

MID-TERM REVIEW

Connecting Communities

THE CORK CITY
INTEGRATION STRATEGY
(CCIS) 2008-2011



Cork City
Partnership



Cork City Council
Ciontúirí: Cárnaidh Chionnail



Office of the Minister for Integration
Oifig an Aire Laidhleathnóidias



THE INTEGRATION CENTRE
Connecting Communities • Advancing Integration



Cork Migrant Centre



CORK
INTEGRATION
FORUM



Cois Fíne



Transler
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nasc
The Irish Immigrant Support Centre

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1 Executive Summary

of 'Connecting Communities' the Cork City Integration Strategy (CCIS) 2008 – 2011 Mid Term Review

'Connecting Communities' the Cork City Integration Strategy (CCIS) 2008 – 2011 sets out to positively challenge discrimination and promote an inclusive, intercultural city in which all are valued, regardless of nationality, religion or ethnic background. It sets an agenda for cultural and ethnic diversity to be welcomed and celebrated in the City.

The strategy process was endorsed by the Cork City Development Board in September 2007. Research was then undertaken to inform the strategy, by way of consultations, questionnaires, service provision audits and round-table discussions. The findings from these processes enabled a list of actions to be drawn up and agreed by agencies and groups.

The Strategy was launched in April 2008 by the then Minister for Integration Conor Lenihan, TD.

The target group for the Strategy included the approximately 20,000 people recognised as 'non-Irish nationals' in Cork City and the 720 Irish Travellers recorded as residing in the City on the night of the census 2006.

The Cork City Monitoring Group was established to monitor the implementation of the Actions from the Strategy and has continued to meet on a regular basis since 2008. The Group consists of representatives from Cork City Partnership, Cork Integration Forum, Cois Tine, Nasc - The Irish Immigrant Support Centre, the Cork Migrant Centre, Cork City Council, the Traveller Visibility Group and The Integration Centre.

The majority of the actions identified in the Strategy have now been completed, while some are on-going and a minority are still to be completed.

Funding to undertake a mid-term review of the Strategy was obtained from the Office of the Minister for Integration and the Cork City Integration Strategy Monitoring Group has met on a number of occasions to plan the mid-term review.

Three actions have been undertaken to date:

- 1 A consultation event with members of the immigrant communities living in Cork City. This took place on Saturday, 24th April.
- 2 A survey to members of the immigrant communities living in Cork City and the general public. This survey has been undertaken both on-line and through face-to-face interviews.
- 3 An update report from organizations with actions contained in the Strategy.

The Monitoring Group has also been involved in organizing focus groups as part of the European Anti-Poverty Network and Cork City Council's research study 'Ireland in Social Europe: Challenging Perceptions, Changing Realities' conducted from January 2010 to May 2010. The results from these focus groups have also informed the mid-term review.

Themes

THE CONSULTATION EVENT highlighted a number of issues. Overall people reported that there is a good level of satisfaction with services and that people feel integrated, though some barriers to integration were identified, these included language, difficulty finding employment, lack of entitlement to education/work for Asylum Seekers and lack of understanding of cultural diversity by Irish people.

In relation to discrimination there is a lack of awareness on where to report racist incidences, a number of people reported having experienced verbal abuse and some discrimination on the grounds of ethnicity.

THE SURVEY gave some interesting insights which we believe merit further investigation on a larger scale. We found that discrimination is a common experience for immigrant and ethnic minority residents, particularly in the field of employment; the awareness of the equality infrastructure remains low, particularly among immigrant and ethnic minority residents, and that real experiences of racism and discrimination are not reflected in official statistics, as they are rarely reported by victims.

THE PROGRESS REPORT ON THE ACTIONS FROM THE STRATEGY has highlighted some advance in integration for the target group in Cork City. The strategy has assisted the availability of information leaflets on specific topics being available in Cork in various languages, for example information on childcare facilities and support services on domestic and sexual violence and rights of ethnic minority tenants. The establishment of the Cork Integration Forum has provided a platform whereby issues affecting the integration and social inclusion of immigrants in Cork City can be addressed and progressed. The Cois Tine Unity and Diversity Inter-faith event in 2010 proved a great success in bringing peoples of different faiths and cultures together to celebrate diversity in the City. The dissemination of and mainstreaming of learning from actions within

the Cork City wide Traveller Inter agency Action Plan also shows progress for integration in the city.

Even though advances have been acknowledged, the Monitoring Group has identified areas where progress to integration still exists. Issues such as the demand for English language provision continuing to put a strain on available resources still needs to be addressed, as this affects access to employment and therefore affects integration. Also there is a need to refocus/ re launch third party reporting of racist incidents in the City to ensure there is effective protection and redress against racism in the city. Other issues such as support for non Irish nationals seeking assistance with housing issues and the need for more coordinated delivery of services to the Traveller community still need to be addressed. A new three year strategic plan to promote enhanced delivery of services to the Traveller Community has been identified by the Cork City wide Traveller Inter-agency Steering Group.

IN SUMMARY THERE ARE DEFINITE THEMES EMERGING FROM OUR REVIEW. THESE INCLUDE:

- The need for more activities to promote integration in Cork City, such as parades, celebrations, local community activities and inter-faith events.
- That local media needs to be more culturally inclusive plus there needs to be a commitment in the City to challenge racist and negative media coverage.
- The need for a commitment to promoting intercultural awareness as a new reality in Cork City, for example good practice on anti-racism and promoting diversity, to become the norm in organizations.
- The continued demand for English language classes.
- The need for improved reporting of racist incidents.
- The need to safeguard equal access of employment for ethnic minority and immigrant groups.

Going Forward

The CCIS Monitoring Group believes that it is now time to develop new actions in the City to further promote integration to include in a new Cork City Integration Strategy for 2012 – 2014. It is expected

that the Group will have developed the new Strategy between now and Christmas, to launch in early 2012.

The new Strategy will be informed by the information gained from the mid-term review processes. It is intended to develop a number of areas requiring action going forward and to meet with service providers and other organizations in Cork City to develop these into definite actions for the next Strategy.

We also hope that our findings will contribute to the wider debate about racism and discrimination in Ireland. The research indicates a significant level of discrimination towards the ethnic minority population in Cork City. We are particularly conscious of the difficulties caused during this difficult economic period, when immigrant and integration issues could easily become less of a priority.

While as a City we are proud of our Integration Strategy and of the real willingness amongst different agencies to work together to tackle integration issues here, our research and experience indicate that we must all put significant work into ensuring a future that is positive for all of the City's inhabitants. Integration is a long-term process demanding a willingness to look realistically at the challenges we face.

We hope that the key principles of Integration as identified by the European Union will form an integral part of the new strategy for Cork city, outlined as follows:

- Integration is a dynamic, two-way process of mutual accommodation by all immigrants and residents of Member States.
- Basic knowledge of the host society's language, history, and institutions is indispensable to integration; enabling immigrants to acquire this basic knowledge is essential to successful integration.
- Frequent interaction between immigrants and Member State citizens is a fundamental mechanism for integration. Shared forums, inter-cultural dialogue, education about immigrants and immigrant cultures, and stimulating living conditions in urban environments enhance the interactions between immigrants and Member State citizens.
- Access to employment and education are key parts of the integration process.



2 Progress Report

on the Actions in the Cork City Integration Strategy

ACTION 1A

Development of a structure to facilitate third party reporting of racist incidents

Lead agency An Garda Siochana

Timeframe April 2008

Progress made to September 2010

Third party reporting of racist incidents has been introduced and there are five locations in the city where racist incidents can be reported other than Garda Stations.

Comments (to include challenges to progress)

Discussions are currently taking place regarding the re-focusing of this initiative.

ACTION 1B

Research into the development of a website with information on how and where to report racist incidents and other relevant information

Lead agency An Garda Siochana

Timeframe January 2009

Progress made to September 2010

Funding for this website was denied and consequently there have been no advances made to date.

Comments (to include challenges to progress)

Lack of funding is a challenge to this action.

ACTION 1C

Promotion of website and anti-racism campaign via billboard advertising

Lead agency An Garda Siochana

Timeframe February 2011

Progress made to September 2010

See 1(B) above.

ACTION 2A

Expansion of the 'Education for new communities' Forum to incorporate all levels of education

Lead agency City of Cork VEC

Timeframe Immediate

Progress made to September 2010

Re-designation of Forum underway following extensive consultation with existing members and other stakeholders.

Comments (to include challenges to progress)

Need to accommodate Adult Education planning and networking in a structure running alongside and overlapping with E.N.C. Formation of this network / sub-group is underway.

ACTION 2B

Flexible delivery of English language classes at all levels

Lead agency City of Cork VEC

Timeframe September 2008 (start)

Progress made to September 2010

Delivery of English language classes at all levels by a range of providers, funded by a range of funding sources, co-ordinated through voluntary participation in E.N.C. sub group (Education for New Communities).

Comments (to include challenges to progress)

Demand for English language provision continues to put a strain on available resources in the absence of a defined national policy. Provision is still heavily dependent on volunteers.

ACTION 2C

Pilot school-based initiative to assist ethnic minority children benefit more from the education system

Lead agency City of Cork VEC

Timeframe June 2009 (Completion)

Progress made to September 2010

Support and funding was provided by Cork City Partnership to the Cathedral, Shandon, Blackpool Education Network for the provision of Interpretation services with regard to communicating with the large number of newcomer families in the schools and community.

A set of common documents (admissions policy, religious education, internet access, enrolment and code of discipline) was drawn up, agreed by the participating Primary schools and translated into 5 languages (Polish, Russian, French, Indian and Bangladesh).

Comments (to include challenges to progress)

Action Complete.



ACTION 2D**Full implementation of Theme 2, Traveller Inter-Agency Strategy**

Lead agency TIAS Working Group

Timeframe September 2008

Progress made to September 2010

An education worker has been working with parents and children to try and encourage them to stay on in school. The reports of the education worker's activities indicate that there is a need for a shared focus between educators, parents and youth services to try to encourage young Travellers to stay on in second level education. The findings from the project will be presented to Traveller parents and educators in September 2010. A mentoring programme is also in its second year. An evaluation of this project is currently being compiled and will be presented at a seminar in September 2010.

ACTION 2E**Implementation of the HSE Intercultural Strategy**

Lead agency HSE Southern Area

Timeframe April 2008

Progress made to September 2010

The implementation of the PCCC component of the National Intercultural Strategy Action Plan is being progressed through the Ethnic Minority Working Group. In particular, the Ethnic Minority Working Group are currently mapping all ethnic minority and intercultural services. An emergency multi-lingual aid pack has been developed for all HSE employees. A Guide to Health Services has been translated into 9 different languages and is currently available on the HSE website.

Comments (to include challenges to progress)

Following the restructuring of the HSE the Ethnic Minority Working Group was reconstituted in July 2010 and is now the Intercultural Health Group. This group is currently undertaking a review of regional actions, issues, current funding of agencies, etc. This will ensure consistent, broad baseline information around ongoing work and developments at all levels.

In Cork city an Outreach Worker has recently been employed under the auspices of the Cork City Homeless Forum to work with people who find themselves homeless or in danger of becoming homeless because of the Habitual Residency and Migrant Worker rules (which debar many from receipt of Welfare payments). This had been identified as a significant issue in the Region. The Outreach Worker

will provide regular feedback to Cork City Homeless Forum. The post is funded by Pobal and is for a two year period.

ACTION 2F**Redevelopment of the Cork City Ethnic Minority Health Forum**

Lead agency HSE Southern Area

Timeframe April 2008

Comments (to include challenges to progress)

Discussions are planned in relation to the possible development of a Regional Ethnic Minority Health Forum to cover entire HSE South Region. However regular liaison takes place between the statutory and voluntary agencies.

ACTION 2G**Development of a website, information leaflets and poster campaign and in a range of languages, on issues of domestic and sexual violence**

Lead agency Sexual Violence Centre

Timeframe December 2008

Progress made to September 2010

The new website has been set up. www.sexualviolence.ie New leaflets are currently being reprinted.

Comments (to include challenges to progress)

One of the challenges was to decide how much of the site to translate in order for the information to be up to date.

The leaflets which were produced in 2009 were individual ones in various languages. Currently the Sexual Violence Centre is producing leaflets/booklets, which will include all the languages.

ACTION 2H**Full implementation of Traveller Inter-Agency Strategy – Theme 3**

Lead agency TIAS Working Group

Timeframe Ongoing

Progress made to September 2010

This group has highlighted the need for the coordination of services to Travellers housed by the Cork City Council in Hollyhill as a priority. Three sub groups made up of the many agencies that deliver services to the site and the houses have been formed. These address issues around education, accommodation and health.

ACTION 2I

Publication of translated information leaflets and relevant website updates on the availability of childcare facilities

Lead agency Cork City Childcare Company

Timeframe September 2008

Progress made to September 2010

Action Complete

ACTION 2J

Awareness raising of rights among ethnic minority tenants

Lead agency Threshold

Timeframe Immediate

Progress made to September 2010

Please see progress regarding Action 2 (K).

ACTION 2K

Advocating with landlords, to secure the rights of ethnic minority tenants

Lead agency Threshold

Timeframe Immediate

Progress made to September 2010

Threshold continues to get a significant number of non-nationals contacting the service seeking assistance with their housing issues. Affordability continues to be an issue for many clients whose housing tends to be in the private rented sector. Many are in financial crisis as a result of losing their jobs or working shorter hours. The Habitual Residency Condition poses a difficulty for non-Irish national clients who have lost their jobs. Once their PRSI based social welfare payment has stopped (e.g. Jobseeker's Benefit) there can be difficulties accessing rent supplement. The length of time it takes to appeal a decision is prohibitive to them maintaining their tenancies. Many of the non-Irish national clients who contacted the service sought help to recover their deposits. Others require assistance to break their leases without being penalised, need Threshold's help to negotiate their rents downwards or need help getting their landlords to carry out repairs.

ACTION 2L

Organising of an annual newcomer's information session

Lead agency Cork City North Citizens Information Centre

Timeframe April 2009

Progress made to September 2010

Information evening for immigrants held in the Millennium Hall, City Hall Cork on Tuesday 5th May 2009 in partnership with Cork City Partnership.

Following a review of this action it was decided to discontinue this initiative. This was due to the low number of attendees at the event.

Comments (to include challenges to progress)

Any future initiatives should involve greater consultation with immigrant groups to identify current needs and appropriate ways to respond to these needs.

ACTION 2M

Research into the dissemination of information to and from the immigrant community

Lead agency Cork City Library

Timeframe December 2008

Progress made to September 2010

Research into the feasibility of compiling such a database was undertaken.

Comments (to include challenges to progress)

Difficulties arose from a legal point in relation to this, so the action is unlikely to be achieved.

ACTION 2N

Support the dissemination of information to and from the immigrant community

Lead agency Cork Networking Committee

Timeframe Ongoing

Progress made to September 2010

Cork Networking Committee was replaced by the Cork Integration Forum in July 2010. The aim of the Cork Integration Forum is to provide a platform whereby issues affecting the integration and social inclusion of immigrants in Cork city can be addressed and progressed. This Forum meets bi-monthly and information is shared at these meetings. Also information is being disseminated to the immigrant community through the new website set up by the Forum; <http://www.corkintegrationforum.org>

Comments (to include challenges to progress)

There is a need to raise awareness among agencies and the wider community in Cork city of the role of the Cork Integration Forum.

ACTION 3A**A working group to address equality and diversity in the workplace**

Lead agency Nasc Immigrant Support Centre

Timeframe Ongoing

Progress made to September 2010

The Employment and Enterprise Committee met for the last time in early 2009. Discussion was around what the appropriate statutory-led forum for the development of this agenda might be – members agreed that the Cork City Development Board may be the right place for the issue of employment of immigrants to become part of the mainstream political agenda in terms of planning and employment in Cork City. Nasc is committed to lobbying in this regard and to seeking a commitment from the CCDB to introduce a mechanism whereby the issue of employment can be addressed by the policy-influencers at this level.

ACTION 3B**An employment support programme for the target group**

Lead agency Cork City Partnership

Timeframe March 2009 to completion

Progress made to September 2010

The Immigrant Employability Programme (IEP) ended in December 09. The project continues as an integrated aspect of the Cork City Local Employment Service where all services of the IEP continue to be offered to immigrants.

From March 2009 to April 2010 a total of 163 non Irish clients availed of the employment services of the IEP and the relevant Mediator of the LES, 83 of these clients were referred to the service via the Department of Social Protection while 80 were self referred.

Following is an account of the status of IEP Clients at the end of the programme in December 2009. These figures are based on the 185 clients that availed of IEP services from February 08 to December 09.

TABLE 1: STATUS OF IEP CLIENTS

STATUS	NUMBER	PERCENTAGE
Active	61	33.0%
Placed in Employment	30	16.2%
Self-Employment	4	2.2%

Community Employment	1	0.5%
Education Full-Time	30	16.2%
Education Part-Time	29	15.7%
Training	18	9.7%
Dropped Out	9	4.9%
On Hold	1	0.5%
Closed (e.g. moved away)	2	1.1%
TOTAL	185	100%

Progress made to September 2010

As FÁS currently provides courses only for those with competent English this restricts the participation of non Irish clients on the mainstream FÁS courses and places a strain on English language provision. Since 52% of clients availing of IEP services required English language training, access to high quality regular English language training must be prioritised if long term unemployment and ultimately generational unemployment is to be minimised. Table 1 shows that the number of clients participating in mainstream FÁS and Fáilte Ireland courses is relatively low at 9.7% compared to those availing of educational options. Immigrants need to increase their chances of participating on courses relevant to the jobs market, in order to retrain for available jobs in the current labour market, without competent English this will not happen.

ACTION 3C**A website with information on employment rights and entitlements**

Lead agency Nasc Immigrant Support Centre

Timeframe April 2008

Progress made to September 2010

Nasc has compiled a toolkit detailing employment rights and entitlements.

The issue of equality and diversity has recently been addressed at a free training session given to HR representatives from private and statutory employers, including CIT, UCC, The Mercy Hospital, The CUH, and a number of employment agencies. The information will soon be made available as a self guided power point presentation that it is hoped will facilitate HR officers and employers in ensuring they address the issue of equality in their workplaces appropriately. This will be made available on Nasc's website, and would appear to be a better option than creating a whole new website. Nasc's site also now contains information on 'Working in Ireland', which is a guide to what kind of employment rights information is available on the web from various statutory and NGO agencies.

ACTION 3D

Roll out of intercultural codes of practice to the business community

Lead agency Cork City Partnership

Timeframe December 2008

Progress made to September 2010

In October 2009, Cork Chamber rolled out the 'Intercultural Toolkit for the Cork workplace' to its members, through a variety of media including online (website and policy blog), Chamberlink magazine and eBulletin.

Cork City Partnership also issued a press release in this regard in October 2009.

Comments (to include challenges to progress)

As a result of the toolkit being communicated through a variety of mediums to the business community in the Cork region, this has facilitated an increased awareness and understanding of developing and maintaining an intercultural workplace.

ACTION 3E

'Anti-Racist workplace' initiatives rolled out on an annual basis

Lead agency Cork City Partnership

Timeframe November 2008 (Start)

Progress made to September 2010

The Equality Authority was contacted in regard to this action. The Equality Authority has acknowledged that the initiative is now called 'An agreed action strategy for integrated workplace'. They have stated that they have made funding available to groups such as ICTU and IBEC to roll out initiatives that would support the promotion of such Integrated Workplaces.

Comments (to include challenges to progress)

Funding was previously available from the Equality Authority for the anti-racist workplace week through Partnerships but now funding is channelled through unions, etc. Groups such as ICTU and IBEC are now being supported by the Equality Authority to promote integrated workplaces and therefore Cork City Partnership should not duplicate these activities.

ACTION 3F

Full implementation of Theme 4 of Traveller Inter-Agency Strategy

Lead agency TIAS Working Group

Timeframe Ongoing

Progress made to September 2010

This group is in the process of inviting new participants onto the Working Group. It intends to review the report '*The Barriers to Traveller participation in training Programmes provided in Cork city.*'

Comments (to include challenges to progress)

There is a need to expand the membership of the Working Group.

ACTION 4A

Media skills training for members of the target group through the Cork Communities training programme

Lead agency Cork City Partnership

Timeframe October 2009

Progress made to September 2010

A workshop entitled 'Developing a Media Action Plan for Community and Voluntary Groups' took place in November 2008. Representatives from several immigrant groups attended this training.

Comments (to include challenges to progress)

Action complete.

ACTION 4B

Weekly rotating column in the Cork Independent for submissions from ethnic minority groups

Lead agency Cork Independent Newspaper

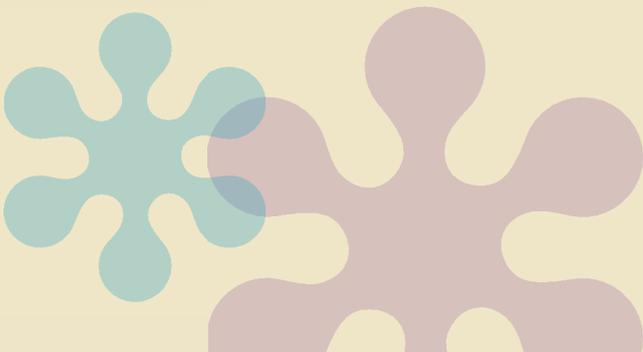
Timeframe May 2008

Progress made to September 2010

Weekly columns were initiated and printed in the newspaper to December 2008. Weekly columns no longer happen as this timeframe was not feasible for the immigrant community. Two meetings took place between representatives from the newspaper and the Cork Integration Forum at the end of 2009, whereby groups were invited by the newspaper to submit articles, etc.

Comments (to include challenges to progress)

The Cork Independent does publish regular articles from ethnic minority groups. The submission of weekly articles from ethnic minority groups to the newspaper is not always feasible and does not happen.



ACTION 4C**Sports Information Day**

Lead agency Cork City Council

Timeframe December 2008

Progress made to September 2010

Action Complete

ACTION 4D**Development of Soccer World Cup Tournament & Cork City Marathon participation, by developing links with 'Show Racism the Red Card' Initiative**

Lead agency Cork Networking Committee

Timeframe September 2008

Progress made to September 2010

Action Complete. The Soccer World Cup event took place in 2008.

In 2009 and 2010, Cork City Partnership Asylum Seeker Outreach Worker organised and supported a large contingent of asylum seekers to participate in the Cork City Marathon. Support was also provided by the Community Gardaí and the Social Inclusion Unit of Cork City Council.

Comments (to include challenges to progress)

Action Complete. CNC has been replaced by the Cork Integration Forum in July 2009. The on-going organising of the Soccer World Cup Tournament and the Cork City marathon participation is not an agreed action or a priority for the Forum.

ACTION 4E**Cork City Local Sports Partnership plan to include 'Integration' actions**

Lead agency Cork City Sports Partnership

Timeframe December 2008

Progress made to September 2010

The Cork City and County Local Sports Partnerships have merged into Cork Local Sports Partnership Ltd, with the positive endorsement of the Irish Sports Council.

Comments (to include challenges to progress)

This development is a prime example of where both Partnerships have come together at one central location to develop a common resource for the people of Cork. It will also ensure that there will be a greater impact of funds available at community level.

ACTION 4F**Development of workshops to further facilitate target group participation in St. Patrick's Day Activities**

Lead agency Cork City Council

Timeframe September 2008

Progress made to September 2010

A programme with primary schools in four RAPID areas was operated in 2009. Funding constraints did not allow for a project on the same scale in 2010; however we will seek to address this issue in 2011.

Comments (to include challenges to progress)

The primary challenge to progress for projects such as this is funding and the resources to manage and deliver these projects into the school. However, we were exceptionally pleased with the quality and scale of participation in the event and would hope to continue with projects of this kind on an ongoing basis.

ACTION 4G**Provision of Eurochild poetry workshops in primary schools and publication of the Eurochild Anthology of poetry and art**

Lead agency Tigh Filí Cultural Centre

Timeframe October 2008

Progress made to September 2010

This action is ongoing:

EUROCHILD launch/workshop programme delivered in Sligo, Longford, Roscommon, Leitrim, Dublin and Cork by EUROCHILD Writer-in-Residence, Tina Pisco and by childrens' poets – Gabriel Fitzmorris, Mary Melvin-Geoghegan and Geraldine Mills.

EUROCHILD presentation to Eurochild.org (Brussels) and it's members (EU-level child advocacy and policy-making organisation).

EUROCHILD project developed new partnership with Biblioteca Huelva with support from the Andalusian Ministry of Culture to develop and expand the project to schools and cultural centres in the region. Poetry and art workshops were delivered to 80 young people from Huelva contributing to the 2009/2010 publication.

Workshops in poetry and art delivered to children and young people from Lille by EUROCHILD Writer-in-residence, Tina Pisco. Launch of EUROCHILD publication in Lille Sud Municipal Library.

Life Long Learning Festival, Cork EUROCHILD workshops in poetry, art and animation with readings by young poets and EUROCHILD art exhibition, Civic Trust House.

World Book Day 2010: EUROCHILD in conjunction with Cork City Library brings the project to a wider public, occupying a stand in the heart of the festival with creative workshops and children's poetry readings in the main venue.

EUROCHILD 2010 published over 400 poems and 230 pieces of art from 10,252 entries from Europe and beyond. Included in this year's publications are works from Ireland, France, Hungary, Germany, Spain, Italy, Finland, Serbia, Czech Republic, Romania, Denmark, Lithuania, India, Malta and Palestine and many more.

EUROCHILD produced a multilingual DVD in English, Irish, French & Spanish on the Eurochild Project and its international participants.

Comments (to include challenges to progress)

Obtaining funding for the publication/programme is an ongoing issue.

ACTION 4H

Establishment of the 'Biscuit People' Intercultural Childrens' Festival

Lead agency Tigh Filí Cultural Centre

Timeframe June 2010

Progress made to September 2010

This action is ongoing:

Publication Of Eurochild 2009/2010 promotes increased awareness of cultural diversity and European cultural heritage. Helps improve children's linguistic and civil competencies and is used as an educational resource tool promoting European values.

Culture Day 2009/2010: Children's all day programme with poetry, art and animation workshops with children from local inner city schools. Guest Minister for Foreign Affairs Micheál Martin ,TD. Poetry workshops were delivered in Culture Day (Annual cultural event across eight Irish cities and towns) <http://www.civitrusthouse.ie/culturenight.htm>

Eurochild/Tigh Filí took part in the EU CULTURE PROGRAMME 2007- 2013 Strand 2 'Support for organisations active at European level in the field of culture'. Co-financing was awarded to organisations pursuing an aim of general European interest in the field of culture/Promotion of intercultural dialogue/European added value:

The publication of EUROCHILD promotes cultural literacy, integration and dialogue between different cultures through sharing of common experiences and themes. It maps the changing social and economic trends in Europe through the eyes of children. It is also a resource, giving the tools to facilitate dialogue to

educators, artists and cultural operators. The child centered project consults with children from different cultural regions and explores our common European identity through learning/communicating, using creative art as a medium.

EUROCHILD presentation to Eurochild.org (Brussels) and it's members (EU-level child advocacy and policy-making organisation). Eurochild.org is a network of groups working in and across Europe to improve the quality of life for children and young people. It's work is underpinned by the principles enshrined in the UN Convention on the Right of the Child which mirrors EUROCHILD Ireland's own ethos, promoting the welfare and rights of all children and young people. EUROCHILD/Tigh Filí is now a member of this organisation providing opportunities to participate actively in the monitoring of the Open Method of Coordination on social protection and social inclusion in the European Union.

Comments (to include challenges to progress)

Obtaining funding for work programme is an ongoing issue.

ACTION 4I

Facilitation of network meetings between arts organisations and members of the target group

Lead agency Cork City Council

Timeframe May 2008

Progress made to September 2010

The Festivals Forum was established.

ACTION 4J

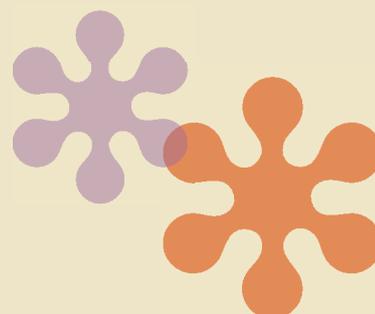
www.corkarts.ie e-bulletin newsletter rolled out to ethnic minority groups

Lead agency Cork City Council

Timeframe June 2008

Progress made to September 2010

The Arts Office e-newsletter has been sent out to over 700 contacts including community and voluntary groups.



ACTION 4K**Hosting of four exhibitions of work of international artists**

Lead agency Tigh Filí Cultural Centre

Timeframe Immediate

Progress made to September 2010

This action is ongoing:

Walls: Mixed Media, Cork Arts Theatre

Artist: Domininique Wehrkamp

Emerging Serbian Artist represented by the Remont Gallery in Belgrade

Paintings and Ceramics Exhibition, Courtyard Gallery Middleton.

Opening by Simon Coveney TD

Artists: Deirdre Heweston, Sean McCarthy, Julia Roche Miriam Barry, Bridie Roe + others

“Image Woman Text”

Exhibition in Civic Trust House dedicated to three of Haiti’s foremost feminists: Myriam Merlet, Magali Marcelin and Anne Marie Coriolan who all died in the earthquake.

Comments (to include challenges to progress)

Our visual arts programme is curtailed due to lack of suitable space in current location (Civic Trust House). We are soon to move to a new location at St Lukes Church with ample space for gallery/exhibitions and look forward to exhibiting both local and International emerging artists.

ACTION 4L**Local intercultural events calendar on the Community Diary website**

Lead agency Cork City Council

Timeframe May 2008

Progress made to September 2010

Cork City Council is no longer in a position to support the Community Events Diary.

Comments (to include challenges to progress)

A new community website is being developed as part of the ‘Making it Work in Cork’ project. The website will be hosted by Cork Volunteer Centre and will provide a place where such events can be publicised.

ACTION 4M**Ethnographic & cultural displays in the Cork Public Museum**

Lead agency Cork Public Museum

Timeframe January 2010

Progress made to September 2010

The Cork Public Museum was badly damaged in the floods and has been reopened to the public again since 14th June 2010. Therefore many of the planned exhibitions have been deferred to 2011, e.g., an exhibition of art works by the Cope Foundation. Later in 2010, the museum will be rotating the permanent Traveller Culture exhibition.

Comments (to include challenges to progress)

Our original plan to host an exhibition of African artefacts will not go ahead in the foreseeable future due to cut-backs.

ACTION 5A**Translated information leaflets on voting rights and procedures in local elections distributed and available on the Cork City Council website**

Lead agency Cork City Council

Timeframe December 2008

Progress made to September 2010

Action completed. Available on website since 2008.

Comments (to include challenges to progress)

Action complete.

ACTION 5B**Facilities made available to groups wishing to vote in national elections in their home countries, subject to availability**

Lead agency Cork City Council

Timeframe As required

Progress made to September 2010

Council Chamber/Millennium Hall have been made available to the requesting groups.

Ballot boxes/polling both made available for French Presidential elections.

ACTION 5C

Research into the needs and profile of the Roma Community

Lead agency Cork City Partnership

Timeframe November 2010

Progress made to September 2010

Two focus groups were arranged with the Roma Community as part of the research project being undertaken by Cork City Council's Social Inclusion Unit as part of the 2010 European Year for Combating Poverty and Social Exclusion.

Subsequent to this, two Community Development Workers, Cork City Partnership, are currently involved in working with the Roma Community, with a view to identifying the needs of the group. It is envisaged that capacity building actions will then be developed with the group. This work is being undertaken in conjunction with other partners.

Comments (to include challenges to progress)

This work will be ongoing.

ACTION 5D

Organising of an Inter-Faith Event

Lead agency Cois Tine

Timeframe November 2009

Progress made to September 2010

The Unity and Diversity Interfaith Event took place as planned. This action has been completed.

The Event was very successful and far exceeded Cois Tine's expectations. The President of Ireland, Mary McAleese and her husband attended the event as did representatives of the Hindu, Baha'i, Buddhist, Jewish, Muslim and Christian faiths.

In addition to a Prayer Service the event also included music and dancing from different cultures.

Almost 600 people attended.

Comments (to include challenges to progress)

Organising the event took a lot of work and time. Preparation included a series of meetings with the various faith representatives in order to prepare an agreed order of service. Surprisingly this was easier than we thought it would be. We also experienced a high level of cooperation and enthusiasm from the participants. Feedback from them and from the public after the event was very positive – there is a lot of interest in having a follow up event in the future. Organising the logistics of the event was the most difficult part. This was because of the large numbers

expected to attend, the requirement to meet the protocols of the President's Office and of Cork City Hall and also because no such event had ever taken place in Cork before.

In the end it was worth it all as the event was a great success. It achieved its aim of bringing a diverse group together in a way that never happened before and also helped to raise awareness of the diverse faiths present in the City.

ACTION 5E

Full implementation of Theme 1 of Traveller Inter-Agency Strategy

Lead agency TIAS Working Group

Timeframe Ongoing

Progress made to September 2010

A part time Youth Officer for the Traveller and School Youth Linkage Project has been employed by Foróige in 2010 and funded by Pobal. The main role of this project worker is to disseminate the learnings from the TVG Youth Links Project 2007 – 2009.

Comments (to include challenges to progress)

This is an innovative project as it is developing practical strategies to support the participation and retention of Traveller young people in both formal and informal education.

ACTION 5F

Representation from the immigrant community on the local Voluntary Youth Council

Lead agency City of Cork VEC

Timeframe December 2008

Progress made to September 2010

Formation of the new Local Voluntary Youth Council is dependent on the roll out of the structures laid down in the Youth Work Act 2001.

ACTION 5G

Promote co-operation between groups working with immigrants

Lead agency Cork Networking Committee

Timeframe Immediate

Progress made to September 2010

CNC has been replaced by the Cork Integration Forum which is working effectively in promoting co-operation between groups.

3 Findings

from a consultation event with members of the immigrant community living in Cork city

A consultation event took place with members of the immigrant community living in Cork city on Saturday 24th April 2010 and organised with the Cork Integration Forum. Small group discussions took place at the event, whereby the following questions were discussed; namely,

- A In what way does your community feel integrated? Please give examples.
- B In what way does your community not feel integrated? Please give examples.
- C Do you feel discriminated against because of your ethnicity or immigrant background?
- D Are you satisfied with the current access to services in Cork city and the quality of services for your target group?
- E Overall, what are the barriers to integration in the city for you?
- F What actions do you feel should be included in an Integration Strategy in the city?

The following is the summary of the main issues raised at the consultation event:

VIEWS ON INTEGRATION

Overall, people feel integrated in Cork city, but issues raised as to why they do not feel integrated are the following:

- Language barrier
- Difficulty finding employment
- Asylum Seekers are not allowed work

VIEWS ON DISCRIMINATION

- Lack of awareness on where to report racist incidences to
- Have experienced verbal abuse
- Some people do feel discriminated against because of their ethnicity.

VIEWS ON ACCESS TO SERVICES

There is a good level of satisfaction of services however concerns such as the following were expressed:

- Social Welfare: Some immigrants reported they have been told to return home by staff members.

BARRIERS TO INTEGRATION

- Language
- Unemployment
- Lack of entitlement to Education
- Lack of understanding of cultural diversity by Irish people.

SUGGESTED FUTURE ACTIONS FOR THE CORK CITY INTEGRATION STRATEGY

- There needs to be more activities to promote integration in Cork city, e.g., parades, celebrations, local community activities and inter-faith events.
- Local media needs to be more culturally inclusive plus there needs to be a commitment in the city to challenge racist and negative media coverage.
- There needs to be a commitment to promoting intercultural awareness as a new reality in Cork city, e.g., the promotion of diversity and anti-racism activities, and codes of good practice should become the norm in all state and community/voluntary organizations.

4 Results of CCIS Integration Survey, 2010

A Survey conducted with members of the immigrant community living in Cork city and the general public

Claire McCarthy, Nasc, The Irish Immigrant Support Centre, for the Cork City Integration Strategy Monitoring Committee, September, 2010

Preface

As part of a mid-term review of the Cork City Integration Strategy 2008 – 2011 (CCIS), a survey was conducted into integration in Cork city, in May & June 2010. The survey was conducted on a small scale by the members of the monitoring committee of the CCIS. Budget constraints did not allow for a large-scale survey. This study is intended as a pilot scheme – it throws up some interesting insights, which we believe merit further investigation on a larger scale.

The survey is intended to help the committee to plan for the next phase of the CCIS, and to function as a needs-assessment. It will be used by the committee in conjunction with other aspects of the monitoring process, namely a number of focus groups, and a survey of the agencies and groups who participated in activities on foot of the CCIS.

We also hope that our findings will contribute to the wider debate about racism and discrimination in Ireland.

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EXECUTIVE SUMMARY

RESEARCH AIMS AND APPROACH

As part of a mid-term review of the Cork City Integration Strategy 2008 – 2011 (CCIS), a survey was conducted into integration in Cork city, in May and June 2010. The survey was conducted by the members of the monitoring committee of the CCIS.

143 respondents responded either to a face-to-face or an online survey. Respondents were required to identify their ethnicity, so that we are in a position to disaggregate and compare the results.

The survey examined social integration, experiences and perceptions of discrimination and racism, reporting of discrimination and racism, and rights awareness generally.

Our interest in racism and discrimination was prompted by frequent anecdotal evidence that both are unfortunate realities in our city, and that such incidents do not tend to be reported formally. We were also aware of past studies which had examined these issues, and wanted to gain some insight as to whether the results of those studies are reflected in the experiences of residents of Cork City.

While the sample size and methodology make this survey insufficient as a basis for national policy development, we do hope that it will add to the growing body of evidence that tells us that we cannot afford to simply hope that integration will occur, and that racism and discrimination will remain realities experienced only in other places.

THE RESULTS THAT ARE WE FOUND PARTICULARLY STRIKING ARE THAT:

- **Racism and lack of social cohesion are very real issues in our city. The survey results reflect widespread concern but also tremendous goodwill.**
- **Discrimination is a common experience for immigrant and ethnic minority residents, particularly in the field of employment.**
- **Awareness of equality infrastructure remains low, particularly among immigrant and ethnic minority residents.**
- **Real experiences of racism and discrimination are not reflected in official statistics, as they are rarely reported by victims.**

KEY FINDINGS – SOCIAL INTEGRATION

- 67.1% of respondents have neighbours from at least one ethnic minority background.
- 47.9% of respondents have frequent contact with people from cultures other than their own, while 21% rarely or never do.
- 80% of all respondents believe that relations between new and general Irish communities need to be improved.
- 84.5% of respondents would like to learn more about the cultures and customs of others. This figure was higher among those who live in more mixed neighbourhoods, and reached almost 100% among respondents with ethnic minority backgrounds.

KEY FINDINGS – DISCRIMINATION

This section examined people's perceptions of the world around them and their own lived experience of discrimination.

Generally, the Irish respondents were more likely than respondents from ethnic-minority backgrounds to perceive that discrimination is a reality in the world around them, when it was named as such. On the other hand, the ethnic-minority respondents were more likely to believe that persons of ethnic-minority or immigrant backgrounds are at a disadvantage when accessing employment and various services. Actual experiences of discrimination were far more widely reported by the immigrant than by the general Irish respondents.

The results indicate that ethnic-minority respondents are more likely to experience discrimination, and less likely to name it as such.

- 74.2% of the general Irish respondents believed that discrimination on the basis of one's ethnic or immigrant origin is either very or fairly widespread.
- 72.4% of the ethnic-minority respondents believed that immigrants and members of ethnic minorities were at a significant disadvantage when obtaining good employment.
- 41.4% of the ethnic-minority respondents believed that immigrants and members of ethnic minorities were at a significant disadvantage when getting affordable housing.

- 46.6% of the ethnic minority respondents believed that immigrants and members of ethnic minorities were at a significant disadvantage when being stopped by the Gardaí.
- The context in which discrimination was most likely to have been experienced, by either population, was in looking for paid work. 37.9% of ethnic-minority respondents and 19.1% of Irish respondents reported having experienced some form of discrimination in that context.

KEY FINDINGS: RACISM

- In total, 67.6% of those surveyed believe that racism is an issue in Cork.
- In the last five years, 43.9% of all respondents have witnessed an incident of verbal racism, while 17.3% have witnessed a physical racist attack.
- 28.1% of all respondents had experienced harassment in the past five years. This figure rose to 46.2% of respondents of sub-Saharan African origin.

KEY FINDINGS: RIGHTS AWARENESS AND REPORTING

- When asked where they would go to find out information about their rights and entitlements, 46% of Irish respondents and 31% of other

respondents mentioned the Citizens' Information Centres. No other information provider came close to being as well known or relied upon as the CICs.

- More than 70% of the Irish respondents had heard of the Equality Authority, while around 70% of ethnic minority respondents had not.
- Again, more than 77% of the Irish respondents had heard of the Rights Commissioner, while around 60% of the ethnic minority respondents had not.
- Around 60% of Irish respondents and just 44.8% of ethnic-minority respondents were aware that there is a law that forbids racial discrimination against job-applicants.
- Around 53% of Irish respondents and around 35% of ethnic-minority respondents were aware that there is a law that forbids racial discrimination when entering a shop or renting a flat.
- The vast majority of both Irish and ethnic-minority respondents who had experienced discrimination or harassment had not reported the incident. Unsurprisingly, in light of the difference in rates of rights awareness, a far greater proportion of the ethnic-minority respondents who had experienced discrimination and had not reported it, cited not knowing who to report it to as a reason.

CHAPTER 1: INTRODUCTION

At the time of the 2006 census there were 12,783 (non-Irish) EU nationals and 7,600 non-EU nationals living in Cork City, which corresponds to around 11% of the total population¹.

The survey set out to examine how the residents of Cork city are dealing with this, by asking residents about social integration, their experiences and perceptions of discrimination and racism, the reporting of discrimination and racism, and rights awareness generally.

Our interest in racism and discrimination was prompted by frequent anecdotal evidence that both are unfortunate realities in our country and our city, and that such incidents are rarely reported formally. We were also aware of past studies which had examined these issues, and wanted to gain some insight as to whether the results of those studies are reflected in the experiences of residents of Cork City.

OVERVIEW OF STUDIES OF RACISM AND DISCRIMINATION

Amnesty International's report on racism in Ireland, 2001, found racist incidents on the street to be the most common form of racism, with 44 per cent of respondents experiencing this. They also found high levels of racism in shops and pubs².

The Central Statistics Office included a module on discrimination in its Quarterly National Household Survey for the last quarter of 2004³. Discrimination on the basis of race/skin colour/ethnic group/nationality was just one of a number of grounds for discrimination investigated. The survey found that 31% of those from other ethnic backgrounds experienced discrimination, which was higher than any of the other subgroups studied⁴.

The Economic and Social Research Institute published a study on Migrants' Experience of Racism and Discrimination in Ireland in 2006⁵. The study indicated that the experiences of harassment and insults by

neighbours or on the street are clearly highest among Black Africans. Nearly one quarter of this group had experienced insults or harassment by neighbours in the year preceding the study, over half experienced insults on the street or in public transport. For both these questions Black South/Central Africans' experience was significantly different from that of East Europeans.

The ESRI study also suggested that group most likely to experience harassment by neighbours or on the street (Black Africans) were least likely to report such an incident to the police. Overall levels of reporting of insults and harassment or violence/serious crime to the police was found to be low, concurrent with results from the Central Statistics Office's survey of equality and discrimination (referred to above), which found that persons from 'other ethnic backgrounds' in Ireland were much less likely than other groups to take action when discriminated against. This was also the conclusion of the RAXEN Focal Point for Ireland's 'National Analytical Study on Racist Violence and Crime'⁶.

An Irish Times survey published in November 2009 indicated that "Irish attitudes towards immigrants are hardening as people search for someone to blame for their worsening economic situation..." and that "72 per cent of people want to see the number of non-Irish immigrants here reduced."⁷

The EU Agency for Fundamental Rights (EU FRA) conducted a Europe-wide survey to provide data that can be used to inform evidence-based policies (the EU Minorities and Discrimination Survey – EU-MIDIS) in 2008. http://fra.europa.eu/fraWebsite/eu-midis/index_en.htm The survey interviewed 23,500 people with an ethnic minority or immigrant background across the EU's 27 Member States, and is the largest EU-wide survey of its kind on minorities' experiences of discrimination, racist victimisation, and policing.

The data provides evidence that is essential in the development of policies and action to address fundamental rights abuses in these fields. Thanks to the FRA, policymakers in Ireland were presented with the opportunity to gain an insight into the perceptions of 1,000 members of ethnic minorities who live in our capital.

One of its most disturbing findings of the EU-MIDIS survey was that most members of minorities were unaware that discrimination against them was illegal and that machinery existed to combat it. Reporting rates among sub-Saharan Africans surveyed were as low as 16%. The authors noted that "[t]his is hardly surprising given that 59% of that group had experienced at least one random stop by the Gardaí in the 12 months preceding the survey, bringing black people living in Dublin into joint second place in Europe in terms of the frequency with which they are stopped by the police."

OUR QUESTIONS

With these reports in mind we set out to frame a set of questions that would help us to assess whether any of the apparent national trends were reflected locally in Cork.

Our questions were mostly based on those used in the EU-MIDIS report. That report required respondents to identify their ethnic background, so that comparisons could be made between the experiences of, for example, people of Eastern European descent and those of Sub-Saharan African descent. Our approach differed in that we also surveyed those who identified as Irish, as we wished to be able to compare the experiences of the majority and minority populations.

¹ Census 2006

² This study was carried out in summer 2001 on a sample of 622 Irish Travellers, Black Irish, Europeans, Black Africans, North Africans and Asians. The sample was collected using NGO contacts and by snowballing, following quotas for gender, country of origin and residence in or outside Dublin: it does not claim to be a representative sample of these migrant groups in Ireland. FAQs Research (2001) *Racism in Ireland: The views of Black and Ethnic Minorities*. Dublin: Amnesty International (Irish Section).

³ This module was based on a sub sample of the QNHS, around 24,600 individuals of whom approximately 1,720 non-nationals. Central Statistics Office (2005) *Quarterly National Household Survey: Equality, Quarter 4 2004*. Cork: CSO

⁴ This discrimination could have been experienced on a variety of grounds including the other nine grounds examined in the survey, though we would expect much of it to have been on the grounds of racial/ethnic origin for this group.

⁵ This was the first large-scale nationally representative sample of immigrants' subjective experience of racism and discrimination in Ireland. The findings were based on usable postal questionnaires from 679 work permit holders and 430 asylum seekers. It was conducted by the ESRI for the European Union Monitoring Centre on Racism and Xenophobia.

⁶ RAXEN Focal Point for Ireland (2003) *National Analytical Study on Racist Violence and Crime*. Vienna: EUMC

⁷ <http://www.irishtimes.com/newspaper/ireland/2009/1126/1224259488680.html>

CHAPTER 2: DATA AND METHODOLOGY

We wish to acknowledge at the outset that we have not been able to apply rigorous academic standards in our approach, and that our sample group was relatively small. In that sense, this survey is only one step up from the kind of anecdotal evidence that the members of the CCIS monitoring committee are exposed to in our working lives. It has served to clarify some of the issues for us, and will help us to focus our efforts in encouraging various agencies in the City to undertake actions which will help to relieve some of the issues highlighted.

However, while we are very much aware that this report cannot act as a basis for national policy development, we do hope that it will serve to raise concerns that we believe require further analysis at a national level.

OUR DATA

143 respondents answered our survey. 58 of those took the survey online, while the remaining 85 surveys were conducted by means of face-to-face interviews. This compares favourably with a sample size of 100 respondents to the CCIS survey that was conducted in 2007/2008.

ONLINE SURVEY (58 RESPONDENTS)

Those respondents who took the survey online were given the opportunity to say how they heard about the survey. The responses show that respondents came from a fairly even spread of both 'targeted' respondents (i.e., those who were contacted by the

members of the monitoring committee in their workplaces) and others (i.e., those who read about the survey in one of the newspapers). The 'targeted' respondents comprised a mixture of immigrants, and of those who work in the sector.

Responses were as follows:

- Echo – 1
- Newspaper – 6
- Cork Independent – 2
- Irish Examiner – 5
- Nasc – 22
- Cork City Partnership – 3
- Cois Tine – 1
- Other (e.g. vague answers like 'media' and 'internet') – 17

FACE TO FACE SURVEYS

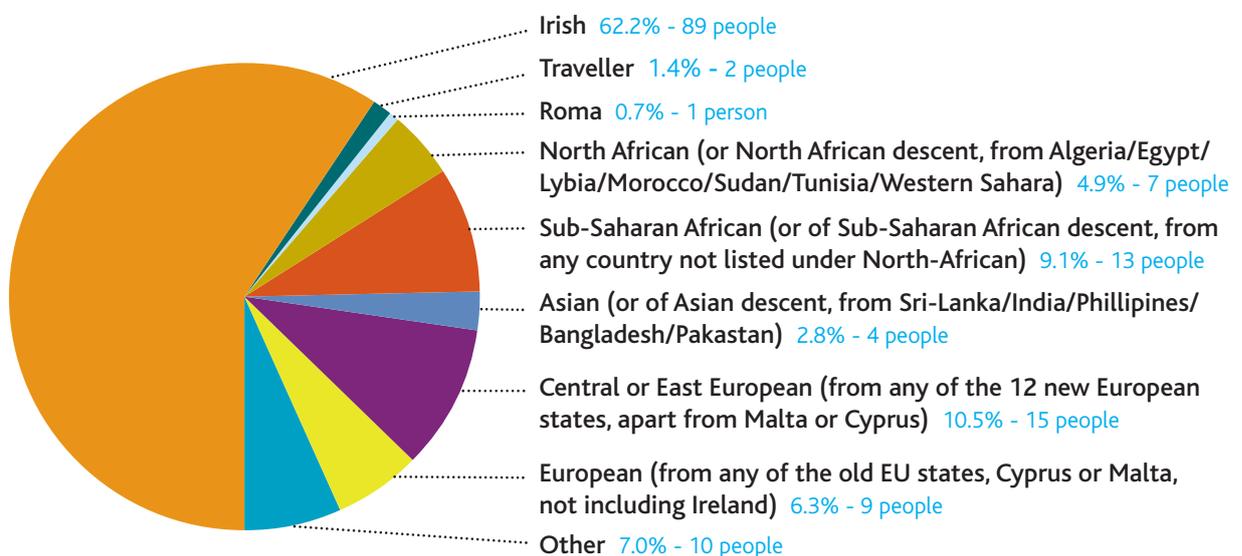
Face-to-face interviews comprised both random sampling and interviews conducted by members of the monitoring committee at their places of work.

Face-to-face random sample interviews were carried out with the assistance of Nasc volunteers, on weekdays, in the library, on Patrick Street, the Grand Parade and Paul Street. 49 people were interviewed in this way.

A further 31 interviews were conducted with a targeted immigrant population, by members of the monitoring committee, notably by Kathy O'Connor of the Integration Centre and by Jo McCarthy of the Cork Migrant Rights Centre.

The results can be disaggregated according to the manner in which they were collected, how they came to learn about the survey, and by the ethnic or immigrant origin of those surveyed.

The following graph illustrates the ethnic background of all of the respondents:



The age spread was as follows:

- 10.3% (6) aged 18 to 24
- 43.1% (25) aged 25 to 34
- 43.1% (25) aged 35 to 49
- 3.4% (2) aged 50 to 64

TOTAL SURVEYS: 143 RESPONDENTS:

49% male, 51% female

Discrimination against immigrants & ethnic minorities is (very or fairly) widespread: 70.7%

Believe racism is an issue in Cork: 67.6%

ONLINE SURVEYS: 58 RESPONDENTS:

37.9% male, 62.1% female.

Discrimination against immigrants & ethnic minorities is (very or fairly): widespread 74.1%

Believe racism is an issue in Cork: 71%

FACE-TO-FACE RANDOM: 49 RESPONDENTS:

61.2% male, 38.8% female.

Believe that discrimination against immigrants & ethnic minorities is (very or fairly) widespread: 69.4%

Believe that racism is an issue in Cork: 59.2%

FACE TO FACE TARGETED: 31 RESPONDENTS:

45.2% male, 54.8% female

Believe that discrimination against immigrants & ethnic minorities is (very or fairly) widespread: 67.7%

Believe that racism is an issue in Cork: 73.3%

These comparisons indicate that the answers given by those interviewed online and face-to-face were broadly similar.

On the other hand, the responses of those respondents whom we targeted (our contacts) as opposed to those contacted through random sampling in the streets of Cork differ somewhat, with the targeted group significantly more likely to believe, for example, that racism is a problem. The ethnic background of the targeted group was predominantly drawn from minority groups, while the group that was randomly sampled mostly identified as simply 'Irish'. This difference suggests that the ethnic background of the respondents was a more important factor in the pattern of the responses than the method by which the survey was conducted or the interviewee contacted.

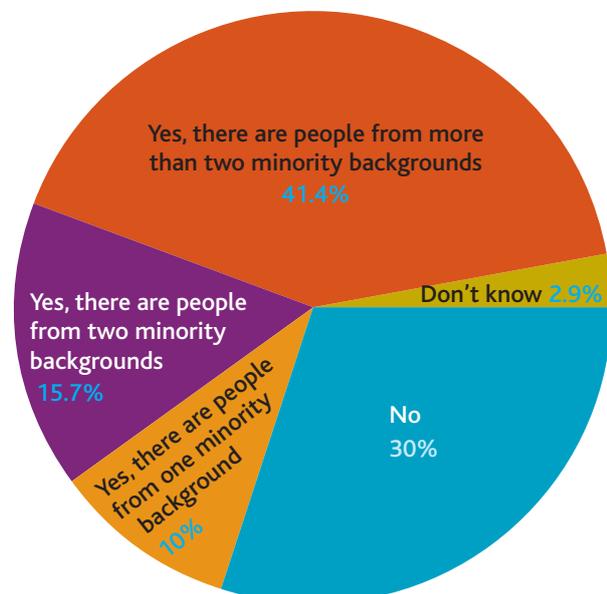
Throughout the following report, results in several areas have been disaggregated according to the ethnic backgrounds of the respondents. It seemed particularly pertinent to compare, for example, the rights awareness and experiences of discrimination of the new and general Irish populations, in order to ascertain whether resources need to be directed at targeted populations, in order to ensure a level playing field.

CHAPTER 3: SOCIAL INTEGRATION

The first question was asked in order to ascertain whether living in an ethnically mixed neighbourhood affected the attitudes and experiences of respondents.

67.1% of all respondents have neighbours from at least one different ethnic background.

Would you say the neighbourhood in which you live is ethnically mixed?

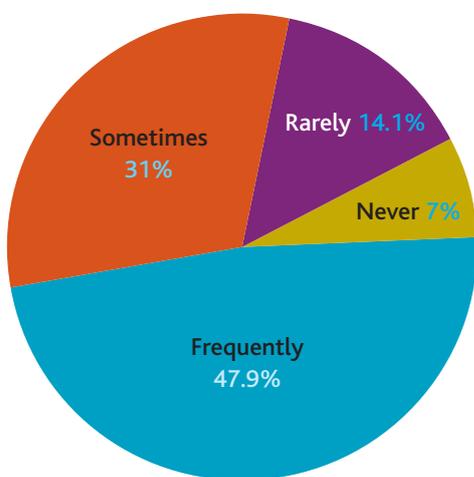


Respondents were then asked whether they frequently have contact with people from different minority backgrounds.

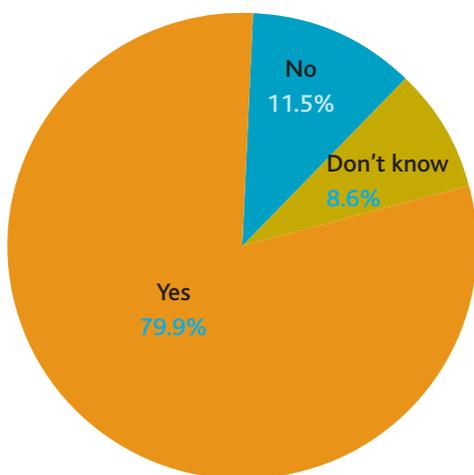
63.8% of those who live in the most mixed neighbourhoods have frequent contact with people from different minority backgrounds, compared with only 26% of those who have no ethnic minority neighbours.

The overall results were as follows:

Do you have social contact with people from different ethnic backgrounds?



Do you think that relations between immigrants/ members of ethnic minorities and the majority population in Cork city is something that needs to be improved?



A subsequent question asked whether respondents would like to learn more about the culture and customs of others. 84.5% of all respondents answered that they would.

Again, 91.4% of those who live in very mixed neighbourhoods answered yes to this question, while 81.4% of those who have no ethnic minority neighbours are nevertheless interested.

The survey asked "If there is anything in particular you wonder about, or if you have any suggestions, please let us know..."⁸ We received a number of thoughtful responses to the online survey, and the volunteers and committee members who conducted face-to-face interviews found themselves engaged in interesting conversations about the merits of public events, longer-term opportunities for engagement, and the potential uses of media and social media for engagement and education.

People were interested in learning about the religious beliefs, customs and ways of life of others, and were keen to have the opportunity to exchange stories, to interact, and to get to know people with whom they do not usually have social contact. This was true of respondents from both the new and general Irish communities. Some respondents from a general Irish background remarked that newcomers to Cork often have different ways of communicating, and that this provides challenges in developing friendly relationships. A similar concern was expressed by many of the migrants with whom we spoke, who expressed a desire to learn about cultural norms in their new home.

Generally, respondents indicated that the sort of public cultural events that have been taking place in the City over the last number of years are being positively received. It was suggested that more events might be designed with children in mind, and also that such events might take place in the suburbs as well as in city centre locations. Many people also expressed an interest in engaging with people from different ethnic backgrounds on a more sustained basis, and in having opportunities to really get to know one another.

The use of media was often remarked upon, and it was noted that radio and television documentaries can provide a real insight into the lives and experiences of others. Social media was also frequently cited as providing opportunities for engagement and discussion, especially for a younger audience.

⁸ The full text of the responses we received is available from the committee on request.

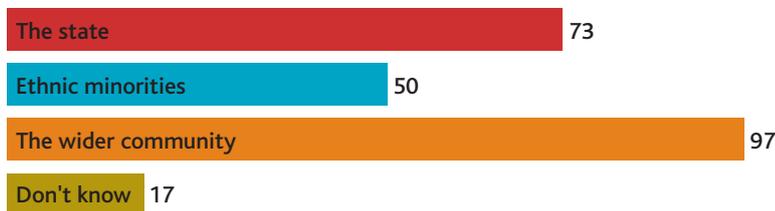
The responses also, of course, reflected some of the fears and prejudices that are reflected in other parts of the survey, with some respondents expressing negative attitudes to Roma and Islamic communities, in particular.

Finally, a number of the immigrant respondents expressed frustration at the legal barriers to integration. Many long-term residents remain unable to access free third-level education. Asylum-seekers, in particular, were saddened by their inability to access any form of vocational training or adult education and

by the fact that they are not permitted to work. Their very limited economic resources (disposable income of €19.10 per adult per week) also make it very difficult for them to interact with the host community. They felt that these circumstances would greatly frustrate their ambitions for full social and economic integration in the long term.

The final question in this section was designed to provoke thought as much as to elicit an answer. Respondents could choose more than one answer.

Which of the following has responsibility for integration? (You can choose more than one)



CHAPTER 4: DISCRIMINATION

The survey examined both people's perceptions of the experiences of others, and their own lived experience.

Generally, the Irish respondents were more likely than respondents from ethnic-minority backgrounds to perceive that discrimination is a reality in the world around them, when it was named as such. On the other hand, the ethnic-minority respondents were more likely to believe that persons of ethnic-minority or immigrant backgrounds are at a disadvantage when accessing employment and various services. Actual experiences of discrimination were far more widely reported by the immigrant than by the general Irish respondents.

The results indicate that ethnic-minority respondents are more likely to experience discrimination, and less likely to name it as such.

PERCEPTIONS OF DISCRIMINATION

Results from respondents who identified as Irish and from those who identified as other than Irish indicate that both the general Irish and new populations in the city agree that the basis on which one is most likely to be discriminated against is 'ethnic or immigrant origin'.

67.3% of the ethnic-minority and 74.2% of the Irish respondents believed that discrimination on the basis of one's ethnic or immigrant origin is either very or fairly widespread.

The next most-commonly perceived form of discrimination amongst Irish respondents was sexual orientation, which 51.7% believe is either very or fairly widespread. Among ethnic-minority respondents, disability is seen as the next most likely form of discrimination, with 36.1% believing that it is either very or fairly widespread.

By discrimination we mean when somebody is treated less favourably than others because of a specific personal feature, such as age, gender, or minority background. We asked, "For each of the following types of discrimination could you please tell us whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in Cork."

The ethnic minority answers (58 respondents):

ANSWER OPTIONS	VERY WIDESPREAD	FAIRLY WIDESPREAD	FAIRLY RARE	VERY RARE	DON'T KNOW
Age	10.3% (6)	15.5% (9)	13.8% (8)	39.7% (23)	20.7% (12)
Gender	1.7% (1)	5.5% (9)	8.6% (5)	48.3% (28)	25.9% (15)
Sexual orientation (gay or lesbian)	13.8% (8)	17.2% (10)	10.3% (6)	22.4% (13)	36.2% (21)
Family status (eg. having children)	5.2% (3)	5.2% (3)	22.4% (13)	41.4% (24)	25.9% (15)
Marital status (eg. being unmarried)	3.4% (2)	1.7% (1)	20.7% (12)	44.8% (26)	29.3% (17)
Ethnic or immigrant origin	34.5% (20)	22.8% (19)	13.8% (6)	21.1% (7)	5.0% (4)
Religion or belief	8.6% (5)	22.4% (13)	17.2% (10)	34.5% (20)	17.2% (10)
Disability	8.6% (5)	27.6% (16)	10.3% (6)	31% (18)	22.4% (13)

The Irish only answers (89 respondents):

ANSWER OPTIONS	VERY WIDESPREAD	FAIRLY WIDESPREAD	FAIRLY RARE	VERY RARE	DON'T KNOW
Age	2.2% (2)	37.1% (33)	29.2% (26)	25.8% (23)	5.6% (5)
Gender	2.2% (2)	24.7% (22)	37.1% (33)	31.5% (28)	4.5% (4)
Sexual orientation (gay or lesbian)	18% (16)	33.7% (30)	33.7% (30)	7.9% (7)	6.7% (6)
Family status (eg. having children)	1.1% (1)	15.7% (14)	31.5% (28)	39.3% (35)	12.4% (11)
Marital status (eg. being unmarried)	4.5% (4)	3.4% (3)	33.7% (30)	48.3% (43)	10.1% (9)
Ethnic or immigrant origin	28.1% (25)	46.1% (41)	16.9% (15)	6.7% (6)	2.2% (2)
Religion or belief	12.4% (11)	28.1% (25)	25.8% (23)	28.1% (25)	5.6% (5)
Disability	11.2% (10)	32.6% (29)	25.8% (23)	23.6% (21)	6.7% (6)

The next question also dealt with people's perceptions of the world around them rather than with personal experience. It examined similar issues, but the question was framed in a different way, namely to ask how respondents think immigrants and members of ethnic minorities fare, in Cork city, in terms of their chances of accessing a number of services and social opportunities.

Here, the results are the reverse of the preceding question, in that more of the Irish respondents perceive that there is a level playing field, while more of the ethnic-minority respondents believe that minority populations are at a significant disadvantage

in a number of contexts. This question was also asked in the 2007/2008 CCIS survey, at which time an average of 30% of respondents (most of whom were of general Irish backgrounds) answered that they believed that immigrants were likely to fare better than the majority Irish population in the various contexts.

A majority of respondents from both groups (53.9% of the Irish and 72.4% of the non-Irish) believed that immigrants and members of ethnic minorities were at a significant disadvantage when obtaining good employment.

However, the majority of Irish respondents believe that one's chances in the other areas, as an immigrant or a member of an ethnic minority, are either better than or the same as the majority population. This appears strangely at odds with the widely held belief that discrimination against immigrants and members of ethnic minorities is widespread.

Conversely, a significant proportion of the ethnic-minority respondents perceived a bias in three areas particularly, namely, getting affordable housing, being stopped by the Gardaí, and obtaining information on rights and entitlements. These results indicate that, in fact, the non-Irish respondents do perceive unequal treatment in these contexts to be a reality, but that they are reluctant to name it as discrimination.

Immigrant and ethnic minority responses to the question:

How do you think immigrants and members of ethnic minorities fare, in terms of their chances of...

	BETTER THAN MAJORITY IRISH (MI)	SAME CHANCES AS MI	WORSE THAN MI	DON'T KNOW
...obtaining good employment	0.0% (0)	10.3% (5)	72.4% (42)	17.2% (10)
...getting affordable housing	1.7% (1)	24.1% (14)	41.4% (24)	32.8% (19)
...children attending a good primary/ secondary school	0.0% (0)	48.3% (28)	20.7% (12)	31% (18)
...getting a college education	1.7% (1)	41.4% (28)	36.2% (21)	20.7% (12)
...getting quality health care	0.0% (0)	43.1% (25)	27.6% (16)	29.3% (17)
...being stopped by the Gardaí	8.6% (5)	24.1% (14)	46.6% (27)	20.7% (12)
...obtaining information on Rights and entitlements	1.7% (1)	27.6% (16)	48.3% (28)	22.4% (13)

General Irish responses to the question:

How do you think immigrants and members of ethnic minorities fare, in terms of their chances of...

	BETTER THAN MAJORITY IRISH (MI)	SAME CHANCES AS MI	WORSE THAN MI	DON'T KNOW
...obtaining good employment	4.5% (4)	31.5% (26)	53.3% (48)	10.1% (9)
...getting affordable housing	15.7% (14)	43.8% (39)	22.5% (20)	16.0% (16)
...children attending a good primary/ secondary school	4.5% (4)	62.9% (56)	20.2% (18)	12.4% (11)
...getting a college education	2.2% (2)	51.7% (46)	33.7% (30)	12.4% (11)
...getting quality health care	5.6% (5)	66.3% (59)	18% (16)	10.1% (9)
...being stopped by the Gardaí	16.9% (15)	38.2% (34)	28.1% (25)	16.9% (15)
...obtaining information on Rights and entitlements	23.6% (21)	40.4% (36)	24.7% (22)	11.2% (10)

LIVED EXPERIENCE OF DISCRIMINATION

The third question in this section dealt with people's lived experience of discrimination. Experiences of discrimination were far more widely reported by the immigrant than by the general Irish respondents.

The context in which discrimination was most likely to have been experienced, by either population, was in looking for paid work.

37.9% of immigrants reported having experienced some form of discrimination when looking for paid work, while 19.1% of Irish respondents reported having experienced some form of discrimination in that context.⁹

Surprisingly perhaps, the form of discrimination most often cited by those respondents who identified as Irish was discrimination on the basis of age. The highest incidence was when entering a shop or restaurant, at 10.1%.

⁹ A Central Statistics Survey conducted in 2005 (see Introduction) states "At 21.5 per cent of the total sample, discrimination in access to employment is quite high relative to other domains. Over 30 per cent of the total sample experienced insults or other forms or harassment at work, this is the second most commonly reported form of racism/discrimination among migrants in Ireland, second only to harassment on the street." (CSO 2005)

Discrimination on the basis of one's ethnic or immigrant origin was the form of discrimination most often cited by respondents who identified as other than Irish.

- 31% of non-Irish respondents felt that they had been discriminated against on that basis when looking for paid work.
- 22.4% felt that they had been discriminated against on this basis when obtaining information on rights and entitlements. In conversation, this was often revealed to refer to the application or misapplication of the social welfare habitual residency condition.
- 20.7% felt that they had been discriminated against on that basis when entering a shop or restaurant.

- 15.5% felt that they had been discriminated against on that basis when getting a college education. In conversation, this was often revealed to refer to the legal barriers that prevent certain long-term residents from accessing free third level education.

This would appear to indicate that the consensus among the general population that discrimination on the basis of one's ethnic minority or immigrant status is widespread is reflected in the lived experience of those affected.

The question we asked was whether the respondents had personally experienced discrimination in Cork in various situations, because of one or more of the following: Their gender, marital status, family status, religion, age, disability, race or ethnic origin.

General Irish responses to the question:

During the last five years, have you ever been discriminated against in Cork when...

	NO	YES-AGE	YES-GENDER	YES-SEXUAL ORIENTATION	YES-FAMILY STATUS	YES-MARITAL STATUS	YES-ETHNIC OR IMMIGRANT ORIGIN	YES-RELIGION OR BELIEF	YES-DISABILITY
...looking for paid work?	80.9% (72)	7.9% (7)	3.4% (3)	0.0% (0)	0.0% (0)	1.1% (1)	4.5% (4)	1.1% (5)	5.6% (5)
...getting affordable housing?	92.1% (82)	4.5% (4)	0.0% (0)	0.0% (0)	2.2% (2)	3.4% (3)	0.0% (0)	0.0% (0)	2.2% (2)
...sending your children to a good school?	98.9% (88)	0.0% (0)	0.0% (0)	0.0% (0)	1.1% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
...getting a college education?	96.6% (86)	1.1% (1)	0.0% (0)	0.0% (0)	1.1% (1)	0.0% (0)	2.2% (2)	1.1% (1)	0.0% (0)
...getting quality health care?	98.9% (88)	0.0% (0)	0.0% (0)	0.0% (0)	1.1% (1)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)
...being stopped by a Garda?	94.4% (85)	3.4% (3)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	2.2% (2)	1.1% (1)	0.0% (0)
...obtaining information on rights and entitlements?	95.5% (85)	2.2% (2)	0.0% (0)	0.0% (0)	1.1% (1)	0.0% (0)	1.1% (1)	0.0% (0)	0.0% (0)
...entering a shop, restaurant, or club?	83.1% (74)	10.1% (9)	1.1% (1)	0.0% (0)	1.1% (1)	0.0% (0)	2.2% (2)	0.0% (0)	2.2% (2)

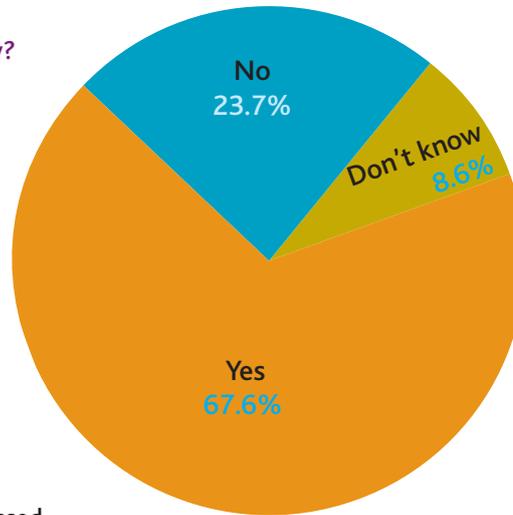
Immigrant and ethnic minority responses to the question:

During the last five years, have you ever been discriminated against in Cork when...

	NO	YES-AGE	YES-GENDER	YES-SEXUAL ORIENTATION	YES-FAMILY STATUS	YES-MARITAL STATUS	YES-ETHNIC OR IMMIGRANT ORIGIN	YES-RELIGION OR BELIEF	YES-DISABILITY
...looking for paid work?	62.1% (36)	8.6% (5)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	31% (18)	3.4% (2)	5.2% (3)
...getting affordable housing?	82.8% (48)	0.0% (0)	0.0% (0)	0.0% (0)	3.4% (2)	1.7% (1)	13.8% (8)	1.7% (1)	0.0% (0)
...sending your children to a good school?	96.6% (56)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	1.7% (1)	1.7% (1)	0.0% (0)
...getting a college education?	80.1% (47)	1.7% (1)	0.0% (0)	0.0% (0)	1.7% (1)	0.0% (0)	15.5% (9)	1.7% (1)	0.0% (0)
...getting quality health care?	91.4% (53)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	8.6% (5)	0.0% (0)	0.0% (0)
...being stopped by a Garda?	84.5% (49)	0.0% (0)	1.7% (1)	0.0% (0)	1.7% (1)	0.0% (0)	12.1% (7)	3.4% (2)	0.0% (0)
...obtaining information on rights and entitlements?	72.4% (42)	0.0% (0)	1.7% (1)	0.0% (0)	0.0% (0)	3.4% (2)	22.4% (13)	0.0% (0)	0.0% (0)
...entering a shop, restaurant, or club?	77.6% (45)	0.0% (0)	0.0% (0)	0.0% (0)	1.7% (1)	1.7% (1)	20.7% (12)	0.0% (0)	1.7% (1)

CHAPTER 5: RACISM

Do you believe that racism is an issue in Cork city?



In total, 67.6% (94/139) of those surveyed believe that racism is an issue in Cork.

In the last five years, 43.9% (61/139) have witnessed an incident of verbal racism, while 17.3% (24/139) have witnessed a physical racist attack.

These results are similar to the findings of the CCIS survey carried out in 2007-2008.¹⁰

The results differed across the various collection methods more than for any other question, and the comparative statistics are as follows:

	ONLINE SURVEYS	FACE-TO-FACE RANDOM	FACE-TO-FACE TARGETED
Believe racism is an issue	71.4%	59.2%	73.3%
Have witnessed verbal racism	53.6%	30.6%	46.7%
Have witnessed physical racism	12.5%	16.3%	23.3%

And comparing responses of Irish and other respondents:

	IRISH	OTHER
Believe racism is an issue	65.9%	72.7%
Have witnessed verbal racism	42%	49.1%
Have witnessed physical racism	13.6%	25.5%

Lived experience – harassment, racially motivated or otherwise.

The survey asked: "During the last five years, have you been personally attacked, that is hit or pushed, or verbally threatened by someone in a way that REALLY frightened you? This could have happened at home or elsewhere, such as in the street, or in public transport, or at your workplace - or anywhere."

Overall, 28.1% of respondents had experienced such harassment, in the last five years, in Cork. The figures rose when disaggregated to other than Irish (32%) and Sub-Saharan African respectively (46.2%).

¹⁰ See Connecting Communities: The Cork City Integration Strategy 2008-2011

13.7% (19) respondents had experienced an incident of harassment, while 14.4% (20) respondents had experienced more than one such incident. 71.4% (100) answered negatively.

Comparative results:

	ONLINE	FACE-TO-FACE RANDOM	FACE-TO-FACE TARGETED
Yes, once	19.6%	8.2%	10%
Yes > once	10.7%	0.2%	20%
	30.3%	18.4%	30%

	IRISH ONLY	OTHER	SUB-SAHARAN AFRICAN
Yes, once	10.9%	15.9%	15.4%
Yes, >once	10.2%	21.8%	30.8%
	26.1%	32.7%	46.2%

Those who had answered positively were then asked what they believed the reason or reasons for the attack or threat were. One could choose more than one answer.

14 respondents believed that they had been threatened on the basis of race, while 17 believed that the experience was the result of "bad luck". There was very little overlap between these categories.

CHAPTER 6: RIGHTS AWARENESS

The survey asked "Where would you go to find out information about your rights and entitlements", leaving an open space rather than prescribing answers.

A large number of the answers were vague, with a good many people, both Irish and other, citing "the internet".

There were a scattering of answers, across both Irish and other respondents, for various local and national organisations, for example various trade unions (4), Cois Tine (2), Nasc (10) and the Gardaí (4), as well as a number of "don't knows" (13).

However, the Citizens' Information Centres emerged strongly from this particular question, being cited by 46% (41) of Irish respondents and 31% (17) of other respondents. No other information provider came close to being as well known or relied upon as the CIC.

In terms of rights awareness, significant differences emerged between immigrant/ethnic minority and general Irish populations.

More than 70% of the general Irish respondents had heard of the Equality Authority, while the same proportion of immigrant/ethnic minority respondents had not.

Again, more than 77% of the general Irish respondents had heard of the Rights Commissioner, while around 60% of the immigrant/ethnic minority respondents had not.

It is not surprising, then, that a far greater proportion of the immigrant/ethnic minority respondents who had experienced discrimination and had not reported it, cited not knowing who to report it to as a reason. Around 60% of Irish respondents and 44.8% of immigrant/ethnic minority respondents were aware that there is a law that forbids racial discrimination against job-applicants.

Around 53% of Irish respondents and around 35% of immigrant/ethnic minority respondents were aware that there is a law that forbids racial discrimination when entering a shop or renting a flat.

Irish responses to the question: Is there a law in Ireland that forbids discrimination against immigrants/members of ethnic minorities?

...when applying for a job?



...when entering, or in a shop, restaurant, or club?



...when buying or renting a flat?



Immigrant and ethnic minority responses to the question: Is there a law in Ireland that forbids discrimination against immigrants/members of ethnic minorities?

...when applying for a job?



...when entering, or in a shop, restaurant, or club?



...when buying or renting a flat?



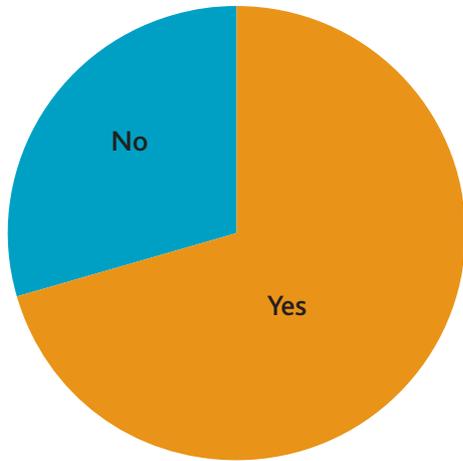
Irish responses to the question: You say that you have experienced discrimination, but that you did not report it. Why not?



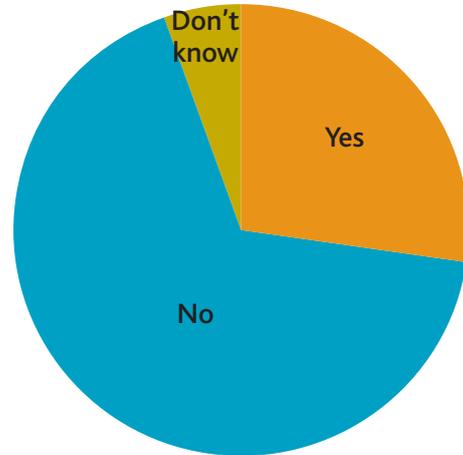
Immigrant and ethnic minority responses to the question: You say that you have experienced discrimination, but that you did not report it. Why not?



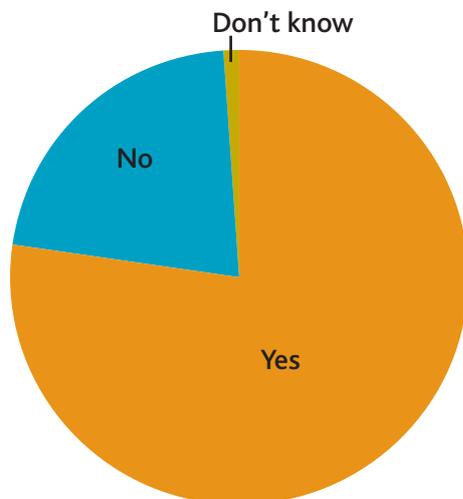
Irish responses to the question:
Have you ever heard of the Equality Authority?



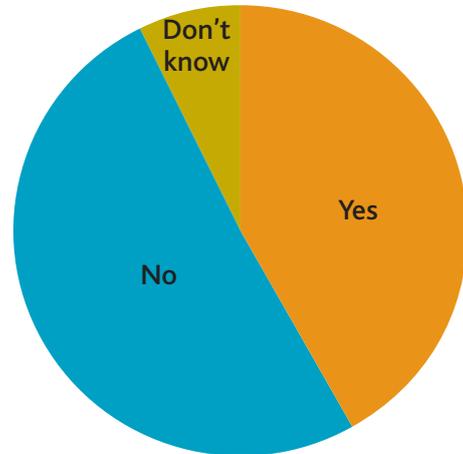
Immigrant and ethnic minority responses to the question: Have you ever heard of the Equality Authority?



Irish responses to the question:
Have you ever heard of the Rights Commissioner?



Immigrant and ethnic minority responses to the question: Have you ever heard of the Rights Commissioner?



REPORTING OF DISCRIMINATION AND HARASSMENT

Lower levels of awareness of equality infrastructures amongst respondents who identified as other than Irish are reflected in lower rates of reporting of experiences of discrimination and of harassment by that section of the population. This is a very worrying trend, which is also reflected in the other studies of discrimination in Ireland which have been cited above.

Further afield, the EU Minorities and Discrimination Survey (EU-MIDIS) http://fra.europa.eu/fraWebsite/eu-midis/index_en.htm of 23,500 people from various ethnic minority and immigrant groups in the 27 EU Member States found that, on average, across all groups surveyed in EU-MIDIS, 82% of those who were discriminated against in the previous 12 months had not reported their most recent experience of discrimination either at the place where it occurred or to a competent authority.

While our sample size is extremely small, the pattern highlighted by EU-MIDIS seems to hold true for residents of Cork. In fact, our survey indicates that, despite far higher rates of awareness of the equality infrastructure, most Irish respondents were also unlikely to report incidents of discrimination.

It seems very clear to us that national policies need to be based on the lived experiences of all sections of our population, and that we need to guard against the complacency that might result from reliance on statistics based only on formal reporting.

DISCRIMINATION

Only 10% of the ethnic-minority respondents who had experienced discrimination reported the incident, as compared to 25% of the Irish respondents. The reasons given for not reporting are illustrated above.

Of those who did report an experience of discrimination, 72.7% were dissatisfied with the result. When asked why they were dissatisfied, most expressed dissatisfaction with the Garda response. Again, this reflects a lack of awareness about the appropriate reporting mechanisms.

HARASSMENT

In total, only 25.6% (10/39) of those who had experienced harassment (for any reason) reported it to the Gardaí.

On closer inspection only 1 of the 14 people who reported having experienced harassment that they believed was racially motivated reported it to the Gardaí. None of them had reported the incident to other authorities. Otherwise, the reasons for not reporting were fairly evenly spread in across the possible grounds (detailed below) for this group.

Overall, the reasons for non-reporting, across all respondents, were as follows:

Of those who did report the incident(s) to the Gardaí, 4 of the ten reported being satisfied with the manner in which the matter was handled.

Some of the other six offered reasons for their dissatisfaction:

- “They do nothing”
- “That would be a Civil Matter”
- “They did nothing except tell me to go home”
- “Not very sympathetic”.



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