who can draw one into the community, as mentioned earlier in positive terms.

Participants also noted barriers that can be difficult to overcome, when encountering animosity or comments such as “foreigners taking all the Irish jobs”. A softer side of this was also noted, where some felt their neighbours were “like one big family” that they didn’t know how to connect with or how to meet socially. Obviously, this was not the experience of all participants in light of the positives noted earlier in this chapter in relation to the social aspect of community.

Nonetheless, participants did express concerns about a lack of cultural support networks and gaps in relation to opportunities to socialise that didn’t involve the pub (culturally difficult for some) or active engagement in sport. A few participants highlighted this as a particular issue for female members of some ethnic minority communities who felt there are few options in terms of clubs/groups to join and some of whom face additional challenges due to expectations around gender roles within their own culture. One participant also noted the difficulties of dealing with sensitive issues such as domestic violence in this context where individuals and/or whole communities experience isolation from the rest of society.

Rating of Key Challenges by Participants

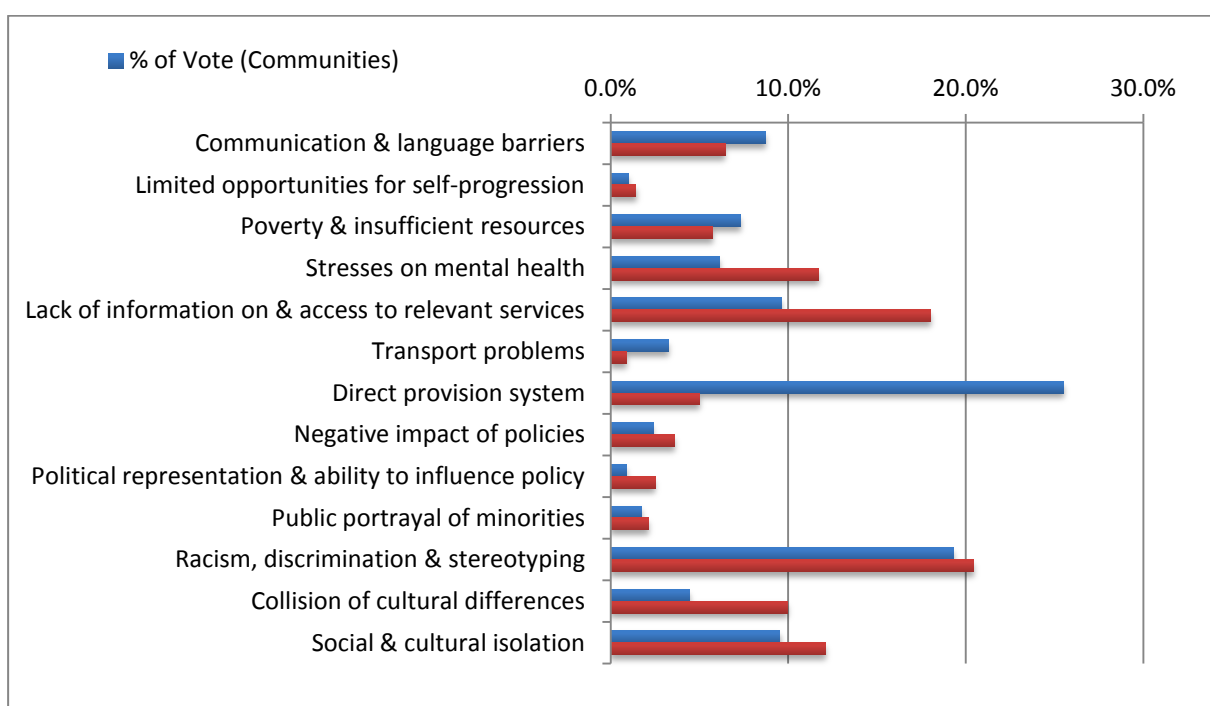
As outlined in Chapter 4 on the planning methodology, during the eight Phase-1 meetings, participants were asked to rate the relative importance of each problem/ difficulty they identified. It should be noted that this rating is based on the subjective views of participants and does not necessarily reflect the severity or extent of any particular problem or the number of people affected across Co Kildare. However, this does capture very well the extent to which participants involved feel it needs to be addressed, thereby enabling actions for this local integration strategy to be prioritised in a way that is most likely to garner the continued involvement and support of those same participants who have been essential to this process so far.

Earlier in this chapter, Figure 5.3 depicted the following as rated to be the most important issues overall (i.e. before community and organisational votes were disaggregated):

1. Racism, discrimination and stereotyping (20% of overall vote)
2. Direct Provision system (17% of overall vote)
3. Lack of information on and access to relevant services (13% of overall vote)
4. Social and cultural isolation (11% of overall vote)
5. Stresses on mental health (8% of overall vote)

Interestingly there was little difference in the top ranking issues when this was compared to the frequency with which issues were mentioned (see Figure 5.2), except that difficulties regarding the “direct provision system” and “stresses on mental health” did not feature in the top five in terms of frequency of mention. The other three issues in fact appeared in the same order. However, in terms of the importance attributed to different issues, there are of course differences when the voting of community members is compared to that of participants representing an organisational perspective, as can be seen in Figure 5.4 below.

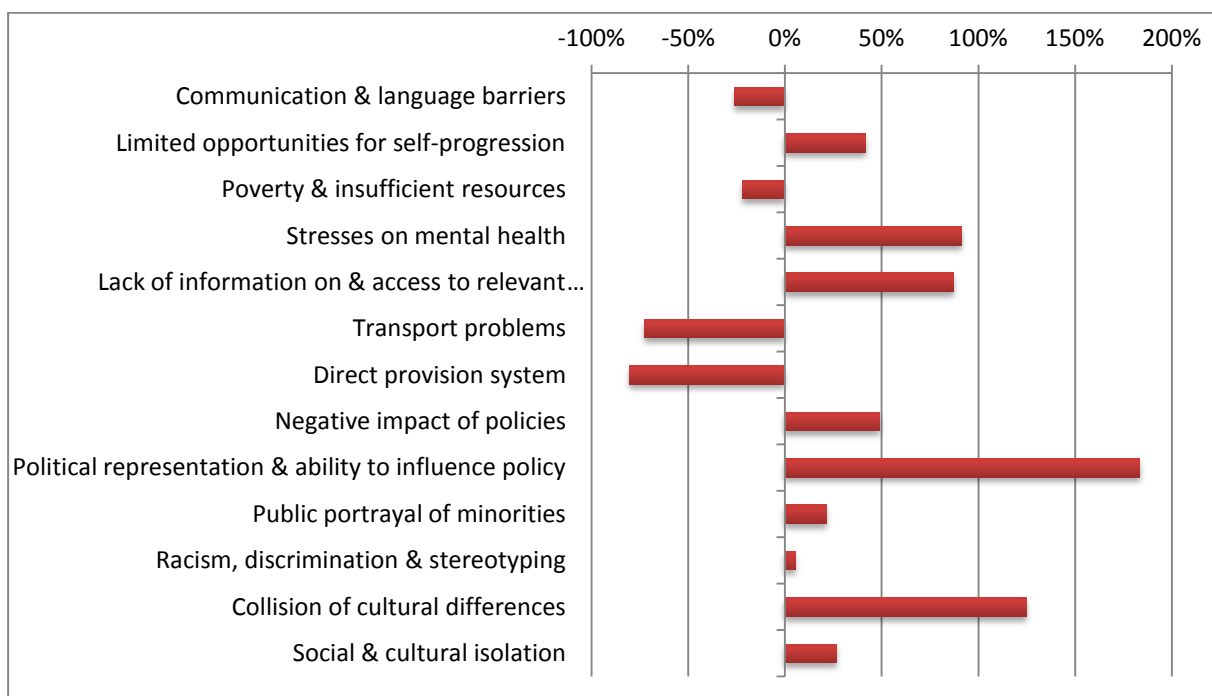
Figure 5.4 Comparative levels of importance attributed to problems/ difficulties, as rated by community participants and those representing the perspectives of local organisations



This difference is not surprising and there is no suggestion that one perspective is more accurate than the other. Simply, it is useful to keep in mind the range of different perspectives, and that the difference is more pronounced with some issues than with others. This is particularly important to keep in mind when endeavouring to involve as many communities and organisations as possible in efforts to create a more integrated society at local level across Co Kildare.

Figure 5.5 below also depicts these differing perspectives by showing the degree to which the voting patterns of organisational representatives varied as a proportion of the votes cast on any given issue by participants who voted from a community perspective; this depiction comes with a bias that favours the perspective of communities themselves, notwithstanding the earlier point that both perspectives have validity. With this bias in mind, the scale of difference represented in Figure 5.5 is as a proportion of the votes cast by communities on that particular issue, so some perhaps are not all that significant given the low share of the vote they were attributed anyway; these issues include: limited opportunities for self-progression; transport problems; negative impact of policies; political representation; and public portrayal of minorities. The one exception within this list is perhaps the issue of political representation and the ability to influence policy, an issue that organisational representatives obviously feel much more strongly about than their community counterparts; it could be argued that this difference is also reflected in the low level of voter registration and political participation among ethnic minority communities in general as discussed earlier in this chapter and in Chapter 3 on the related statistics.

Figure 5.5 Degree to which levels of importance attributed by Organisational Reps differed from that of community members

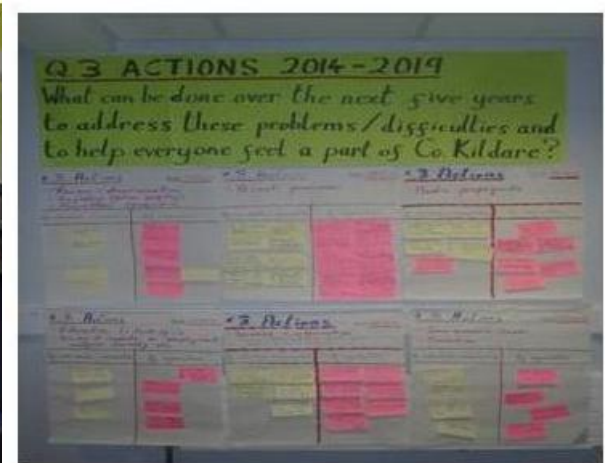


Four of the difficulties that received a good proportion of the overall vote despite significant differences in perspective (as shown in Figures 5.4 and 5.5) are worth noting in particular. The most striking of these perhaps is that of the direct provision system, which ranked as the number one most important issue for community participants (receiving 26% of their votes), but which received 80% less that proportion of votes from organisations representatives. On the other side, and by a similar gap in proportions, the issues of stresses on mental health, and a lack of information on and access

to relevant services, were given far more importance by those from organisations; with regard to the latter issue it is interesting and perhaps hopeful in terms of impetus for change that those representing organisations would be proportionately more self-critical in this way. Finally, it is also interesting to note that organisations place significantly more importance on the problem of cultural differences colliding than their community counterparts, giving it more than double their proportion of votes. In some ways this seems to reflect a greater exposure and attention being given by organisations and service providers to the dynamics of interacting with several different cultures. This may be in contrast to the perspective of respective communities, each of whom is perhaps primarily concerned with how it relates to the majority Irish culture, thereby forgetting somewhat that a multiplicity of other cultures are also now present within Irish society, each of which requires to be interacted with in perhaps slightly different ways.

In the final analysis, although perspectives and experiences vary and each within their own right recognise numerous positives as well as difficulties, participants involved in this planning process indicated a willingness to recognise and engage with these varied and changing dynamics at local level in Co Kildare. With that in mind, the final section of each Phase-1 meeting, and indeed the entire round of Phase-2 meetings focussed on practical actions that can be undertaken at local level in Co Kildare to build on the positives and address the problems/difficulties outlined in these findings. The sixth and final chapter in this integration strategy document will now outline a number of actions that have been agreed for the coming five years in Co Kildare.

Chapter 6: Action Plan for October 2014 to September 2019



Overview of Action Plan

A significant number of actions were proposed by participants during Phase-1 of this planning process, some of which were then prioritised and developed further during Phase-2. A set of strategic aims are also outlined, which will require further actions in future if they are to be fully achieved. All recognise that resources continue to be limited, but it is hoped that some progress can be made over the next five years, upon which future plans can then build. It is also envisaged that the aims outlined below will inform other community and/or social inclusion plans that will be developed in Co Kildare, particularly the imminent Local Economic and Community Plan of the new LCDC. In summary the key strategic aims of this action plan are as follows:

Theme 1: Education and Employment

- To improve how mainstream education and employment support services cater for the specific needs of ethnic minorities
- To recognise and augment the contributions ethnic minorities can make to the local economy

Theme 2: Social Inclusion

- To mitigate the isolating and negative impacts that the direct provision system has on its residents within Co Kildare, especially children
- To ensure ethnic minority communities are included in mainstream services to enhance mental health
- To improve ethnic minority ease of access to and experiences of engaging with local services

Theme3: Active Participation

- To enhance the levels and quality of engagement that members of ethnic minority communities have with local political and decision-making processes in Co Kildare
- To facilitate a more informed public debate around integration and diversity

Theme 4: Recognition of Diversity

- To increase the recognition and understanding of cultural diversity among service providers and policy-makers at local level across Co Kildare
- To enhance public interest in and understanding of cultural diversity and anti-racism measures

This plan outlines a number of actions under each of these thematic areas, which if implemented will contribute towards the long-term realisation of the stated strategic aims. Some build on existing initiatives while others are new. Clear timeframes are also set for each action, and care was taken to ensure the workload in relation to this plan is spread evenly across the full five-year period. It is envisaged that there will be a degree of flexibility in relation to how actions are actually implemented, but a set of expected outcomes for each action should help clarify what changes are hoped for by those who participated in this overall integration planning process for Co Kildare.

A lead agency (and in some cases more than one) has been agreed for each action; the commitments given by a number of local service providers and community groups in this regard is encouraging. In addition, lists of possible partner organisations/ groups are also indicated for each action; but actual involvement is voluntary and will depend upon the capacity and availability of respective organisations/ groups at the time of implementation. Either way, the lead agency for each action will endeavour to involve a number of other organisations/ groups and will ensure the respective action is implemented within the proposed timeframe outlined in this plan.

Theme 1: Education and Employment

Positives to Build upon in Co Kildare	Problems/ Difficulties to Address in Co Kildare
<ul style="list-style-type: none"> • Good communication • Education and places of learning • Workplaces and enterprise 	<ul style="list-style-type: none"> • Communication and language barriers • Limited opportunities for self-progression

Strategic Aims:

- To improve how mainstream education and employment support services cater for the specific needs of ethnic minorities
- To recognise and augment the contributions ethnic minorities can make to the local economy

Actions	Expected Outcomes	Timeframe	Lead Agency	Possible Partners
1.1 Provide support to ethnic minorities seeking to secure internship or work experience opportunities, in collaboration with local employers, Chamber of Commerce, etc	<ul style="list-style-type: none"> • Increased opportunities for members of ethnic minority communities to benefit fully from relevant, meaningful internship and work experience placements • Increased recognition among potential employers of the benefits of diversity in workplaces 	Pilot: Jan-Sept 2015 Review: Oct-Nov 2015 Full rollout from Jan 2016 to Dec 2018	<ul style="list-style-type: none"> • CKLP • Employ Ability Services 	<ul style="list-style-type: none"> • Chamber of Commerce • DSP • EMLOs • FFI • Local businesses • Local Employment Service • Local Enterprise Officer (LEO)
1.2 Coordinate the provision of adequate training in the English language to various levels of proficiency through the collaboration of multiple providers	<ul style="list-style-type: none"> • Regular use of central contact point for those seeking information on all English language training options around Co Kildare • Improved access to the appropriate level of English language training through a central assessment point for evaluating and matching all existing courses and potential students 	Ongoing from Jan 2015	<ul style="list-style-type: none"> • KWETB 	<ul style="list-style-type: none"> • CKLP • FFI • KIA • Library Service • NUI Maynooth • WIN Athy
1.3 Provide one-to-one information and support for ethnic minorities trying to access third level education and/or endeavouring to validate their prior qualifications	<ul style="list-style-type: none"> • Increased transparency with regard to and wider awareness of the options for further education • Greater awareness among those with foreign qualifications on how to get them recognised in Ireland 	Ongoing from July 2015	<ul style="list-style-type: none"> • KWETB (AEGIS) 	<ul style="list-style-type: none"> • CICs • DSP • FFI • NQAI • NUI Maynooth

Theme 2: Social Inclusion

Positives to Build upon in Co Kildare	Problems/ Difficulties to Address in Co Kildare
<ul style="list-style-type: none"> • Commercial and natural amenities • Socialising through music and dance • Sharing and socialising through food • Good friends and neighbours, and the social aspect of community • Connections made by and through children 	<ul style="list-style-type: none"> • Poverty and insufficient resources • Stresses on mental health • Lack of information on and access to relevant services • Transport problems • Direct provision system

Strategic Aims:

- To mitigate the isolating and negative impacts that the direct provision system has on its residents within Co Kildare, especially children
- To ensure ethnic minority communities are included in mainstream services to enhance mental health
- To improve ethnic minority ease of access to and experiences of engaging with local services

Actions	Expected Outcomes	Timeframe	Lead Agency	Possible Partners
2.1 Support the end of the direct provision policy on the basis of local knowledge and experiences of the system's detrimental impact	<ul style="list-style-type: none"> • Increased public support for this campaign locally, based on deeper public understanding gained from real, human interest stories and facts • Recognition among local elected representatives that an alternative must be put in place in light of the detrimental impact on the well-being of direct provision centre residents, especially children 	From Oct 2014 and on-going until national advocacy campaigns end	<ul style="list-style-type: none"> • NASSG 	<ul style="list-style-type: none"> • CKLP • KVC • IRC • Local elected representatives • Newbridge FRC • Residents of Eyre Powell DPC
2.2 Organise regular socialisation and recreation activities for children living within the direct provision system	<ul style="list-style-type: none"> • Mitigation of the detrimental impacts that living within the direct provision system has on the psycho-social development of children • Creation of lasting relationships between children living in direct provision and those in the wider community 	From Jan 2015 and on-going for as long as a direct provision centre exists in Co Kildare	<ul style="list-style-type: none"> • Children Services Committee 	<ul style="list-style-type: none"> • Foróige • HSE (Social Inclusion) • KCC • KCSC • KSP • KYS • NASSG • Newbridge FRC • Youth groups • FAI

<p>2.3 Collate and publicise on-line a list of counselling and psycho-social support services that have an understanding of different cultural, faith and language needs</p>	<ul style="list-style-type: none"> • Greater awareness of and engagement with counselling and psycho-social support services that understand different cultural, faith and language needs • Increased cultural sensitivity within mainstream services, with a clear referral path for those that need culturally nuanced support 	<p>Collate: Jan-Mar 2015 Publicise from Apr 2015. Update: Jan-Mar 2017 and Jan-Mar 2019</p>	<ul style="list-style-type: none"> • HSE • KCC: IT Host (Kildare Community Network) • KIA • NASSG 	<ul style="list-style-type: none"> • Aras • Aware • CIC • CKLP • Foróige • KYS • Mill Community Centre • Newbridge FRC • Pieta House • SPIRASI • Teach Dara CFC
<p>2.4 Develop and provide exit and orientation supports for people leaving the direct provision system/transitioning from the asylum/protection application process</p>	<ul style="list-style-type: none"> • Smoother and less problematic transition from institutionalised life in direct provision to alternative accommodation and a more independent life in the wider community • Reduction in the impact of cultural shock and related stresses as people transition to becoming fully integrated into the life of local communities • Swifter and greater ease of access to relevant services, opportunities in education and/or employment for people leaving direct provision 	<p>Design and pilot: Jan-June 2015 Regular roll-out from July 2015</p>	<ul style="list-style-type: none"> • CKLP • KCC: Housing 	<ul style="list-style-type: none"> • CICs • DSP • HSE (Social Inclusion) • KVC • KWETB • NASSG • Newbridge FRC • Peter McVerry Trust
<p>2.5 Run an on-going befriending programme for people seeking protection who are living within the direct provision centre in Newbridge</p>	<ul style="list-style-type: none"> • Creation of broader and more lasting connections between local people living in and around Newbridge, and those who are in the process of seeking protection/asylum • Some reduction in the detrimental experiences of living within direct provision, particularly in relation to mental health and social isolation • Greater understanding of the personal experiences and wider dynamics of migration and integration among local people in Co Kildare 	<p>From Apr 2015 and on-going (but with annual reviews)</p>	<ul style="list-style-type: none"> • KVC 	<ul style="list-style-type: none"> • CKLP • KCC • NASSG • Residents of Eyre Powell DPC • WIN Athy

<p>2.6 Collate, and update annually, 3 localised community directories of organisations and services in Co Kildare and source support to disseminate this information through a web-based portal</p>	<ul style="list-style-type: none"> • Increased clarity on the full range of local services, through comprehensive directories (i.e. via localised directories for north, central and south Co Kildare respectively) • Swifter identification of the particular service required • Improved ease of access to services for all newcomers to Co Kildare and avoidance of language-based isolation of particular communities 	<p>Collate: July-Oct 2015 Publicise: From Nov 2015 Update: Annually in October</p>	<ul style="list-style-type: none"> • KCC: IT Host (Kildare Community Network) • NASSG • WIN Athy 	<ul style="list-style-type: none"> • CICs • CKLP • Community & Voluntary Forum • Foróige • KCC • KIA • KYS • Library Service • Local service providers • Mill Community Centre • Newbridge FRC • Teach Dara CFC
<p>2.7 Organise exhibitions, workshops and art-based activities to encourage individuals to take positive action on mental health, taking cognisance of different levels of English and possible language barriers</p>	<ul style="list-style-type: none"> • Greater awareness and action in all communities and among all age-groups on the importance of nurturing one's mental health • Increased sensitivity among relevant service providers regarding the various cultural nuances associated with mental health in different ethnic minority communities 	<p>From October 2015, and then twice each year in March and October</p>	<ul style="list-style-type: none"> • HSE • KCC: Library & Arts • Share Ring Skills 	<ul style="list-style-type: none"> • Arts groups • FBOs, Churches, mosques, etc • EMLOs • KWETB • Library Service • Mill Community Centre • Newbridge FRC • Schools • SPIRASI • Teach Dara CFC
<p>2.8 Create and support a central pool of volunteer interpreters in Co Kildare that local service providers can draw upon</p>	<ul style="list-style-type: none"> • Improved communication and understanding between service providers and ethnic minority clients who struggle with English • Dissemination of more accurate information on services among non-English speakers and their wider communities 	<p>Initial rollout: Apr-Dec 2015, with annual reviews each September thereafter</p>	<ul style="list-style-type: none"> • KVC 	<ul style="list-style-type: none"> • FBOs, Churches, mosques, etc • CICs • CKLP • EMLOs • KCC • KWETB • Library Service
<p>2.9 Develop and promote the adoption of a diversity training charter for all service providers in Co Kildare</p>	<ul style="list-style-type: none"> • Incorporation of diversity training into business plans of all local service providers and into the PMDS engagement with their staff • Increasingly clear and positive engagements between frontline staff and ethnic minorities • Adoption in other local authority areas of the diversity training charter model in Co Kildare 	<p>Develop: Apr-July 2016 Promote and adopt: Sept-Dec 2016, and again in Oct-Dec 2018</p>	<ul style="list-style-type: none"> • K.C.Ch.C. • WIN Athy 	<ul style="list-style-type: none"> • CKLP • FFI • KCC • KIA • KWETB • LGMA • Mill Community Centre • NASSG • Newbridge FRC • NUI Maynooth • Teach Dara CFC

Theme 3: Active Participation

Positives to Build upon in Co Kildare	Problems/ Difficulties to Address in Co Kildare
<ul style="list-style-type: none"> • Community action and working together • Participation in and the following of sport • Ability to engage with political structures • Autonomy, power and the ability to choose 	<ul style="list-style-type: none"> • Negative impact of policies • Political representation and ability to influence policy • Public portrayal of minorities

Strategic Aims:

- To enhance the levels and quality of engagement that members of ethnic minority communities have with local political and decision-making processes in Co Kildare
- To facilitate a more informed public debate around integration and diversity

Actions	Expected Outcomes	Timeframe	Lead Agency	Possible Partners
3.1 Facilitate and adequately resource a county-wide integration network to bring together local intercultural groups and those interested in integration	<ul style="list-style-type: none"> • The network will become a bi-annual event for sharing ideas and resources, but not a structure requiring its own resources • Local voluntary groups and EMLOs, with an interest in integration, will benefit from coming together bi-annually to share information and skills, and to agree on collaborative initiatives 	From Jan 2015, and then every July and January thereafter	<ul style="list-style-type: none"> • CKLP 	<ul style="list-style-type: none"> • Faith Family Initiative • KIA • KCC • LCDC • Leixlip Inter-cultural Friends Group • NASSG • Share Ring Skills • WIN Athy
3.2 Support ethnic minority representatives to actively engage with relevant decision-making structures across Co Kildare	<ul style="list-style-type: none"> • Greater visibility of local leaders from ethnic minority communities in decision-making processes across Co Kildare • Increased numbers of ethnic minority reps coming forward to get actively involved in local structures • An increased sense of belonging among ethnic minority communities in Co Kildare 	From Apr 2015 and ongoing	<ul style="list-style-type: none"> • KCC: Community • LCDC 	<ul style="list-style-type: none"> • An Garda Síochána • CKLP • EMLOs • KVC • Mill Community Centre • Newbridge FRC • Teach Dara CFC

<p>3.3 Ensure elected political representatives are aware of the local integration agenda (including matters concerning direct provision) and help to enhance civic engagement by ethnic minority communities</p>	<ul style="list-style-type: none"> • Deeper understanding among public representatives of the varied experiences of ethnic minorities, the distinction between different groups and the key integration issues at local and national levels • More nuanced and informed public debate around integration issues • Increased engagement in the electoral and political processes by members of ethnic minority communities 	<p>From Apr 2015 to Mar 2016 (especially around the time of the next General Election, perhaps in early-2016</p> <p>And again Jan-June 2019 (in advance of the next local election in mid-2019)</p>	<ul style="list-style-type: none"> • CKLP • KCC: Community 	<ul style="list-style-type: none"> • EMLOs • Local elected representatives
<p>3.4 Run a certified course in media skills, community activism and leadership for ethnic minority participants across the county</p>	<ul style="list-style-type: none"> • Increased and more influential involvement of ethnic minority reps in local communities and in local media • Local media drawing increasingly on ethnic minority speakers on a wide array of mainstream issues (i.e. not just integration issues) 	<p>Course design and recruitment: Jan-Mar 2017 Roll-out: Apr-Sept 2017</p>	<ul style="list-style-type: none"> • KWETB 	<ul style="list-style-type: none"> • CKLP • FFI • KCC • Near FM • NUI Maynooth

Theme 4: Recognition of Diversity

Positives to Build upon in Co Kildare	Problems/ Difficulties to Address in Co Kildare
<ul style="list-style-type: none"> • Visibility of diversity • Respect for diversity and culture • Respect for faith and religion 	<ul style="list-style-type: none"> • Racism, discrimination and stereotyping • Collision of cultural differences • Social and cultural isolation

Strategic Aims:

- To increase the recognition and understanding of cultural diversity among service providers and policy-makers at local level across Co Kildare
- To enhance public interest in and understanding of cultural diversity and anti-racism measures

Actions	Expected Outcomes	Timeframe	Lead Agency	Possible Partners
4.1 Develop and include measures within housing policy that promote mixed tenure and supports diversity and interculturalism	<ul style="list-style-type: none"> • Regular reviews of the direct and indirect impacts of housing policies on integration • Avoidance of ghettoisation or isolation within Co Kildare of any nationality or ethnic grouping 	Review and amend: Nov-Dec 2015; and review annually at the end of each year thereafter	<ul style="list-style-type: none"> • KCC: Housing 	<ul style="list-style-type: none"> • Approved Housing Bodies • CKLP • KIA • Mill Community Centre • NASSG • Newbridge FRC • Teach Dara CFC • WIN Athy
4.2 Hold an annual, high-profile, week-long and county-wide intercultural festival in Co Kildare	<ul style="list-style-type: none"> • Increased public awareness of the extent and benefits of cultural diversity among those now living in Co Kildare • Increased interest in diversity among local media contacts leading to more coverage for integration issues throughout the year • Annual uptake by all local service providers to disseminate information and outreach to ethnic minority communities through events organised around this festival 	Preparation and some inclusion of integration elements during 2015 festivals Full festival: annually from March 2016 (spanning St Patrick's Day events on 17 th March to International Day Against Racism on 21 st March)	<ul style="list-style-type: none"> • KCC: Library & Arts • KIA • NASSG • Share Ring Skills • WIN Athy 	<ul style="list-style-type: none"> • An Garda Síochána • Arts groups • CKLP • Community groups • Connect • FBOs, Churches, mosques, etc • KVC • Mill Community Centre • Newbridge FRC • Older Peoples Forum • Residents Associations • Schools • Teach Dara CFC

<p>4.3 Support national campaigns to increase the reporting of racist incidents and to strengthen laws combating racism and hate crime</p>	<ul style="list-style-type: none"> • Increased public awareness in Co Kildare regarding all racism reporting mechanisms • Short-term increase in the numbers of racist incidents reported, both to An Garda Síochána and to other mechanisms • Long-term reduction in the level of racism experienced by members of ethnic minority communities 	<p>Sept-Dec 2015; Sept-Dec 2017; and Sept 2019</p>	<ul style="list-style-type: none"> • KIA 	<ul style="list-style-type: none"> • An Garda Síochána • CICs • ENAR Ireland • Local media • NASSG • Residents Associations • Victim Support Groups • WIN Athy
<p>4.4 Provide training on intercultural mediation to volunteer interpreters and service providers who are directly engaged with ethnic minorities</p>	<ul style="list-style-type: none"> • Improved communication and understanding between service providers and ethnic minority clients • Adjustments in the manner of mainstream service provision based on a recognition of diversity and deeper understanding of varied cultural perspectives 	<p>Design: Apr-May 2017 Recruitment: June-July 2017 Rollout: Sept-Dec 2017</p>	<ul style="list-style-type: none"> • KVC 	<ul style="list-style-type: none"> • CIB • CKLP • KCC • KIA • KWETB • NASSG • NUI Maynooth • Share Ring Skills • WIN Athy
<p>4.5 Organise fun events to explore and learn about different cultural customs, beliefs, gestures and styles of communication</p>	<ul style="list-style-type: none"> • Greater public interest in and awareness of the nuances and dynamics of cultural diversity • Enjoyable interactions and opportunities for friendships to develop between participants of different cultural backgrounds 	<p>From May 2017, and a few times each year thereafter as a part of other events/programmes</p>	<ul style="list-style-type: none"> • KCC: Library & Arts • Share Ring Skills 	<ul style="list-style-type: none"> • Community Groups • Connect • Faith Family Initiative • KIA • KWETB • Leixlip Intercultural Friends Group • Mill Community Centre • NASSG • Newbridge FRC • Schools • Teach Dara CFC • Youth Groups • WIN Athy

<p>4.6 Develop and provide anti-racism and diversity training workshops for schools, and youth groups in Co Kildare</p>	<ul style="list-style-type: none"> • Increased awareness and acceptance of the benefits of multiple cultural perspectives, both among young people and the adults they influence (e.g. parents, trainers, etc) • Greater understanding among young people of the damaging impact of racism • Zero tolerance of racist-based bullying in schools, youth groups, sports clubs, etc 	<p>Develop/design: July-Sept 2017 Roll-out: Oct 2017 to June 2019</p>	<ul style="list-style-type: none"> • WIN Athy 	<ul style="list-style-type: none"> • CKLP • FFI • Foróige • K.C.Ch.C. • KCC • KIA • KWETB • KYS • Macra na Feirme • Partners TFT • Local schools, PSPN and SSPN • Share Ring Skills • Sports Clubs • SRTRC • FAI
---	---	---	--	---

Gantt Chart – Summary of Actions and Timeframes

Co Kildare Integration Strategy: October 2014 - September 2015																				
	Year 1				Year 2				Year 3				Year 4				Year 5			
	Oct 2014 - Sept 2015				Oct 2015 - Sept 2016				Oct 2016 - Sept 2017				Oct 2017 - Sept 2018				Oct 2018 - Sept 2019			
Education and Employment																				
1.1	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
1.2	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
1.3	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
Social Inclusion																				
2.1	Low level of activity				Low level of activity				?				?				?			
2.2	High level of activity				High level of activity				?				?				?			
2.3	High level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
2.4	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
2.5	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
2.6	High level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
2.7	High level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
2.8	High level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
2.9	High level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
Active Participation																				
3.1	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
3.2	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
3.3	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
3.4	High level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
Recognition of Diversity																				
4.1	High level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
4.2	Low level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
4.3	Low level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
4.4	Low level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
4.5	Low level of activity				Low level of activity				Low level of activity				Low level of activity				Low level of activity			
4.6	High level of activity				High level of activity				High level of activity				High level of activity				High level of activity			
Colour code:																				
Orange: High level of activity	2	6	7	5	5	3	3	2	2	4	4	4	3	3	2	1	3	5	2	1
Green: Low level of activity	1	1	2	9	9	9	6	9	8	7	6	10	10	8	6	9	9	7	7	9
<i>Number of actions per quarter:</i>	3	7	9	14	14	12	9	11	10	11	10	14	13	11	8	10	12	12	9	10

Appendices

Appendix 1: Members of Working Group

The Working Group was formed in February 2014 and met on 6 occasions between March and September 2014 to oversee and support this planning process. The Working Group consisted of the following members:

1. Ada Christine Eloji, F.A.I.T.H. group, Kilcock
2. Carol William, Women's Integration Network (WIN) Athy
3. Conor Ryan, County Kildare LEADER Partnership (CKLP)
4. Debby Kluczemco, Celbridge/ Leixlip
5. Deirdre Fanning, Superintendent Support Group, Naas
6. Edith Ugwu, Women's Integration Network (WIN) Athy
7. Eliska Schneider, County Kildare LEADER Partnership (CKLP)
8. Frances Soney-Ituen, Women's Integration Network (WIN) Athy
9. Ian Lackey (Superintendent), Kildare Garda Division
10. Julie McNamara, Children's Services Committee
11. Maeve Ffrench, Kildare Intercultural Action
12. Mary Hennessy, CKLP and Newbridge Asylum Seekers Support Group
13. Mick Power, Kildare Volunteer Centre
14. Paulette Farrell, Department of Social Protection
15. Seamie Moore (Councillor), Kildare County Council
16. Seamus O' Leary, The Integration Centre
17. Sinead Fitzpatrick, Kildare County Council
18. Tina Harper, Kildare Youth Services
19. Tonye Benson-Olatunde, NUI Maynooth
20. Trina Hanlon, Connect, Naas
21. Uche Odinukwe, Killmarden Safety Forum, Maynooth
22. Zoryana Pshyk, Newbridge Asylum Seekers Support Group

Appendix 2: Flyers used for Phase-1 and Phase-2



Planning for Kildare Integration Strategy

Are you interested in cultural diversity?

We want to hear your voice

Come to a discussion in your area

All are welcome

Please choose the venue and date that suits you best...

Location	Venue	Time	Day/ Date
Kildare Town	Áras Bhride, Parish Centre, Kildare Town	6:30pm	Monday 24/03/2014
Naas	County Kildare Leader Partnership, Jigginstown Commercial Centre, Old Limerick Road, Naas	6:30pm	Tuesday 25/03/2014
Newbridge	Kildare Volunteer Centre, Edward Street, Cutlery Road, Newbridge	10am	Wednesday 26/03/2014
Clane	Parish Centre, Main Street, Clane	10am	Thursday 03/04/2014
Celbridge	Celbridge Library, St. Patrick's Park, Celbridge	6:30pm	Thursday 03/04/2014
Maynooth	John O'Connell Room, Laraghbryan House, North Campus, NUI Maynooth	2pm	Monday 07/04/2014
Leixlip	Leixlip Library, Captain's Hill, Leixlip	10am	Wednesday 09/04/2014
Athy	Athy Library, Emily Square, Athy	10am	Thursday 10/04/2014

These integration planning sessions are being organised by the Kildare Integration Strategy Working Group with the support of The Integration Centre, KCC and CKLP

For further information please contact:

Seamus O'Leary at 087-2818986, seamus@integrationcentre.ie
or Eliska Schneider 086-0208666, eliska@countykildarelp.ie



Kildare Integration Strategy

Est-ce que la diversité culturelle vous intéresse?

On veut connaître vos avis

Veillez nous joindre dans un discours

Vous serez tous les bienvenus

Choisissez la date & le lieu qui vous conviendra

Location	Venue	Time	Day/ Date
Kildare Town	Áras Bhride, Parish Centre, Kildare Town	6:30pm	Lundi 24/03/2014
Naas	County Kildare Leader Partnership, Jigginstown Commercial Centre, Old Limerick Road, Naas	6:30pm	Mardi 25/03/2014
Newbridge	Kildare Volunteer Centre, Edward Street, Cutlery Road, Newbridge	10am	Mercredi 26/03/2014
Clane	Parish Centre, Main Street, Clane	10am	Jeudi 03/04/2014
Celbridge	Celbridge Library, St. Patrick's Park, Celbridge	6:30pm	Jeudi 03/04/2014
Maynooth	John O'Connell Room, Laraghbryan House, North Campus, NUI Maynooth	2pm	Lundi 07/04/2014
Leixlip	Leixlip Library, Captain's Hill, Leixlip	10am	Mercredi 09/04/2014
Athy	Athy Library, Emily Square, Athy	10am	Jeudi 10/04/2014

These integration planning sessions are being organised by the Kildare Integration Strategy Working Group with the support of The Integration Centre, KCC and CKLP

For further information please contact:

Seamus O'Leary at 087-2818986, seamus@integrationcentre.ie

or Eliska Schneider 086-0208666, eliska@countykildarelp.ie

Appendix 3: Registration and Consent Form



Registration and Consent Form

Planning Process for County Kildare Integration Strategy 2014-2019

Date:	
Venue:	

Information generated during this process will be used to develop an integration strategy for Co. Kildare and may be used to improve similar processes elsewhere. We would like to assure you that:

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

Please fill out the registration and consent form below:

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

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

Appendix 4: Perspectives and Organisations Represented

The following is an outline of the wide variety of nationalities/ perspectives represented among participants throughout this integration planning process during 2014 in Co Kildare.

Local organisations and service providers who were directly involved are also listed below.

List of specific nationalities represented:	List of local organisations represented:
<ol style="list-style-type: none"> 1. Afghan 2. Algerian 3. British 4. Cameroonian 5. Catalan 6. Congolese 7. Czech 8. Ethiopian 9. Eritrean 10. Georgian 11. Iranian-Irish 12. Irish 13. Kenyan 14. Lithuanian 15. Nigerian 16. Nigerian-Irish 17. Polish 18. Somali 19. Spanish 20. Sudanese 21. Ugandan 22. Ukrainian 23. Zimbabwean 	<ol style="list-style-type: none"> 1. Athy Community Addition Response (ACAR) 2. Celbridge Community Council 3. Connect, Naas 4. County Kildare Community & Voluntary Forum 5. County Kildare Leader Partnership 6. Dept of Social Protection 7. Engage Kildare 8. Faith Family Initiative 9. Football Association of Ireland (FAI) 10. HSE (Social Inclusion) 11. Irish Wheelchair Association (IWA) 12. Kildare County Childcare Committee 13. Kildare County Council (Community) 14. Kildare County Council (Housing) 15. Kildare Intercultural Action (KIA) 16. Kildare Libraries and Arts Services 17. Kildare Volunteer Centre 18. Kildare-Wicklow Education & Training Board (KWETB) 19. Kildare Youth Services (KYS) 20. Killmarden Safety Forum 21. Leixlip Intercultural Friends Group 22. Newbridge Asylum Seeker Support Group (NASSG) 23. Newbridge Family Resource Centre 24. NUI Maynooth 25. Older Voices Kildare 26. Share Ring Skills Group 27. Teach Dara Community & Family Centre 28. Teach Tearmainn 29. Women's Integrated Network Athy (WIN Athy)

Appendix 5: References

- All Ireland Research Observatory 2012 <http://airo.ie/>
- An Garda Síochána (2013) *Database of racist incidents reported (2003-2013)*
- An Garda Síochána (2009) *Diversity Strategy and Implementation Plan 2009-2012*
- Arts Council Ireland (2010) *Cultural Diversity and the Arts: Language and Meanings*
- Centre for Participatory Studies (2011) *PLA Training Manual*. Galway, Ireland: unpublished
- Kildare Volunteer Centre (2014) *Database of volunteers for 2013*
- Central Statistics Office (2012) *Census of Population 2011 (Various Volumes)*. Dublin: The Stationary Office
- Central Statistics Office (2012) *Quarterly Household National Surveys 2008-2011*. Dublin: The Stationary Office
- Central Statistics Office (2007) *Census of Population 2006*. Dublin: The Stationary Office
- Department of Education and Skills (2011) *Post-primary School Database*
- Department of Education and Skills (2012/2013) *Primary School Database*
- Department of Education and Skills and the Office of the Minister for Integration (2010) *Intercultural Education Strategy 2010-2015*. Dublin: The Stationary Office
- Department of Environment, Community and Local Government (2014) *All Ireland Count of Traveller Families 2013*
- Department of Environment, Community and Local Government (2013) *Table showing number of electors on the Register of Electors which came into force on 15 February 2013*
- Department of Environment, Community and Local Government (2012) *Putting People First*. Dublin: The Stationary Office.
- Department of Environment, Community and Local Government (2011) *Local Authority Assessment of Housing Needs, 2011*
- Department of Health (2011) *All-Ireland Traveller Health Study 2009-2011*
- Department of Justice, Equality and Law Reform (2005) *Planning for Diversity. The National Action Plan Against Racism 2005-2008*
- European Commission (2010) *European Ministerial Conference on Integration: Draft Declaration from Zaragoza*. Luxembourg: Publications Office of the European Union
- European Commission (2004) *EU Common Basic Principles for Immigrant Integration*. Brussels: EC
- European Commission (2012) *Eurobarometer on Discrimination*. Available at: http://ec.europa.eu/public_opinion/archives/ebs/ebs_393_fact_ie_en.pdf
- European Commission; and Migration Policy Group (2010) *Handbook on Integration for Policymakers and Practitioners (third edition)*. Luxembourg: Publications Office of the European Union
- FLAC (2009) *One Size Doesn't Fit All. A Legal Analysis of the Direct Provision and Dispersal System in Ireland, 10 Years On*. Dublin: Free Legal Advice Centres

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

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

Immigrant Council of Ireland (2011) *Taking Racism Seriously*

McGinnity, F.; Quinn, E.; Kingston, G; and O'Connell, P. (2013) *Annual Monitoring Report on Integration 2012*. Dublin: The Integration Centre and ESRI

McGinnity, F.; Quinn, E.; O'Connell, P.; and Donnelly, N. (2011; 2012) *Annual Monitoring Report on Integration 2010 and 2011*. Dublin: The Integration Centre and ESRI

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

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

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

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

RIA (2013) *Reception and Integration Agency Monthly Statistics Report: December 2013*. Dublin: The Stationary Office

Ruhs, M. & Quinn, E. (2009) *Country Profiles: Ireland. From Rapid Immigration to Recession*. Oxford: Centre on Migration, Policy and Society (COMPAS), Oxford University

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

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

The Integration Centre (2013) *Recording Racism in Ireland*

The Integration Centre (2011-2014) *TIC Policy Research Resources*

The Migration and Citizenship Research Initiative, UCD (2008) *Getting on: From Migration to Integration – Chinese, Indian, Lithuanian and Nigerian Migrants' Experiences in Ireland*. Dublin: Immigrant Council of Ireland (ICI)