

An Inclusive County

South Dublin County Integration Strategy

2013 - 2017



THE INTEGRATION CENTRE
Connecting Communities • Advancing Integration



Foreword

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

In the period 2013 to 2017 we hope the actions contained in the Strategy will enhance the lives of all who live and work in the County, will challenge discrimination where it occurs and will ultimately celebrate the diversity that is now part of everyday life in the County. Operating under the Social Inclusion Measures Committees of the County Development Board, A Working Group was established with the aim of bringing together statutory, community and voluntary bodies to address integration needs of

migrant and host communities. A monitoring mechanism is being put in place to ensure that the actions will be carried out within the timeframe. The 'South Dublin County Integration Strategy' is also a working document which can be added to during its lifetime as necessary.

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



Philomena Poole, County Manager.

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Executive Summary

Background

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

Planning Methodology

The Strategy's development was underpinned by a PLA (Participatory Learning and Action) methodology. This inclusive approach allowed The Integration Centre to collate positive and negative aspects of living and working in South Dublin County and to decipher both the pathways and barriers to integration. Utilising PLA allows the researcher to overcome language and cultural barriers, opening participation to a wide range of people. 'Ownership' is an important part of this approach. Participants

are not only included but are empowered by the process and are motivated to be a part of the response to the issues they have identified. 'Integration Planning' PLA sessions were held with a variety of members of various communities, community groups and service providers in key locations in South Dublin County. In addition, semi-structured interviews were undertaken with a number of professionals who worked directly with people with a migrant background, in order to consolidate the research. There were a number of positive integration-related initiatives already in place which this strategy highlights and seeks to either build upon or draw inspiration from.

Findings

A great deal of input and information was gathered during the Integration Planning phase. As noted, both personal and professional integration experiences and recommendations were recorded. The Integration Centre undertook a day of data analysis, with the assistance of a local community group representative, to collate the positives aspects of, and the challenges to, integration in South Dublin County. This published report is a summary version of the full South Dublin County Integration Strategy 2013-2017 document. Owing to the specific nature of these positives and challenges, and the attention they require, a full and detailed list of the findings has been included in the main South Dublin Integration Strategy document. Using the feedback

received from the Integration Planning sessions, as well as ongoing initiatives and examples of good practice, a series of actions were drafted to allow for a localised approach to facilitating integration.

Frameworks

The importance of this community-based approach is recognised by European Union (EU) integration policy. Amongst other elements, the European Agenda for the Integration of Third Country Nationals (2011) emphasises the role of local authorities and community-led initiatives in integration planning and practice. As well as this, the South Dublin County Integration Strategy 2013-2017 draws upon core integration indicators¹ outlined in the EU Zaragoza Declaration (2010). These integration indicators were developed so as to allow for an international, coordinated approach to integration planning and monitoring.

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



Key Figures

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



Introduction to Actions

The action gird contains specific actions developed through the Integration Planning sessions and semi-structured interviews conducted with a variety of community residents and service providers in key locations in South Dublin County.

These actions are divided into the following six distinct categories:

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

These six categories are derived from the EU Zaragoza Declaration (2010) on monitoring integration under the four sections of Education, Employment, Active Citizenship and Social Inclusion. The category of 'Social Inclusion' is sub-categorised for the purposes of this strategy into three further sections covering discrimination, housing and facilitating integration. The categorical format was coordinated to complement the priority categories outlined by South Dublin County Development Board's 'An Integrated Strategy for the Economic, Social and Cultural Development of South Dublin County 2002-2012'. The

South Dublin County Integration Strategy 2013-2017 envisages successful integration developing in a Place to Connect, an Economically Competitive Place, a Learning Place, a Cultural Place, a Safe Place, a Place to Live and a Healthy Place.

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



Action Plan 2013 – 2017

The action plan which follows contains specific actions developed through the Integration Planning sessions and one-on-one semi-structured interviews conducted with a variety of community residents and service providers in key locations within South Dublin County for the South Dublin County Integration Strategy 2013-2017. These actions are divided into the following six distinct categories:

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

The actions in each section were chosen to directly tackle challenges and obstacles to integration identified as most relevant for communities living and working within South Dublin County through the Integration Planning sessions and one-to-one interviews with service providers. The actions are reflective of a desire to coordinate a county-wide response to the challenges of integration which is both realistic and pragmatic given the difficulties of the current economic climate. Some actions seek to expand or promote positive initiatives or programmes already

underway in certain areas of the County, building on best practice and collaboration amongst organisations. Other actions aim to establish new initiatives and practices where a lack has been identified.

Each of these actions will be implemented by a Lead Organisation with support from Strategic Partners, helping to foster collaboration and partnership amongst organisations across the County. A monitoring mechanism is being put in place to ensure that the actions will be carried out within the timeframe. The key objective of the South Dublin Integration Strategy 2013-2017 is to generate a collective approach to the implementation of these actions as well as ownership and investment in their realisation throughout the diverse communities of South Dublin County.

1. Active Citizenship: A Place to Connect

Strategic Aims:

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

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

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

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

2. Employment: An Economically Competitive Place

Strategic Aims:

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

Existing Positive Integration Initiatives in South Dublin County	Key Integration Challenges in South Dublin County
<ul style="list-style-type: none"> • Availability of LES, PARTAS, County Enterprise Board services • Existence of migrant work placement and internship scheme • Existence of Job's Club Initiative 	<ul style="list-style-type: none"> • Lack of qualification recognition • High demand for training & up skilling opportunities • Difficulty in understanding workplace terminology and jargon – employment/vocational specific language • Lack of understanding of industry specific regulations (Driver CPC, Safe Pass etc) • Need for increased enterprise support • Financing requirements for small businesses, including rent rates

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
2.1 Continue supporting the access of people with a migrant background to self-employment through general services and promoting the lecture series of the Institute for Minority Entrepreneurs for people with a migrant background	2013 – 2017	<ul style="list-style-type: none"> • Entrepreneurship amongst migrant communities in SDC increased 	<ul style="list-style-type: none"> • To be confirmed 	<ul style="list-style-type: none"> • Dublin Institute of Technology, Institute of Minority Entrepreneurship (DIT IME) • Intercultural centres • Local Employment Services (LES) • CICs • Local Enterprise Officers • IT Tallaght
2.2 Promote migrants' awareness of education and training pathways to employment through guidance in partnership among employment support, training and community organisations	2014 – 2017 If resources permit: 2015 – 2017	<ul style="list-style-type: none"> • Knowledge and use of employment support and training opportunities increased • Understanding of career opportunities promoted • Collaboration and referral system among organisations increased 	<ul style="list-style-type: none"> • SDCC • Community Forum 	<ul style="list-style-type: none"> • VEC • LES • EPIC • Partnership

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

3. Education and Training: A Learning Place

Strategic Aims:

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

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

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

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

Strategic Aims:

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

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

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

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

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

Strategic Aims:

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

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

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

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

6. Social Inclusion – Discrimination: A Safe Place

Strategic Aims:

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

Existing Positive Integration Initiatives in South Dublin County	Key Integration Challenges in South Dublin County
<ul style="list-style-type: none"> • Spaces - intercultural and community centres (i.e. Tallaght & Clondalkin) • Diversity initiatives i.e. SDCC Social Inclusion week • Garda clinics/station open days, Garda Ethnic Liaison Officers and the introduction of mechanisms to report and monitor racist incidents • Community Safety initiatives 	<ul style="list-style-type: none"> • Observations of racially-motivated anti-social behaviour in certain areas of SDC • Discrimination deepened by the recession / economic downturn • Need for capacity building amongst authorities and employers on issues of racism and in providing support to victims

Actions	Timeframe	Expected Outcomes	Lead Organisation(s)	Possible Strategic Partners
6.1 Utilise the learning of the RAPID programme to combine strong Garda response with offering support through youth work	2014 – 2017	<ul style="list-style-type: none"> • Best practice in the development of community response initiatives maximised and transferred between areas • Develop an information exchange day or workshop 	<ul style="list-style-type: none"> • RAPID Programme Staff • Tallaght Youth Service 	<ul style="list-style-type: none"> • Fettercairn Community Centre Staff • Community Garda & ELOs • Housing Dept • Sports Organisations • JPC
6.2 Continue to promote initiatives which explore racist prejudice within schools through discussions and projects	2013 – 2017	<ul style="list-style-type: none"> • Frequency of racist incidents reduced • Communication between diverse groups increased 	<ul style="list-style-type: none"> • SIU SDCC 	<ul style="list-style-type: none"> • Schools • SDMIF • Youth Services
6.3 Increase outreach and awareness-raising of Garda Clinics and Garda Open Days where currently underway amongst migrant communities, (introduce these initiatives where not already in place). Provide information on the reporting of racism and within clinics and open days.	2014 – 2017	<ul style="list-style-type: none"> • Members of migrant communities empowered to engage with Garda and to report racist incidents 	<ul style="list-style-type: none"> • Garda Station Superintendents • Community Gardaí & ELOs • Local Partnerships 	<ul style="list-style-type: none"> • Intercultural Centres • Schools • Mosques, Churches • SDMIF • JPC

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

#1 Positives (WAYS INCLUDED)

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

#1 POSITIVES

DATE: 27/06/2012



TOGETHERNESS



CHILDREN DIVERSITY



YOUTH & SPORT

#1 POSITIVES

DATE: 27/6/12



INTEGRATION
THROUGH SPORTS



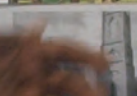
FEELING INCLUDED, AS PART OF
THE SCHOOL COMMUNITY



SKILLED WORKERS
INTEGRATING INTO THE
COMMUNITY.



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



PARTICIPATION
IN LOCAL
FESTIVALS
AND CULTURAL
ACTIVITIES

IN THE COURSE
HE ALL GET
THESE



Glossary of Terms

Active Citizenship

Active Citizenship is an all-encompassing concept embracing formal and non-formal, political, cultural, inter-personal and caring activities¹.

Census

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

Ethnic Minority Communities

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

Ethnicity

Ethnicity is a term which refers to one's sense of belonging within a group based upon "having real or imagined common ancestry, memories of a shared historical past, and a cultural focus ... religious affiliation, language, customs, nationality, phenotypical features or any combination of these"². In the Census of Ireland, respondents are asked

to choose from such categories as White Irish, White Traveller, Any Other White, Black or Black Irish, Black African, Any other Black background, Chinese, Other Asian, Other including Mixed.

Integration

Integration is defined as "a dynamic, two-way process of mutual accommodation by migrants and by the societies that receive them"³.

Roma

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

¹ The Taskforce on Active Citizenship (2007)

² Schermerhorn (1978)

³ European Agenda for the Integration of Third-Country Nationals (2011)

