



Ag Obair i cGomhthéacsanna Idirchultúrtha

Working In Intercultural Contexts

**TREOIR d'Oifigí Ealaíon Údarás Áitiúil
agus do Sholáthróirí Cultúir**
**GUIDE for Local Authorities
and Cultural Providers**



Íomhá ar an gclúdach: Fóram Transcultural Dialogues (Deisceart Bhaile Átha Cliath).

Íomhánna: Maeve Clancy agus Merovee Guerin (Maigh Eo), Martha McCullough (Dún na nGall) agus Dave O'Reilly (Deisceart Bhaile Átha Cliath).

Clár an Ábhair

Réamhrá maidir leis an leabhar treorach seo

1. Na daoine agus an áit – comhthéacs a bhun agus a bharr

A: Taighde ar dtús go dtuigtear cé atá ina gcónaí i measc an phobail

B: Glac cur chuige straitéiseach – déan plan ón meántearma go dtí an fadtearma

2. Ceangal a chothú

A: Bíonn dea-thoradh ar chraobhchórais agus ar chaidreamh a chothú

B: Obair i gcomhar agus spreagadh spéise; aontú ar ghníomhartha

3. Stuaim i mbun na hoibre

A: Comhar éifeachtúil páirtnéireachta a chothú don chaidreamh fadtéarmach

B: Gnéithe de leagan amach na gclár ar mhaithe le seasmhacht fhadtéarmach

4. Toradh ar an dícheall

A: Cúrsaí pleanála

B: Baic roimh rannpháirtíocht a mhaolú

5. Lón eolais agus beartaíocht dá réir?

Measúnóireacht, lón eolais agus toradh fadtéarmach

6. Aguisíní

A. Tagairtí maidir leis an Treoir

B. Acmhainní agus Sonraí Comhfhreagrais Úsáideacha

Cúlra maidir leis an Leabhar Teorach Seo

Ón mbliain 2016 i leith, tá Comhairlí Contae Mhaigh Eo, Dhún na nGall agus Bhaile Átha Cliath Theas ag comhoibriú go réamhghníomhach ar fhorbairt beartas, oiliúint earnála, seirbhísí cuí cultúir, múnlaí rannpháirtíochta agus deachleachtas d'Údaráis Áitiúla maidir le hIlghnéitheacht Chultúir. Faoin scéim um Chuireadh chun Comhoibrithe de chuid na Comhairle Ealaíon a thacaíonn le hÚdaráis Áitiúla le cur isteach ar thionscadail agus ar thionscnaimh a n-aithnítear go bhfuil tábhacht straitéiseach leo maidir leis na healaíona ar bhonn áitiúil, réigiúnaigh agus náisiúnta, tá Comhairle Contae Mhaigh Eo, Comhairle Contae Bhaile Átha Cliath Theas agus Comhairle Contae Dhún na nGall ag obair ar na snáitheanna seo a leanas le modhanna oibre straitéiseacha maidir le bheith ag obair i gcomhthéacsanna Idirchultúir a chíoradh agus a fhorbairt:

- Oiliúint maidir le hlléagsúlacht Cultúir d'Íonaid agus do Sholáthraithe Cultúir.
- Oiliúint maidir le hlléagsúlacht Cultúir d'Ealaíontóirí/teagascóirí Music Generation.
- Ealaíontóir(i) Cónaitheacha maidir le hlléagsúlacht Cultúir (Maigh Eo & Baile Átha Cliath Theas).
- Taighde agus Forbairt: Cúnamh d'íonaid maidir le Lucht Féachana agus Éisteachta lena mbaineann lléagsúlacht Cultúir a Fhorbairt (Baile Átha Cliath Theas).
- Taighde maidir le Caidreamh Traschultúrtha Pobail i gCeantar Bhaile Átha Cliath Theas.
- Taighde & anailís (Dún na nGall): soláthar straitéiseach maidir le seirbhísí cultúir ábhartha arna bhforbairt i gcomhar le hArdán Idirchultúir Dhún na nGall.
- Laethanta Oscailte (Dún na nGall): ócáidí ceiliúrtha, sóisialta agus idirchaidrimh chultúrtha.
- Seimineár agus Imeachtaí maidir le hIdirchaidreamh Trasultúrtha (Baile Átha Cliath Theas).

Sa leabhar teorach seo gheobhaidh tú múnlaí sárchleachtas maidir le bheith ag obair laistigh den timpeallacht idirchultúrtha, céimeanna gníomhartha agus acmhainní úsáideacha ina measc. Tá na treoracha seo bunaithe ar shuirbhéanna agus agallaimh a rinneadh mar chuid de Transcultural Research Summary and Next Steps leis an Dr Zoe O' Reilly agus ar shuirbhéanna Chontae Dhún na nGall, Chontae Mhaigh Eo agus Bhaile Átha Cliath Theas de chuid *Invitation to Collaboration*.

Réamhrá maidir leis an Leabhar Treorach- acmhainn d'Údaráis Áitiúla agus do Sholáthróirí Cultúir

Tá de rún leis an Treoir seo go mbeadh sé ina ábhar spreagtha go fadtéarmach – chun cuidiú le soláthraithe cultúir dlús a chur leis an bpróiseas agus smaointeoireacht straitéiseach a dhéanamh faoi spéis dhaoine de bhunadh éagsúil cultúir a chothú in úsáid na seirbhísí nó in obair pháirtnéireachta. Tá tairbhe faoi leith leis an obair a rinne NYCI maidir le Access All Areas – a Diversity Toolkit for the Youth Work Sector arna fhoilsiú ag Comhairle na nÓg agus Youthnet 2018, ina bhfuil liosta seiceála ag eagraíochtaí a bhfuil i gceist acu dul i mbun oibre maidir le hiléagsúlacht cultúir. Léirítear leis an Treoir seo go háirithe an tábhacht atá leis na bunphrionsabail maidir le forbairt phobail: go mbíonn am, sochomhairleacht agus toilteanas de dhíth maidir le hábhar teagaisc agus foghlamtha ionas go gcothaítear caidreamh fadtéarmach agus páirtnéireacht dáiríre. Choimisiúnaigh an pháirtnéireacht an príomhchomhairleoir Una Carmody chun an lón eolais ó na réimsí thuasluaite ar fad a tharraingt le chéile agus achoimre air sin agus ar ábhar taighde tábhachtach / suntasach eile a chur i dtoll a chéile sa tuarascáil seo. Bhí san áireamh leis sin freisin Treoir a chruthú lena ndíreofaí aird ar an sárchleachtas maidir le comhthéacsanna idirchultúrtha i gcúrsaí cultúir. Tugadh isteach mé chun cuidiú leis an Treoir seo a chruthú. Bhí anailís ar na príomhthorthaí ó obair na bpáirtnéirí agus na rannpháirtithe, de réir mar a thug suirbhéanna agus agallaimh faoi stiúir Úna Carmody chun suntais, i gceist leis na Treoirí seo a chur i dtoll a chéile. Rinneadh taighde boird freisin i ndáil le cásanna samplacha eile, saothair taighde agus cásanna staidéir ónar léir an sárchleachtas in Éirinn agus thar lear. Ba mhaith le comhpháirtithe an tionscadail buíochas a ghabháil le gach duine chuidigh leis an treoir seo a chur i dtoll a chéile.

Kath Gorman
Sainchomhairleoir




Fóram Trascultural Dialogues (Baile Átha Cliath Theas).





Fadi Mustapha, Caifé Crossroads, (Dún na nGall).



1. Na daoine agus an áit – comhthéacs a bhun agus a bharr

A. Taighde ar dtús go dtuigtear cé atá ina gcónaí i measc an phobail

Gníomhartha:

- Déantar sonraí déimeagrafaíochta an cheantair a mheas – cé atá ina gcónaí sa cheantar?
- Faightear amach an dreamanna nua nó dreamanna níos bunaithe na daoine sa cheantar; tagann athrú go tréan ar chúrsaí.

Faightear amach níos mó faoi na dreamanna nua seo ionas go mbíonn cuntas níos iomláine ar bhunadh eitneach dhreamanna éagsúla. Is iad seo a leanas na cúig phríomhréimse fócais:

- Eagraítear cruinniú le Coiste um Fhorbairt Pobail áitiúil (CFPÁ) nó le haonad ilchuimsitheacht shóisialta an údaráis áitiúil go bhfaightear léargas níos ginearálta.
- Faightear amach an bhfuil grúpaí lonaid Tearmainn sa cheantar a chuireann soichead roimh dhreamanna nua chun cinn (Féach Teagmhálaithe Áisiúla).
- Labhraítear le gníomhaireachtaí náisiúnta, mar shampla Comhpháirtíocht na bPobal Nua agus Ionad Chearta na nMírceach. Tá, mar shampla, comhaltaí ó dhreamanna mionlaigh de bhunadh eitneach éagsúil as gach áit sa tír i gComhpháirtíocht na bPobal Nua. (Féach Teagmhálaithe Áisiúla).
- Eagraítear cruinnithe le gníomhaireachtaí áitiúla agus le grúpaí pobail a chuidíonn le lucht imirce agus/nó cruinnithe le dreamanna nua faoi leith d'fhonn breis eolais a bhailiú.
- Mínítear a bhfuil ar siúl ach cinntítear chomh maith go ndéantar bearta iarchruinnithe agus go gcoinnítear an caidreamh ar bun.

Dúirt 61% díobh sin a d'fhreagair suirbhéanna maidir le Gairm an Chomhair i nDún na nGall, Maigh Eo agus Baile Átha Cliath Theas go raibh seo ar cheann de na gnéithe is tábhachtaí d'oibriú le pobal lena mbaineann iléagsúlacht cultúir.

“Cur chuige lena mbaineann taighde agus eolas ar an bpobal roimh ré”

Ar cheann de na cúig réimse béime a sonraíodh bhí:

“Tuiscint níos fearr a chothú ar na daoine atá ina gcónaí i mBaile Átha Cliath Theas agus ar a gcuid ‘scéalta’ ionas gur féidir cláir a chruthú a tharraingeodh spéis na ndaoine nó na ndreamanna sin nó a tharraingeodh i mbun cláir a chruthú iad.”

Transcultural Research Next Steps by Dr Zoë O'Reilly – a report in association with Rua Red and Civic Theatre (as part of the Invitation to Collaboration programme activities in South Dublin)

Bíonn eagla an rud contráilte a rá ina bhac uaireanta ar eagraíocht cultúir caidreamh ceart a chothú le daoine de chultúir éagsúla:

“Bíonn an imní ina bhac agus d'fhéadfadh sin a theacht chun cinn mar ábhar oiliúna nuair is mó de cheist foghlama nó cóitseála ag an ngrúpa atá ann dáiríre. Is é sin le rá spás agus deis machnamh a dhéanamh ar an idirchaidreamh agus ar bhealaí chun a dhéanamh níos fearr an chéad uair eile agus réamhthuairimí a d'fhéadfadh a bheith agat a admháil.”

Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report

Ar cheann de na bacanna is mó a bhíonn roimh thionscnaimh forbartha straitéiseacha in earnáil na n-ealaíon maidir le hiléagsúlacht cultúir agus cúrsaí ealaíon, bhí:

“Easpa eolais maidir le pobail eitneacha mionlaigh, a mheas go bhfuil easpa ealaíontóirí agus dreamanna de bhunadh eitneach mionlaigh ina gcónaí i gceantar ainneoin sonraí Daonáirimh óna gceapfaí a mhalairt.”

Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council policy and action plan, May 2009 by Dr Daniel Jewesbury, Jagtar Singh (Change Institute) and Sarah Tuck (Create).

B. Cur chuige straitéiseach – plean idir meántéarmach agus fadtéarmach

Gníomhartha:

- Déantar an obair atá déanta cheana féin ag an eagraíocht maidir le hiléagsúlacht cultúir a mheas; cad atá foghlamtha go dtí seo?
- Téadh an fhoireann trí sheicliosta Chomhairle Náisiúnta na nÓg chun measúnú a dhéanamh ar a áisiúla atá an eagraíocht do dhaoine de bhunadh eitneach (feach aguisín A).

Pléitear freisin le lucht na foirne:

- Na daoine as dreamanna ilchultúir atá ina gcónaí sa cheantar – ionas go mbíonn gach duine ar an eolas.
- An t-eolas atá agaibh go dtí seo.
- Na dreamanna faoi leith ar mian libh díriú orthu agus an chúis leis sin?
- Aontaítear na chéad bhearta eile atá le déanamh, mar shampla, oiliúint maidir le hiléagsúlacht cultúir do bhaill foirne ar gach leibhéal san eagraíocht nó cóitseáil nó córais taca ina leith sin.
- Conas is féidir dlúthchuid d’obair na heagraíochta a dhéanamh den réimse seo?
- Aontaítear ar phlean fadtéarmach a chur le chéile maidir leis an réimse seo.
- Scrúdaítear aisling, clár, foireann, acmhainní na heagraíochta ó thaobh iléagsúlacht cultúir
- Cad is mian leis an eagraíocht a thabhairt i gcrích go fadtéarmach?
- Cad iad na cuspóirí maidir le hoidhreacht fadtéarmach?

Dúirt 69% díobh sin a d’fhreagair suirbhéanna maidir le Gairm an Chomhair i nDún na nGall, Maigh Eo agus Baile Átha Cliath Theas gur ceann de na gnéithe is tábhachtaí maidir le hoibriú le pobal lena mbaineann éagsúlacht cultúir:

“A bheith soiléir faoin gcúis atá leis an obair a dhéanamh”

Agus dúirt 61%

“Plean idir meántéarmach agus fadtéarmach”

Ar cheann de na cúig réimse béime a sonraíodh bhí:

Rinne an Dr Zoë O’Reilly tagairt do thaighde a rinneadh i dtuarascáil de chuid Ollscoil Mhá Nuad *Developing Integration Policy in the Public Sector: A human rights approach* ina léirítear:

“I gcásanna ina mbíonn an iléagsúlacht agus an uilechuimsitheacht luaite mar dhlúthchuid de chuspóirí straitéiseacha na heagraíochta, is mó an seans go leagfar béim orthu maidir leis an gcur i bhfeidhm agus le hacmhainní a chur ina leith.”

Transcultural Research Next Steps by Dr Zoë O’Reilly

“Tá ualach mór curtha ar eagraíochtaí áitiúla agus deonacha mar gheall ar phleanáil straitéiseach agus ar pháirtnéireachtaí atá gearrthéarmach gan fianaise shoiléir ar bith ar an gcaoi a dtéann tionscnaimh dá sórt i bhfeidhm ar an meon maidir le coimisiúin agus le cláir a leagan amach in eagraíochtaí ealaíne ná ar an bpleanáil don am atá le theacht.”

Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council Policy and Action Plan





2. Ceangal a Chothú

A. Bíonn dea-thoradh ar chraobhchórais agus ar chaidreamh a chothú

Gníomhartha:

- Déantar mapáil ar na hacmhainní pobail sa cheantar agus cuirtear liosta díobh le chéile, e.g. ionaid acmhainne agus pobail, scoileanna, eaglaisí, grúpaí maidir le creideamh amháin go sonrach, clubanna gníomhaíochta agus spóirt, grúpaí ealaíne, eagraíochtaí maidir le forbairt pobail.
- Cothaítear caidreamh agus eagraítear cruinniú le lucht foirne/oibríthe deonacha na ngrúpaí go bhfaightear amach tuilleadh faoi na daoine a n-oibrítear leo, agus déantar caidreamh ina dhiaidh sin agus eagraítear cruinnithe le daoine atá ag obair cheana féin le daoine de dhreamanna éagsúla; bíodh am ann do chomhrá agus d'ól tae.
- Faightear amach cé na hacmhainní atá de dhíth ar na grúpaí seo, na nithe is mó a mbeadh suim acu iontu? Coinnítear caidreamh rialta ar siúl, bí i láthair ag aon ócáid ealaíne nó cultúir a chuireann siad ar siúl.
- Tugtar chun suntais ealaíontóirí de bhunadh iléagsúil cultúir atá ina gcónaí sa cheantar; trí na grúpaí thuasluaite, gairm scoile, grúpaí pobail nua etc.
- Labhair leis an Rannóg um Chuimsiú Sóisialta nó an Rannóg Pobail san údarás áitiúil go bhfeictear an bhfuil Fóram maidir le hImeascadh Imirceach nó foghrúpa Cultúir den Chathair Tearmainn ar bun a bhféadfá a bheith páirteach ann – rud a chuideodh le léargas a fháil ar a bhfuil ar siúl ar fud an cheantair maidir leis an soláthar cultúir (feach Teagmhálaithe Áisiúla).

Dúirt 61% díobh sin a d'fhreagair suirbhéanna maidir le Gairm an Chomhair i nDún na nGall, Maigh Eo agus Baile Átha Cliath Theas go raibh ar cheann de na gnéithe is tábhachtaí den obair le dreamanna lena mbaineann iléagsúlacht cultúir:

“Oibríú leis na craobhchórais caidrimh agus na heagraíochtaí atá ar bun cheana féin”

Agus dúirt 50% chomh maith go raibh ar cheann de na nithe ba thábhachtaí:

“Tuirisc a chur leis na dreamanna seo cad atá de dhíth orthu”

D'aithin an Dr Zoe O' Reilly an méid seo:

“Bíonn cuid mhór den chultúr do-fheicthe; ní i ndánlanna ná in amharclanna a thagtar air ach i gcaiféanna, i hallaí pobail, ar an tsráid, in eaglais agus i mosc, nó in ionad sóisialta.”

“Tá craobhchórais leitheadacha dá gcuid féin ag cuid mhór de na grúpaí pobail agus de na heagraíochtaí a raibh caidreamh agam leo agus iad ag freastal ar dhreamanna fairsinge iléagsúla ar bhealaí go leor. Tá ionaid cultúir agus ionaid shóisialta bhríomhara á rith ag cuid díobh sin.”

Mhol sí freisin maidir le hiarthaighde do cheantar Bhaile Átha Cliath Theas gur cheart go mbeadh an méid seo ar cheann de na cúig phríomhréimse fócais:

Fiosrú a dhéanamh maidir leis an mbeartaíocht cultúir/na cineálacha éagsúla ealaíne atá ar siúl sa cheantar d'fhonn iad a bheith níos so-fheicthe (oibríú leis an meon go bhfuil bríomhaireacht cultúir sa cheantar cheana féin; gurb é a theastaíonn, modhanna a aimsiú chun caidreamh a chothú lena bhfuil sa timpeall cheana féin.

Transcultural Research Next Steps leis an Dr Zoë O'Reilly

“In Inis Eoghain, tá saineolas ag dídeanaithe ar an táilliúireacht, ar adhmaadóireacht, ar bheachadóireacht agus ar chócaireacht...Tá WISH (Women's Intercultural Support Hub) ar bun in Inis Eoghain chun cur in aghaidh thoradh na hiargúlachta agus an caidreamh a chosaint. Tá seisiúin á n-iarraidh a thabharfadh blas de chineálacha éagsúla ealaíne.”

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019

B. Obair i gcomhar agus spreagadh spéise; aontú ar ghníomhartha

Gníomhartha:

- An tráth a mbíonn bonn níos treise faoi chraobhchórais agus faoin gcuidreamh agat, féachtar le bearta comhairliúcháin a eagrú, a bhfuil meon na cruthaitheachta leo mar a bhí leis an bhFóram thíosluaite, ionas go mbíonn ábhar smaointeoireachta ar fáil maidir le bearnaí nó easnamh sa soláthar nó sa riachtanas.
- Scrúdaítear bearta beaga praiticiúla a d'fhéadfaí a dhéanamh mar chuid den obair:
- Má tá áras faoi do chúram, scrúdaítear an bhfuil spás a d'fhéadfaí a thairiscint (go rialta nó an t-aon uair amháin) do ghrúpaí ealaíne agus cultúir atá ag obair le daoine ó dhreamanna de bhunadh éagsúil cultúir.
- Scrúdaítear bealaí ina bhféadfaí oibriú i gcomhar le féilte ilchultúir.
- Bítear ar an eolas maidir le laethanta cultúir den uile chineál (e.g. Divali, Athbhliain na Síneach) agus scrúdaítear bealaí ina bhféadfaí ceiliúradh i gcomhar a dhéanamh ar na laethanta sin.
- Scrúdaítear bealaí ina bhféadfadh grúpaí éagsúla, a bhfuil spéis acu araon i gcúrsaí cruthaitheachta den chineál amháin, oibriú lena chéile.
- Cinntítear go gcoinnítear cumarsáid rialta ar siúl leis na grúpaí a ndéantar caidreamh leo, ó thaobh tuairiscí reatha a chur chucu, iad a choinneáil ar an eolas faoi thorthaí comhairliúcháin.
- Smaoinítear ar bhealaí ina bhféadfaí plean cumarsáide níos fadtéarmaí a bhunú ar na bearta sin agus ar na bealaí ina bhféadfadh tionscadail nua i gcomhar eascairt dá réir ó phlean dá leithéid.

Thug an Dr Zoë O'Reilly an méid seo faoi deara ina tuarascáil:

“Bíonn am de dhíth chun an comhar a chothú le daoine agus a gcuid spéise a spreagadh... Is próiseas fadtéarmach caidrimh, fiosracha agus (seachas aon ní eile) iontaoibh atá i gceist leis sin a tharlaíonn tríd an gCUMARSÁID. Agus ceanglaítear an chumarsáid seo ar bhealaí éagsúla – comhrá, éisteacht, tae a ól, páirt a ghlacadh in imeachtaí.”

“Polasaí a chothú cluas a thabhairt do dhaoine a dhéanann moltaí chun leas a bhaint as an spás – seachas tuille a lua leoliad a dhiúltú, cur chuige ina ionad sin le ‘bíodh cupán caife againn, cuir a bhfuil i gceist agat i láthair’. Is minic ó chaidreamh le duine aonair a eascraíonn lucht féachana agus éisteachta.”

Transcultural Research Next Steps by Dr Zoë O'Reilly

Cheap an Dr Zoë O'Reilly gníomhaíocht struchtúrtha i bhfoirm imeachta i ndiaidh don chaidreamh tosaigh agus do na teagmhálaithe ar fad a bheith cruthaithe. Aiseolas – Bhí an ráiteas seo a leanas san áireamh i suirbhéanna Cuireadh chun Comhoibrithe de chuid Bhaile Átha Cliath Theas:

“Bhí ócáid an fhóraitm thar cionn; teacht le chéile, fearadh na fáilte, plé ar bun ar bhealach a thug saoirse do dhaoine labhairt amach, cumas ceart caidrimh, bhí sé thar barr ag obair le Zoë.”

In 2016 rinne Voluntary Arts agallaimh le daoine ó chúlraí éagsúla cultúrtha. Bhí siad seo a leanas i measc na bpríomhphointí ábhartha a d'eascair as na hagallaimh sin:

“B'fhéidir gurb í an chéim tosaigh maidir le ceangal níos treise a chothú leis an bpobal 'baile' go ndíreofaí ar dhaoine den bhunadh cultúir amháin a thabhairt le chéile chun rudaí a eagrú dóibh féin, muinín agus acmhainn a chothú.”

“Tugann ábhar spéise atá i gcoitinn acu daoine le chéile gan bheann ar a mbunadh. Is minic gur le réimse na cruthaitheachta a bhaineann an t-ábhar spéise sin (e.g. damhsa, ceol).”

“Déanaimid ceiliúradh ar ár gcuid féilte, mar shampla Diwali, Holi etc., ach is mian linn leathnú a dhéanamh ar an gceiliúradh.”

Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report



3. Stuaim i mbun na hoibre

A. Comhar éifeachtúil páirtnéireachta a chothú don chaidreamh fadtéarmach

Gníomhartha:

- Cuirtear grúpa stiúrtha trasearnála le chéile, bunaithe ar na craobhchórais a chruthaítear, a chuideoidh le bonn a chur faoi chaidreamh fadtéarmach seachas caidreamh a bhaineann le tionscadal agus sin amháin.
- Cinntítear go mbíonn raon iléagsúil daoine, ó ghrúpaí móra agus beaga agus ó fhorais éagsúla, ar fáil sa seomra a bhfuil saineolas acu ar réimsí éagsúla.
- Admhaítear nach bhfuil freagra ar gach ceist agat agus go mbíonn cúnaimh de dhíth!
- Nuair a bhíonn oifigeach ealaíne ó údarás áitiúil le háireamh ar an gcomhar páirtnéireachta, bíonn tacaíocht straitéiseach agus polasaí ar fáil chomh maith le habhcóidíocht ar an leibhéal réigiúnach.
- Aontaítear ar chuspóirí atá ag an uile dhuine sa ghrúpa ach bíodh bá freisin le cúiseanna éagsúla a bheith ag páirtnéirí le páirt a ghlacadh ina leithéid seo de chlár.
- Aontaítear ar théarmaí tagartha ionas go dtuigtear don uile dhuine an chúis a bhfuiltear i láthair, a bhfuil de chúram orthu ina leith, agus líon na gcruinnithe in aghaidh na bliana.
- Aimsítear buiséad, más féidir é, chun daoine aonair (mar shampla saorealaíontóirí nó daoine a ritheann grúpaí deonacha) a íoc ar a gcuid ama i mbun freastal ar chruinnithe na bpáirtnéirí.
- Ainmnítear ball foirne ar a leagtar de chúram ceannródaíocht a dhéanamh maidir leis an obair seo; ag a bhfuil na scileanna cuí agus an saineolas maidir le caidreamh leis an bpobal chun tabhairt faoin gcúram a ghabhann leis an bplean caidrimh fadtéarmach a chur i bhfeidhm.
- Tugtar dóthain ama go mbíonn deis iontaoibh a chothú agus an caidreamh a threisiú; tugtar tréimhse ama maidir le cúinsí teagmhasacha san áireamh.

Aiseolas ó ealaíontóirí i gContae Mhaigh Eo:

“Tograí i gcomhar agus páirt ag na geallsealbhóirí ar fad i leagan amach an tionscadail.”

Luaigh an Dr Zoë O'Reilly an méid seo ina tuarascáil:

“Tá tábhacht le cruinnithe, comhrá, obair i gcomhar. Idir grúpaí pobail, eagraíochtaí ealaíne agus údarais áitiúla. Is minic nach mbíonn ceangal caidrimh taobh istigh d'earnálacha ná eatarthu.”

“Bíonn am i gceist maidir leis an gcomhar a theacht chun cinn i gcásanna áirithe agus tráthchláracha dá gcuid féin ag eagraíochtaí éagsúla chomh maith le hord tábhachta dá gcuid féin.”

“Má tá eagraíochtaí dáiríre faoin iléagsúlacht cultúir, is dócha gur gá duine faoi leith ag díriú ar an obair sin seachas codanna den chúram ar dhaoine éagsúla.”

Transcultural Research Next Steps leis an Dr Zoë O'Reilly

Luaitear an méid seo i dtuarascáil de chuid Voluntary Arts:

“Nuair is mó an éagsúlacht a bhaineann leis na daoine a mbíonn caidreamh ag eagraíocht leo agus a tharraingítear san obair, tarlaíonn go nádúrtha go gcothaítear ceangal idir beartaíocht na heagraíochta agus dreamanna níos iléagsúla.”

Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report

Léirigh aiseolas ó Dhébhlíantán Learphoill i dtaca le lucht éisteachta nua a mhealladh go bhfuil sé ríthábhachtach meas agus iontaobhas a chothú ón tús chun go n-éireodh leis an bpróiseas pleanála:

“Tá tábhacht faoi leith le ceisteanna maidir le meas agus iontaoibh agus is mór an chabhair eolas a chur ar chúrsaí cultúir, staire agus tíreolaíochta a bhaineann leis na grúpaí a bhfuiltear ag obair leo.”

I Liked Everything: Celebrating New Audiences, Feedback from Liverpool Biennial of Contemporary Arts' STAR project

B. Gnéithe de leagan amach na gclár ar mhaithe le seasmhacht fhadtéarmach

Gníomhartha:

- Is féidir dlús a chur le roinnt den bheartaíocht tosaigh gan gá le cistí breise; d'fhéadfadh fianaise maidir le cistíocht tráth is faide anonn a bheith ar fáil mar gheall ar an obair sin.
- Scrúdaítear na bearta maidir le cothú acmhainne a d'fhéadfaí a dhéanamh ar mhaithe le grúpaí nó daoine faoi leith, e.g. cúrsaí airgeadais, meantóireacht, spás, árachas etc.
- Bíodh aird ar an am a bheadh á chaitheamh ag grúpa leis an gcúram, maidir le saineolas, lucht aitheantais, daoine a bheadh rannpháirteach ann – pléitear bealaí leo ina bhféadfaí cúnamh airgid a thabhairt agus a bheith ina chuid de bhuiséid tionscadail nó eagraíochta.
- Tugtar daoine nó grúpaí ó dhreamanna de bhunadh cultúir iléagsúil i gceist san obair ar chlár nó i dtionscnaimh comhchoimeádaíochta.
- Ba cheart go dtiocfadh téamaí agus smaointe do thionscadail chun tosaigh ón bplé a dhéantar i rith na bpróiseas comhairliúcháin a dtugtar cuntas orthu thuas; seachnaítear aon réamhthuairimíocht maidir le cineálacha 'scéalta' ba mhaith le daoine a chur i láthair.
- Áirítear deiseanna maidir le cúnamh d'ealaíontóirí ó ealaíontóirí eile – ealaíontóirí de bhunadh cultúir éagsúil san áireamh – ionas gur féidir leo teacht le chéile go rialta.
- Aimsítear bealaí inar féidir cuidiú le healaíontóirí amaitéarachacha nó páirtaimseartha ó na grúpaí a bhfuiltear ag obair leo; pléitear leo a bhfuil de dhíth orthu agus tugtar sin san áireamh leis an bpleanáil.

Tharraing ealaíontóirí as Contae Mhaigh Eo aird ar na ceisteanna seo le cur san áireamh agus clár á leagan amach:

*"Is féidir dul chun cinn suntasach a dhéanamh nuair a bhíonn cúnamh taca ón duine amháin."
"Tá níos mó i gceist ná do scéal féin a insint."
"Ealaíontóirí i mbun tionscadail 2-3 bliana is fearr."*

Rinne freagróirí an tsuirbhé i gContae Mhaigh Eo agus i mBaile Átha Cliath Theas athneartú ar an bpointe seo freisin:

"Ní ceisteanna féiniúlachta amháin atá i gceist leis an saothar, "a scéal féin a chur in iúl", ní íocshláinte chun rudaí eile a leigheas an ealaín a shaothrú." "Cúnamh ó chraobhchórais caidrimh na n-ealaíontóirí d'ealaíontóirí atá ag saothrú i gcomhthéacsanna den sórt seo."

Dúirt ionadaí Ealaíon Pobail i dTamhlacht an méid seo: **"Má tá daoine ar an stáitse a bhfuil an chuma agus an chanúint chéanna orthu agus atá ort féin, tiocfaidh tú i láthair."**

Transcultural Research Next Steps by Dr Zoë O'Reilly

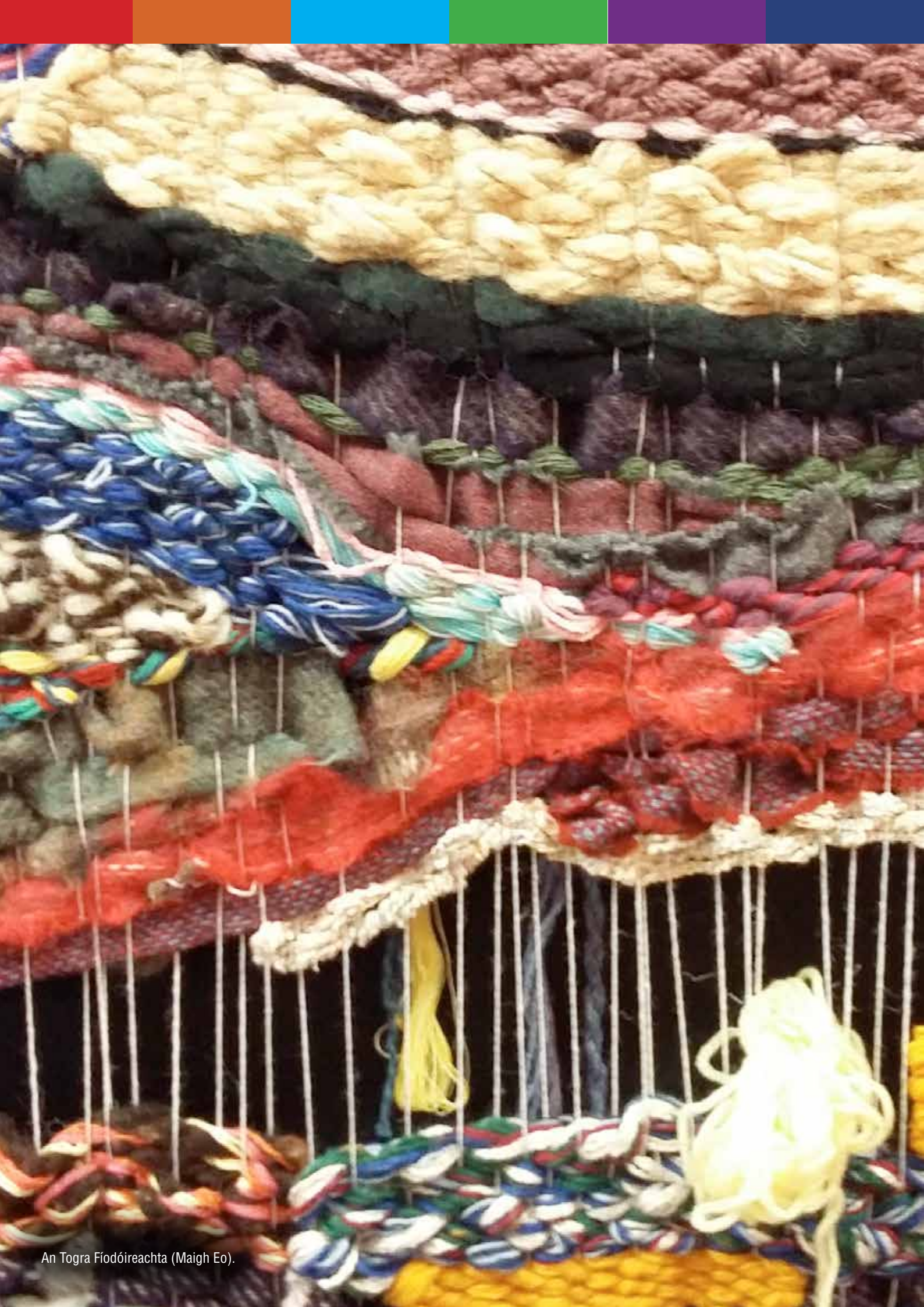
Dúirt rannpháirtithe an tionscadail Intercultural Art in Action i nDún nan Gall an méid seo: **"ba cheart go mbeadh saothar ina bpléitear cúrsaí iléagsúlachta agus óna bhfaightear léargas ar chultúir eile agus ar cheisteanna sóisialta maidir leis an gceart agus an cóir san áireamh i gclár ealaíne agus cultúir"** **"Deiseanna agus oiliúint i gcúrsaí ealaíne a chur ar fáil do lucht BME. Dúthracht maidir le cúrsaí iléagsúlachta a léiriú trí dhaoine de dhreamanna BME a fhostú"** *Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019*

Déantar tagairt i saothair taighde náisiúnta freisin don chúnamh maidir le cothú acmhainne do ghrúpaí ilchultúir maidir le tionscadail bunaithe ar fhorbairt na healaíne: **"Luann freagróirí de dhreamanna de bhunadh eitneach mionlaigh arís agus arís eile go bhfuil buntábhacht leis an gcothú acmhainne."** **"Is minic eagraíochtaí de chuid dhreamanna eitneacha mionlaigh ag brath ar oibríthe deonacha agus é á éileamh orthu cuidiú le heagraíochtaí ealaíne a dtugtar maoiniú dóibh i mbun pleanála ar thionscnaimh i ndáil le caidreamh agus forbairt ar an lucht féachana agus éisteachta ar mhaithe le dualgais maidir le hiléagsúlachta a chomhlíonadh."**

Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council policy and action plan

"Suimeanna beaga airgid do chuid mhór grúpaí, sin a mbíonn de dhíth go rialta. Le himeacht aimsire, de réir mar a thosaíonn roinnt grúpaí ag leathnú agus é á chur rompu acu ócáidí níos suntasaí a chur ar bun, bíonn gá le breis acmhainní.

Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report



4. Toradh ar an dícheall

A. Cúrsaí pleanála

Gníomhartha:

- Aontaítear ar thorthaí straitéiseacha ginearálta maidir leis an bplean caidrimh ach bítear sochomhairle agus sásta glacadh le hathrú ar thorthaí i ndáil le céimeanna éagsúla de thograí.
- Cuirtear am breise san áireamh ag an tús don chéim tionscanta – go háirithe agus rannpháirtithe nua á n-earcú chomh maith leis na grúpaí reatha – cinntítear cumarsáid éifeachtúil leis na dreamanna a bhfuiltear ag díriú orthu agus feiceálacht ina measc, e.g. ócáidí seolta.
- Cuirtear am san áireamh maidir le tograí a mhíniú do ghrúpaí agus do dhaoine aonair sula dtosaítear ar chéim d’obair an togra; bíodh cuspóir soiléir le clár nó tionscadal.
- Aontaítear leis an ngrúpa stiúrtha agus leis na healaíontóirí an modh is fearr tuairiscíochta agus monatóireacht maidir le gach céim den togra; bíodh feabhsú agus dul chun cinn leanúnach ina dhlúthchuid den phróiseas.
- Cuirtear cumarsáid leis an gcuid eile den eagraíocht san áireamh chomh maith ionas go gcuirtear an lón eolais sa timpeall agus go gcinntítear seasamh na heagraíochta ar fad leis an obair.
- Cuirtear am breise san áireamh nuair a thagann deireadh le céim den togra ionas gur féidir caidreamh iarbheartaíochta a dhéanamh, ionas gur féidir, mar shampla, leis na healaíontóirí, foireann an tionscadail agus na rannpháirtithe smaointe agus riachtanais a shonrú maidir leis an am atá i ndán, a chuideoidh le buanseasmhacht a chothú.

Fiafraíodh díobh sin a d’fhreagair suirbhéanna maidir le Gairm an Chomhair i nDún na nGall, Maigh Eo agus Baile Átha Cliath Theas na nithe a d’athróidís maidir le tionscadail:

*Bhí acmhainní níos fairsinge .i. am agus airgead de dhíth ar 46% de na daoine a thug faoin suirbhé
Bhraith 38% de na daoine a cuireadh faoi agallamh go raibh tuilleadh ionchuir ag teastáil ó thaobh ábhar cruthaitheach de
Chuir 31 % de na freagróirí in iúl go raibh gá le scaipeadh eolais agus cumarsáid níos fearr mar gheall ar an tionscadal*

Bíonn tábhacht freisin le cumarsáid ar leibhéal na heagraíochta maidir leis an saothar:

“Cumarsáid maidir le bainistíocht tionscadail; gá le hidirchaidreamh; meitheal foirne a thuigeann an bhuntábhacht leis an togra - dlúthchuid d’obair na heagraíochta a dhéanamh den togra agus den toradh a bhíonn air.”

Luadh freisin tábhacht a bheith le solúbthacht agus follasacht mar bhuntréithe i ndáil le próiseas na pleanála: **“Próiseas; bunaithe go hiomlán ar chaidreamh dáiríre leis an iliomad dreamanna éagsúla; agus modhanna oibre a raibh bunús nádúrtha leo chomh maith le haiseolas agus iontaoibh a bheith ina ndlúthchuid den phróiseas. Comhthuiscint. Deimhníodh nach bhfuil aon fhreagra amháin a oireann don uile chás - modhanna caidrimh a bheith ar fáil agus iontaoibh a chothú.”**

Treisióinn ealaíontóir as Contae Mhaigh Eo leis sin i bplé a bhaineann leis an gclár:

“Tarlaíonn rudaí gan choinne agus ní dona sin.”

Luaitear an méid seo i nDoiciméad Creata um Ilchultúrachas Dhún na nGall

“Bíonn rannpháirtíocht bunaithe ar an tuiscint atá ag dreamanna nó grúpaí ar a gcuid riachtanas agus réimsí spéise féin, ar an eolas a chuirtear in iúl.”

(Arna tagairt in The All-Ireland Standards for Community Work)

B. Baic éagsúla roimh rannpháirtíocht a mhaolú

Gníomhartha:

- Más eagraíocht cultúir atá bunaithe in áras atá i gceist, cuirtear suas fógraí fáilte i dteangacha éagsúla.
- Nó baintear úsáid as áiteanna eile, mar shampla leabharlanna agus ionaid pobail, a bhíonn in úsáid ag grúpaí cheana féin agus a bhfuil siad ar a gcompord iontu.
- Tugtar costas taistil na rannpháirtithe san áireamh agus déantar cóiriú de réir mar is gá.
- Baintear úsáid as Béarla simplí san ábhar poiblíochta agus seachnaítear ‘béarlagar lucht ealaíne’.
- Baintear úsáid as íomhánna soiléire tarraingteacha san ábhar poiblíochta agus níos lú ábhar téacs.
- Smaoinítear ar bhealaí a mbeadh do chuid tionscadail níos intuigthe, níos lú foclaíochta a úsáid agus níos mó ábhar íomhánna, gluaiseachta agus fuaime.
- Déantar comhairle leis na páirtneírí agus leis na grúpaí a bhfuiltear ag obair leo chun téacsanna a roghnú le haistriú agus seirbhísí ateangaireachta saor in aisce a aimsiú.
- Scrúdaítear an gá saothar áirithe a chur ar fáil d’aon inscne amháin, e.g. tograí do mhná amháin i measc dreamanna faoi leith ionas go gcruthaítear timpeallacht chompordach.

Do spás a bheith fáilteach roimh dhaoine ó cultúir éagsúla cultúrtha. Dúirt oibrí sóisialta i mBaile Átha Cliath Theas an méid seo:

“Cad a bhraitheann daoine – mar gheall ar chúrsaí aicme, éagsúlacht cultúir, baic i leith na teanga etc. – go síltear nach bhfuil de cheart acu a bheith in áit?”

Transcultural Research Next Steps leis an Dr Zoë O’Reilly

Dul i ngleic le riachtanais iompair, e.g. costais taistil bus a aisíoc nó modhanna iompair a eagrú?

D’aontaigh 44% de na daoine a ghlac páirt i dtionscadail i mBaile Átha Cliath Theas agus a ndearnadh suirbhéireacht orthu go ndéanfadh níos mó seirbhísí iompair maitheas dóibh.

I nDún na nGall:

Bhí an costas a bhaineann le taisteal go háit ar nós Leitir Ceanainn ina bhac agus tá ceist freisin maidir leis an gcostas atá ar imeachtaí a bhíonn ar siúl san amharclann agus tá sin ina bhac maidir le rannpháirtíocht. Ní bhíonn seirbhísí iompair poiblí ar fáil nuair a oireann ó thaobh ama maidir le hócáidí a bheadh ar siúl i Leitir Ceanainn

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019

Tarraingíodh aird ar chúnamh teangaireachta freisin mar shampla de riachtanas a d’fhéadfadh a theacht i gceist: **D’aontaigh 55% de na daoine a ndearnadh suirbhéireacht orthu maidir le tionscadail i mBaile Átha Cliath Theas go mbeadh níos mó seirbhísí teangaireachta ina chabhair acu.**

Déanann taighde náisiúnta an toradh thuas a athneartú:

Is bac mór cúrsaí teanga agus leibhéal rannpháirtíochta an-íseal i ndáil le teaghlaigh a bhfuil deacrachtaí acu le hábhar i mBéarla a léamh

Insights from Growing Up in Ireland Survey conducted by ESRI for the Arts Council

Moladh i nDún na nGall go mbreathnófaí ar chúram leanaí:

“Cúnamh maidir le cúram linbh, nó bearta eile ar siúl an tráth céanna do leanaí, ionas go mbeadh tuismitheoirí saor chun páirt a ghlacadh i gcúrsaí ealaíne agus cultúir.”

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019

Luaigh ealaíontóir amháin atá ag obair i gContae Mhaigh Eo an méid seo:

“Is ceist mhór ceist na hinscne – conas a phléitear leis sin?”

Ardaíodh ceist na hinscne i nDún na nGall freisin:

Coinníonn an phatracacht srianta ar roinnt de na mná ionas go bhfanann siad sa bhaile agus tá sé ina bhac ar rannpháirtíocht na bhfear freisin, ina ghné de scoiteacht na bhfear. D’fhéadfadh grúpaí atá bunaithe ar chúrsaí ealaíne plé agus tuiscint ar an gceist a chothú.

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019



Ardán Idirchultúrtha 2019, Mother Tongue Day, Thoiba Ahmed (Dún na nGall).

5. Lón eolais agus beartaíocht dá réir?

A. Measúnoireacht, lón eolais agus toradh fadtéarmach

Gníomhartha:

- Aontaítear ar an modh ina ndéanfar measúnoireacht ar chéim den obair ar an tionscadal; is é is fearr má aontaítear maidir le monatóireacht, cáipéisíocht agus modhanna measúnoireachta ón tús.
- Faightear comhairle ó ghrúpa stiúrtha na bpáirtneirí nó ó dhaoine den phobal faoin gcur chuige is fearr maidir leis an obair mheasúnoireachta.
- Féachtar leis an áisiúlacht is fearr a bheith ag baint leis na modhanna measúnoireachta, e.g. físeáin, modhanna simplí aiseolais, seisiúin aiseolais leis an duine aonair a úsáid.
- Cruthaítear deiseanna aiseolais tar éis gach ceann de na seisiúin ionas gur féidir leasú nó athrú a dhéanamh más gá.
- Cuirtear tréimhse ama san áireamh maidir le deis machnaimh ag ealaíontóirí agus ag rannpháirtithe eile ag deireadh tionscadail nó tar éis gach ceann de chéimeanna oibre an chláir.
- Tugtar san áireamh sa bhuiséad am an ealaíontóra maidir le caidreamh iarbheartaíochta le rannpháirtithe.
- Bíodh meon fadtéarmach i bhfeidhm i gcónaí, duine ar an bhfoireann a fhéadann beart a dhéanamh maidir le smaointe, cúnamh meantóireachta a chur ar fáil do ghrúpaí nó cuidiú le smaointe faoi tionscadail nua a spreagadh bunaithe ar na riachtanais a luaitear.

Sa tuarascáil ón Liverpool Biennial ar lucht spéise nua a mhealladh, is éard a fuair eagraíocht cultúir amháin a bhí i mbun gníomhaíochtaí measúnoireachta amach:

“Is minic cumas Béarla níos fearr ag leanaí ná mar atá ag a gcuid tuismitheoirí, rud a chuireann isteach ar mheasúnoireacht maidir le tionscadail ó tharla deacracht ag roinnt daoine fásta an ceistiúchán a líonadh isteach. Bhí eagraíocht amháin freisin a thug faoi deara ráta an-íseal maidir le ceistiúcháin a líonadh isteach agus measúnoireacht á dhéanamh ar an tionscadal acu.”

“Ní mór aiseolas a lorg ó na rannpháirtithe ar an toirt nuair a bhíonn deireadh le beartaíocht agus na modhanna cuí a úsáid i ndáil leo sin a bhfuil deacracht acu le teanga faoi leith.”
I Liked Everything: Celebrating New Audiences, Feedback from Liverpool Biennial of Contemporary Arts’ STAR project

I ndáil le toradh fadtéarmach a chothú, leag cuid mhór a d’fhreagair an suirbhé maidir le Gairm an Comhair i nDún na nGall, i Maigh Eo agus i mBaile Átha Cliath Theas béim ar bhuanseasmhacht:

“Neamh-mharthanacht – tuigtear a bhféadfaí a dhéanamh ach ní féidir beart a dhéanamh dá réir.”

“Acmhainní a chur ar fáil ionas gur buaine an toradh a bhíonn ar an obair.”

“Níos mó idirchaidrimh agus duine atá ábalta dlús a chur leis an bpróiseas.”

“Go ginearálta le dreamanna óga, caidreamh leanúnach le healaíontóirí; tá bunriachtanas le caidreamh fadtéarmach.”



Ardán Idirchultúrtha 2019, Mother Tongue Day (Dún na nGall).





Working In Intercultural Contexts

**GUIDE for Local Authorities
and Cultural Providers**



Cover Image: Transcultural Dialogues Forum (South Dublin).

Images: Maeve Clancy and Merovee Guerin (Mayo), Martha McCullough (Donegal) and Dave O'Reilly (South Dublin).

Contents

Introduction to the guide

	Page
1. People and place – context is everything A. First research and understand who lives in your community B. Take a strategic approach – make a medium to long-term plan	37
2. Creating connections A. Building networks and relationships are the building blocks to success B. Collaboration and engagement; defining and agreeing the activities	41
3. In good hands A: Building an effective partnership for long-term engagement B: Programming considerations for long-term sustainability	45
4. Delivering the goods A: Planning considerations B: Addressing barriers to participation	49
5. Learning and what next? Evaluation, learning and legacies	53
6. Appendices A. Guide References B. Useful contacts & Resources	55

Background to this Guide

Since 2016, in partnership, Mayo, Donegal and South Dublin County Councils have collaborated proactively on the development of policy, sectoral training, appropriate cultural services, models of engagement and best practice for Local Authorities in relation to Cultural Diversity. Under the Arts Council's Invitation to Collaboration Scheme 2016, which supports local authorities to apply for projects or initiatives that they identify as being of strategic significance to arts development locally, regionally and nationally. Mayo County Council, South Dublin County Council and Donegal County Council have been working on the following strands in order to examine and expand strategic approaches to working in Intercultural contexts:

- Cultural Diversity Training for Venues and Cultural Providers.
- Cultural Diversity Training for Artists/Music Generation tutors.
- Cultural Diversity Artist(s) in Residence (Mayo & South Dublin).
- Research and Development: Support for Culturally Diverse Audience Development by venues (South Dublin).
- Research on Transcultural Community Engagement in the South County Dublin Area.
- Research & analysis (Donegal): strategic provision of relevant cultural services developed in partnership with Donegal Intercultural Platform.
- Open Days (Donegal): celebratory, social and cultural exchange events.
- Transcultural Dialogues Seminar & Events (South Dublin).

In this guidebook you will find models of best practice for working within the intercultural environment including action steps and useful resources. These guidelines are informed by surveys and interviews carried out by the Transcultural Research Summary and Next Steps by Dr Zoë O'Reilly and the Invitation to Collaboration, County Donegal, Mayo and South Dublin survey.



Introduction to the Guide -

A Resource for Local Authorities and Cultural Providers

This guide is a tool of encouragement for the long-term – to help cultural providers kick-start the process and think more strategically about how to engage people from culturally diverse backgrounds in using their services or partnering together.

This guide in particular demonstrates that the principles of community development are important: that it takes time, flexibility and a willingness to share and learn in order to properly build meaningful long-term relationships and partnerships.

The partnership commissioned lead consultant Una Carmody to draw together the learning from all the strands above and synthesize this and other relevant/ significant research into a report. This also included the creation of a guide that would highlight best practice within the cultural environment in intercultural contexts and collect in one document the resources that are already available to support work in this context.

I was brought in to support the creation of this guide. The production of these guidelines included analysis of the key findings from the partners' and participants experience in this area, drawn from interviews and surveys led by Una Carmody. In addition to this, desk research was carried out in relation to other examples, research and case studies demonstrating good practice both within Ireland and internationally.

The project partners would like to thank everyone that contributed to the production of this guide.

Kath Gorman
Consultant









1. People and place context is everything

A. First research and understand who lives in your community

Action Steps:

- Assess your area's demographic profile.
- Find out if people living in your area are from recent or more established new communities; things can change quite rapidly.

Learn more about these communities to get a full breakdown of people from different ethnicities. The five areas of focus are:

- Meet with your Local Authority's Local Community Development Committee (LCDC) or social inclusion unit to get a bigger picture.
- Find out if there is a Places of Sanctuary group in your area, promoting culture of welcome to newcomers (see useful contacts).
- Talk to national agencies such as the New Communities Partnership and Migrant Rights Centre. For example, New Communities Partnership has members from different ethnic minority groups from around the country (see useful contacts).
- Meet with local agencies and community groups supporting migrants and/or specific new communities for more knowledge gathering.
- Explain what you are doing but also ensure you follow up with them and keep in touch.

61% of survey respondents from the Invitation to Collaboration Donegal, Mayo and South Dublin said this was one of the most important elements of working with culturally diverse communities.

"Researching and finding out about communities before approach"

One of the five areas of focus identified was:

"Creating better understandings of who is living in South Dublin and their 'stories' in order to be able to create programmes that may appeal to these people or communities/involve them in creating programming."

Transcultural Research Next Steps by Dr Zoë O'Reilly – a report in association with Rua Red and Civic Theatre (as part of the Invitation to Collaborate programme activities in South Dublin)

Fear of saying the wrong thing can sometimes inhibit a cultural organisation in authentically engaging with people from culturally diverse backgrounds:

"The worry gets in the way and this might manifest itself as a training issue when really it's more a group learning or coaching matter. In other words, a place to reflect on the interaction and how to do better next time and face up to the stereotypes/ assumptions that you may have had."

Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report

One of the main hindrances to strategic development initiatives in the arts sector in relation to cultural diversity and the arts was:

"Lack of knowledge of minority ethnic communities, the perceived lack of minority ethnic practitioners and communities living in an area despite Census data which would suggest the contrary."

Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council policy and action plan, May 2009 by Dr Daniel Jewesbury, Jagtar Singh (Change Institute) and Sarah Tuck (Create).

B. Take a strategic approach – make a medium to long-term plan

Action Steps:

- Assess the work your organisation has undertaken in the area of cultural diversity; what have you learned so far?
- Carry out with your team the National Youth Council of Ireland (NYCI) checklist for assessing how accessible your organisation is to people from a minority ethnic background (see appendix A).

Also discuss with your team:

- Who is living in your area from culturally diverse groups – so everyone is aware.
- What information you found so far.
- Which particular communities you want to focus on and why?
- Agree the next steps you need to do, for example, carrying out training in cultural diversity for staff at all levels of your organisation, coaching or support services.
- How can you embed this work properly in your organisation?
- Get agreement for developing a long-term plan in this area.
- Look at your vision, programme, people, resources through the lens of cultural diversity.
- What do you want to achieve in the long-term?
- What are the long-term legacy goals?

69% of respondents from Invitation to Collaboration Donegal, Mayo and South Dublin surveys said one of the most important elements of working with culturally diverse communities was:

“Being clear about why the work is being undertaken”

And 61% said

“Having a medium to long term plan”

One of the five areas of focus identified was:

Dr Zoë O’Reilly, referenced the research carried out by Maynooth University report Developing Integration Policy in the Public Sector: A human rights approach has shown that:

“In cases where diversity and inclusion are embedded in the strategic goals of the organisation, they are more likely to be regarded with priority in terms of implementation and associated resourcing.”

Transcultural Research Next Steps by Dr Zoë O’Reilly

“Short term strategic planning and partnerships has placed a heavy burden on local and voluntary associations without demonstrable evidence of how and to what extent these initiatives have impacted on the commissioning and programming ethos of the arts organisations and their future planning.”

Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council Policy and Action Plan





2. Creating Connections

A. Building networks and relationships are the building blocks to success

Action Steps:

- Map and create a list of the different community resources in your area, e.g. resource and community centres, schools, churches, faith specific groups, activity and sports clubs, arts groups, community development groups.
- Make contact and meet with the staff/volunteers of the groups to find out more about who they work with, follow up and meet with those already working with people from different communities; make time for tea and chats.
- Find out what resources these groups need, what are they particularly interested in? Keep in regular contact, go and attend any arts and cultural activities they might be doing.
- Identify artists from culturally diverse backgrounds who might be living in your area; through the above groups, public call out, new community groups etc.
- Talk to your Social Inclusion or Community Section at the local authority to see if there is a Migrant Integration Forum or City of Sanctuary Culture sub-group that you could join, which will help give an overview of what is happening across the area in terms of existing cultural provision (see useful contacts).

Relevant key points from an An Invitation to Collaboration, Mayo, Donegal and South Dublin County Councils were:

“That working through existing networks and organisations is important”

Whilst 50% also said one of the most important things was:

“Asking communities about their needs”

Dr Zoë O’Reilly, found that:

“So much of culture is invisible; it is not found in galleries and theatres but in cafés, community halls, streets, churches and mosques and social centres.”

“Many of the community groups and organisations I spoke to have wide-reaching networks of their own and serve large and diverse communities in different ways. Some of these operate vibrant cultural and social centres.”

She also recommended that, in terms of follow-up research for the South Dublin area, one of the five core areas of focus should be:

“Exploring what cultural activities/art forms are already happening in the area in order to make them visible (working on idea that the area is already culturally vibrant; we just need to find ways to connect with what is already there).”

Transcultural Research Next Steps by Dr Zoë O’Reilly

“In Inishowen there are refugees with expertise in tailoring, woodwork and beekeeping and cooking... ‘WISH’ Women’s Intercultural Support Hub is in place in Inishowen to combat isolation and build relationships. They are interested in developing an art programme. Taster sessions of art forms have been requested.”

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019

B. Collaboration and dialogue; defining and agreeing the activities

Action Steps:

- Once your networks and relationships are more established, look at holding a series of creative consultations in the style of the forum event below to gather ideas regarding gaps in provision or need (see appendix A for more info).
- Look at small practical steps you could incorporate as part of your activities.
- If you have a building, look at what space (both regular and one-off) you could offer to specific arts and cultural groups working with people from culturally diverse backgrounds.
- Look at how you could partner with intercultural festivals.
- Be aware of all cultural days (e.g. Diwali, Chinese New Year) and explore how you could celebrate these in partnership.
- Explore how different groups with common creative interests could work together.
- Ensure you keep in touch regularly with the groups you have met, in terms of updates and your findings from your consultations.
- Think about how these steps could form part of a longer-term engagement plan, which in turn might seed new collaborative projects over time.

Dr Zoë O'Reilly noted in her report that:

“Collaboration and engagement with people takes time...They entail a long-term process of contact, of curiosity and above all of trust, and they happen through CONNECTING. And connecting comes in many forms – chats, listening, cups of tea, taking part in activities.”

“Develop a policy of listening to people who make proposals to use the space – instead of quoting a fee or saying no, adopt an approach of ‘come for coffee, make me a proposal’. Audience development comes very often through one to one connection.”

Transcultural Research Next Steps by Dr Zoë O'Reilly

Dr Zoë O'Reilly devised a structured activity in the form of a Forum event following from all the initial relationship and contacts developed (see appendix A). Feedback - Invitation to Collaboration South Dublin surveys contained the following comment:

“The forum event was brilliant; coming together and welcome and hospitality discussions were held in a manner which allowed freedom in what people said. There was genuine access. Working with Zoë was exceptional.”

The 2016 Voluntary Arts carried out interviews with people from culturally diverse backgrounds. Relevant key points were:

“Perhaps the first step towards creating stronger bonds with the ‘host’ community is to focus on bringing people with common cultural identity together to organise things for themselves, build confidence and capacity.”

“Common interest is something that brings people together across diverse communities. This is often a common creative interest (e.g. dance, music).”

“We celebrate our festivals, such as Diwali, Holi etc. but we want to expand our celebrations.”

Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report



3. In good hands

A. Building an effective partnership for long-term engagement

Action Steps:

- From your networks generated, build a cross-sectoral steering group that can help support longer-term engagement rather than being purely project based.
- Ensure you have a diverse range of voices with different expertise and knowledge in the room, include both larger and smaller groups and institutions.
- Admit that you don't know all the answers and need support!
- Having a Local Authority Arts Officer voice as part of the partnership provides strategic and policy support as well as advocacy at a regional level.
- Agree shared goals as a group but also be sensitive to the fact that partners will have different motivations for taking part in this programme.
- Agree terms of reference so everyone understands why they are there, their responsibilities, including number of meetings per year.
- Find a budget if you can to pay individuals (such as freelance artists or people running voluntary groups), for their time in taking part in partnership meetings.
- Designate a member of staff for leading on this work; with the right skills and expertise in community engagement to take on the responsibility for driving and implementing your long-term engagement plan.
- Allow enough time for trust for relationships to build and factor in contingency time.

Dr Zoë O'Reilly stated in her report the below key points :

“The Importance of meeting, conversation, collaboration across community groups and arts organisations and local authorities. There is often a lack of connection within and between sectors.”

“Some partnerships take time to develop as different organisations work to different time scales and have different priorities.”

“If cultural diversity is to be taken seriously by the organisations, it seems necessary to have a person dedicated to this work, rather than it being spread over several people....”

Transcultural Research Next Steps by Dr Zoë O'Reilly

A Voluntary Arts report says:

“When the ‘go-to’ people the organisation knows and involves in its work are more diverse the activities of the organization naturally begin to connect to more diverse communities.”

Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report

Feedback from the Liverpool Biennial on engaging new audiences found that starting from a place of respect and trust are crucial to the planning process:

“Issues of respect and trust are of vital importance and learning about the culture, history and geography of the groups you are working with is very helpful.”

I Liked Everything: Celebrating New Audiences, Feedback from Liverpool Biennial of Contemporary Arts' STAR project

B. Programme design for long-term sustainability

Action Steps:

- Some initial areas of action can be kick-started without the need for extra funding; these can also help provide evidence for funding down the line.
- Look at what capacity building measures you could offer to support specific groups or individuals, e.g. finance, mentoring, free space, insurance etc.
- Recognise the time a group might be giving in terms of their expertise, contacts and potential participants. Discuss with them ways of providing some financial support and build these into project or organisational budgets.
- Involve individuals or groups from culturally diverse backgrounds in programming or co-curation initiatives.
- Project themes and ideas should evolve from the discussions carried out through consultation processes described earlier in this guide; avoid making assumptions about the types of 'stories' people might want to tell.
- Build in peer to peer support opportunities for artists. Include artists from culturally diverse backgrounds and arrange regular meet ups.
- Find ways to support amateur or semi-professional artists from the groups you are working with; talk to them about their needs and feed these into your planning.

Artists from County Mayo flagged these considerations for programme design:
*“One to one support can be transformational” “It’s not all about telling your story”
“Ideally artists should be working on 2 3-year engagements”*

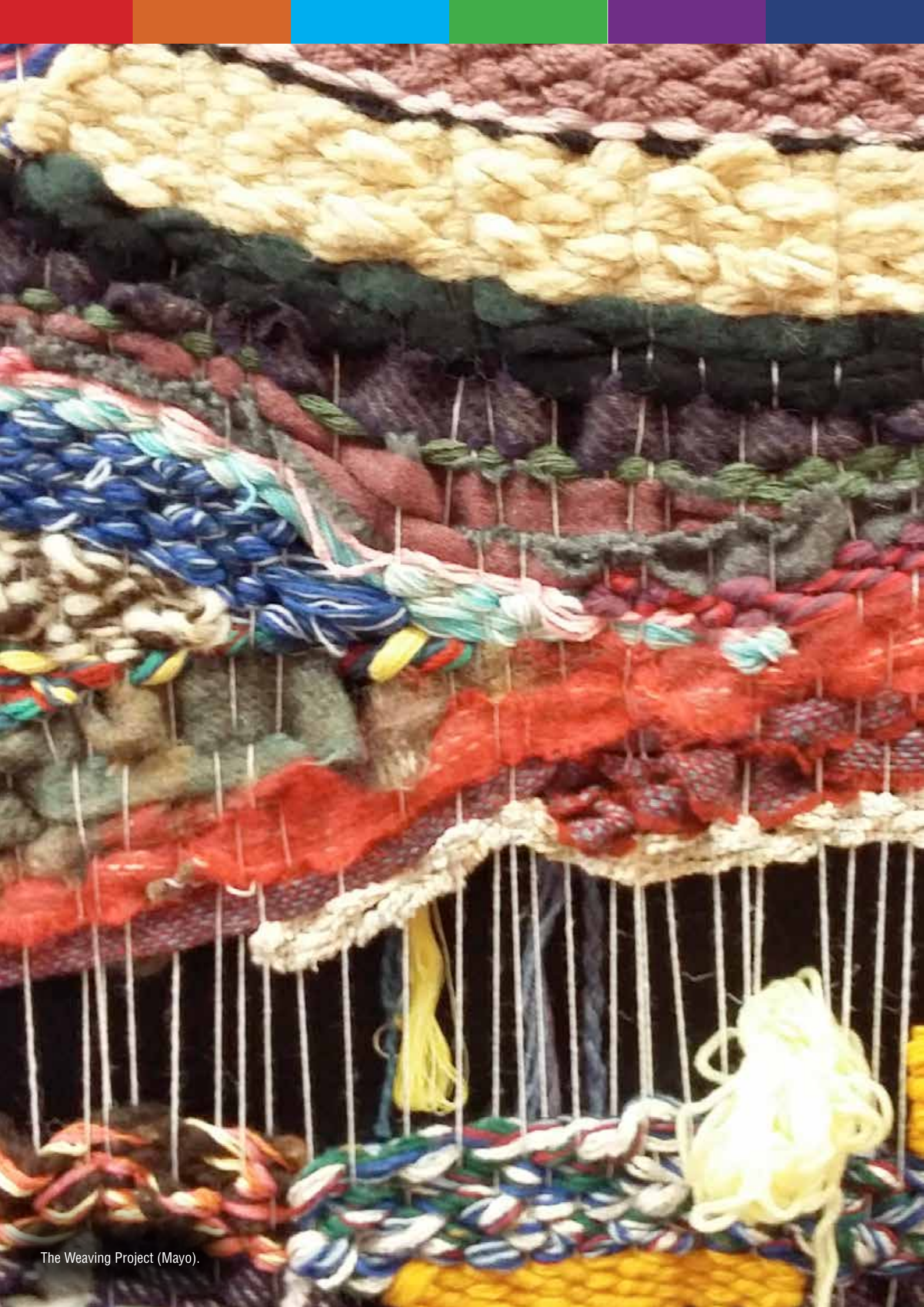
Also reinforced by County Mayo and South Dublin survey respondents said:
*“The work is not solely about identity “telling their story”.
“Arts activity is not a band-aid for other issues.”
“There should be Artist networks support for artists working in these contexts.”*

A community Arts representative from Tallaght said:
“If you have people who look like you and talk like you on the stage, you will come”
Transcultural Research Next Steps by Dr Zoë O’Reilly

Participants in the Intercultural Art in Action project in Donegal said:
“Arts and cultural programming ...should include work that discusses diversity and gives insight into other cultures and social justice issues.”
“Provide opportunities and training to Black Minority Ethnic (BME) groups in the arts. Funding to start their own small projects. Show diversity by employing people from BME communities.”
Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019

Building capacity supports for culturally diverse groups in developing arts-led projects is also reflected in national research:
“Respondents from minority ethnic communities repeatedly raised the issue of capacity building as a critical factor”
“Minority ethnic led organisations focussing on cultural activities often rely on volunteers and are called upon to assist funded arts organisations to plan outreach and audience development initiatives to fulfil a diversity remit.”
Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council policy and action plan

“Small amounts of money for many groups are all that is regularly required. Over time as some groups want to expand and do bigger events the requirements for resources increases.”
Open Conversations, Developing Strong Effective Connections to Black, Asian and Ethnic Communities - Voluntary Arts Report



The Weaving Project (Maya).

4. Delivering the goods

A. Planning considerations

Action Steps:

- Agree broader, strategic outcomes for your engagement plan but be adaptable and prepared for shifts in outcomes for specific project phases.
- Build in extra time at the beginning for the start-up phase – especially where you are recruiting new participants rather than existing groups – ensure effective communications and visibility in the target communities, e.g. launches.
- Allow time for project explanations with groups and individuals before a project phase starts; have a clear rationale for a programme or project.
- Agree with your steering group and artists the best way of documenting and monitoring a project phase; build in a continuous improvement process.
- Build in communications to the rest of your organisation both to share learning and secure organisational buy-in.
- Build in additional time at the end of a project phase to allow for follow up and contact, for example, for artists, project team and participants to identify future ideas and needs that will help drive sustainability.

Survey respondents from Invitation to Collaboration in Donegal, Mayo and South Dublin were asked what they would do differently regarding potential project adjustments:

46% of people survey required greater resources i.e. time and money

38% of people interviewed felt the Creative content needed further input

31% of respondents indicated greater need for dissemination and communication about the project

Communications regarding this work at an organisational level was also important:

“Project management communication; needs a connector; with staff team understanding how vital the project was - embedding the project in the organisation and its findings.”

Building flexibility and openness into the planning process were also described as important considerations: **“Process; entirely based on real connection to a multiplicity of possible communities; and methodologies which had an organic nature, feedback and trust built into the process. Reciprocal understanding. Confirmed that there is no one size answer - opening channels of communication and trust.”**

This is reinforced by an artist in County Mayo as part of the programme:

“Unexpected things happen in a good way”.

The Donegal Intercultural Framework Document stated :

“Participation is rooted in the self-identification of needs and interests, the formulation of responses by the community or group concerned.”

(Referenced in The All-Ireland Standards for Community Work)

B. Addressing different barriers to participation

Action Steps:

- If you are a building based cultural organisation introduce welcome signs in different languages.
- Use places such as libraries and community centres that groups already use and feel comfortable in.
- Build in transport costs for participants and adapt according to need.
- Use plain English and avoid 'arts jargon' in your publicity material.
- Use clear, attractive visuals and less text in your publicity material.
- Think of ways your projects can be accessible using less words and more visual, movement or sound experiences.
- Consult with your partners and the groups you are working with to identify texts to be translated and identify free interpretation services offered.
- Explore whether some work needs to be gender specific, e.g. women only projects amongst certain communities to create a comfortable environment.

In relation to making your space feel welcome to people from culturally diverse backgrounds. A social worker in South Dublin said:

"What are people holding internally that says, due to class, cultural difference, linguistics barriers etc, 'I have no right to that place'?"

Transcultural Research Next Steps by Dr Zoë O'Reilly

Addressing transport needs:

44% of those people surveyed participating in the South Dublin projects agreed that they could have done with more transport services.

In Donegal:

"The cost of travelling to somewhere like Letterkenny was prohibitive and also the cost of events in the theatre is an issue and a barrier to participation. Public transport does not run to suit events time-wise in Letterkenny."

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019

National research reinforces the finding below regarding language barriers:

"Language emerges as a significant barrier, with particularly low levels of involvement for families who have difficulties reading English language material."

Insights from Growing Up in Ireland Survey conducted by ESRI for the Arts Council

Language support was also raised as a potential need:

55% of those people surveyed participating in the South Dublin projects agreed that they could have done with more language services.

Language services was also raised as an issue by one County Mayo artist

"(Where the) Interpreter knows everything about families."

Consideration for childcare was raised in Donegal:

"Support for childcare, or for provision of parallel activities for children, to free-up parents to participate in arts and cultural activities."

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019

One artist working in County Mayo noted: **"Gender is a big issue and how this is navigated "**

The issue of gender was also raised in Donegal:

"Patriarchy keeps some women restricted and at home and also inhibits men's participation, contributing to men's isolation. Arts based groups could open up discussion and awareness."

Donegal Intercultural Framework: Intercultural Art in Action Research Project 2019



Intercultural Platform 2019, Mother Tongue, Thoiba Ahmed (Donegal).

5. Learning and what next?

A. Evaluation, learning and legacies

Action Steps:

- Agree how a project phase will be evaluated; ideally agreeing monitoring, documentation and evaluation methods from the outset.
- Seek advice from the partner steering group or community members on best approaches for evaluation.
- Look at how the evaluation methods can be as accessible as possible, e.g. using video, simple feedback methods, one to one feedback sessions.
- Create opportunities for feedback after each session to make adjustments and changes where required.
- After a project or programme phase, build in time for reflection with artists and participants.
- Budget for artist time for follow-up contact with participant members.
- Keep thinking long-term, having someone in the staff team who can follow up ideas, give potential mentoring support to groups or help initiate new project ideas based on identified needs.

In the report from the Liverpool Biennial on engaging new audiences, one cultural organisation carrying out evaluation activities found that:

“Children often have a better command of English than their parents, which had an impact on project evaluation as some adults had difficulties in filling in questionnaires. Additionally, one organization found that when evaluating their project there was a very low return on questionnaires.”

“Feedback needs to be sought from participants immediately after the activity with appropriate methods for those with language difficulties.”

I Liked Everything: Celebrating New Audiences, Feedback from Liverpool Biennial of Contemporary Arts’ STAR project

In terms of generating legacies, sustainability was a key issue for many survey respondents from the Invitation to Collaboration Donegal, Mayo and South Dublin evaluation:

“Unsustainability – potential identified and no ability to follow up”

“Resourcing in relation to sustainability”

“More liaison and person who can drive the process forward.”

“Overall with youth communities there needs to be continued engagement with artists; long term engagement is crucial.”



6. Aguisíní - Appendices

A. Tagairtí maidir leis an Treoir

Torthaí mheasúnóireacht ITC trí shuirbhéanna agus agallaimh

- Suirbhé Chontaetha Dhún na nGall, Mhaigh Eo agus Bhaile Átha Cliath Theas maidir le Gairm an Chomhair
- Transcultural Research Summary and Next Steps leis an Dr Zoë O'Reilly

Taighde a rinneadh in Éirinn

Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council policy and action plan, leis an Dr Daniel Jewesbury, Jagtar Singh (Change Institute) agus Sarah Tuck (Create)

Donegal Framework 2019. Tionscadal Taighde Ealaíne Idirchultúrtha i nGníomh, le Bernadette Hopkins, MA

Saothar Anne Walsh (NYCI), Suzanne Lindsay (Foróige) agus Ben Ewan (Youthnet) maidir le **Access All Areas – a Diversity Toolkit for the Youth Work Sector** arna fhoilsiú ag Comhairle na nÓg agus Youthnet 2012 and updated 2018

Arts and Cultural Participation among Children and Young People: **Insights from the Growing Up in Ireland Study** leis an Dr Emer Smyth don Chomhairle Ealaíon agus an Institiúid Taighde Eacnamaíochta

Research Report into the practices of Professional Artists from Immigrant, New Communities and Traveller backgrounds le Richard Wakely

Taighde Idirnáisiúnta

Open Conversations: Developing strong, effective connections to black, Asian and minority ethnic communities le Voluntary Arts

I Liked Everything: Celebrating New Audiences, Feedback from Liverpool Biennial of Contemporary Arts' STAR project

Marketing Toolkit – Reaching Black and ethnic minority audiences le Cultivate

B. Acmhainní agus Sonraí Comhfhreagrais Úsáideacha

Acmhainní

Tá cuid mhór ábhair eolais, sonraí comhfhreagrais agus acmhainní úsáideacha curtha le chéile ag National Youth Council ag Comhairle na nÓg (NYCI) in Access All Areas – a Diversity Toolkit for the Youth Work Sector arna fhoilsiú National Youth Council ag Comhairle na nÓg agus Youthnet 2018. Is féidir an leagan iomlán den Diversity Toolkit a aimsiú anseo:

<https://www.youth.ie/articles/access-all-areas/>

Tá liosta seiceála curtha le chéile ag NYCI (dírithe ar dhaoine óga ar dtús) a mbeidh tairbhe faoi leith as ag daoine agus eagraíochtaí atá ag féachaint le fónamh a dhéanamh sa réimse seo. Tugtar san áireamh Pleanáil ar chlár agus a gcur i gcrích, an Íomhá poiblí, Polasaithe rannpháirtíochta agus gnáis oibre agus Forbairt ghairmiúil.

Tá Ábhar Comhairle curtha ar fáil freisin ag NYCI maidir le timpeallacht shoicheallach a chruthú i spásanna pobail chomh maith le liosta úsáideach de sonraí comhfhreagrais. Tugtar anseo síos an liosta seiceála, an t-ábhar comhairle agus sonraí comhfhreagrais atá úsáideach.

Is le caoinhead NYCI a thugtar eolas sa Treoir seo a bhaineann leis an Diversity Toolkit.

A. Guide references

Findings from INVITATION TO COLLABORATION evaluation through surveys and interviews

- Invitation to Collaboration County Donegal, Mayo and South Dublin survey
- Transcultural Research Summary and Next Steps by Dr Zoë O'Reilly

Irish based research

Cultural Diversity and the Arts Research Project: Towards the development of an Arts Council policy and action plan, by Dr Daniel Jewesbury, Jagtar Singh (Change Institute) and Sarah Tuck (Create)

Donegal Framework 2019. Intercultural Art in Action Research Project, by Bernadette Hopkins, MA

Anne Walsh (NYCI), Suzanne Lindsay (Foróige) and Ben Ewan (Youthnet) for **Access All Areas – a Diversity Toolkit for the Youth Work Sector** published by NYCI and Youthnet 2012 and updated 2018

Arts and Cultural Participation among Children and Young People: **Insights from the Growing Up in Ireland Study** by Dr Emer Smyth for The Arts Council and Economic Research Institute

Research Report into the practices of Professional Artists from Immigrant, New Communities and Traveller backgrounds by Richard Wakely

Next Steps: Transcultural Research by Dr Zoë O'Reilly

Forum: Transcultural Dialogues by Dr. Zoe O'Reilly.

International research

Open Conversations: Developing strong, effective connections to black, Asian and minority ethnic communities by Voluntary Arts

I Liked Everything: Celebrating New Audiences, Feedback from Liverpool Biennial of Contemporary Arts' STAR project

Marketing Toolkit – Reaching Black and ethnic minority audiences by Cultivate

B. Useful Resources

National Youth Council of Ireland (NYCI) have created a whole body of useful information, contacts and resources through their Access All Areas – a Diversity Toolkit for the Youth Work Sector published by NYCI and Youthnet 2018. The full-length Diversity Toolkit can be accessed here:

<https://www.youth.ie/articles/access-all-areas/>

NYCI have created a checklist (originally targeted at young people) which will be of particular use to individuals and organisations looking at working in this area. This covers the areas of Programme planning and delivery, Public image, Participation Policies and procedures and Professional development.

They have also provided a Top Tips for creating a welcoming setting in community spaces and useful contacts. See checklist, Top Tips and Useful Contacts.

The information in this Guide relating to the Diversity Toolkit is provided with the kind permission of NYCI.





Cé chomh sochaidrimh agus atá an eagraíocht ag daoine de bhunadh eitneach mionlaigh?

Beidh an liosta seiceála seo ina chabhair maidir le bealaí a aimsiú chun feabhas a chur ar sheirbhísí do dhaoine de bhunadh eitneach mionlaigh

How accessible is your organisation to people from a minority ethnic background?

This checklist can help you to identify how you can improve your service for people from minority ethnic backgrounds

Programme planning and delivery

We make sure our programmes are designed and delivered to consciously include the diverse needs and identities of all people in the community

Our group reflects the diversity of the wider community	YES	PARTLY	NO
Our service/group/club has up to date information about the numbers of people from minority ethnic backgrounds in our community			
We know which minority ethnic communities are most highly represented in our area			
We collect statistics on the cultural and ethnic background of the people who use our service			
We compare the ethnic profile in our community to the ethnic diversity in our group/s to see if all ethnic groups are fairly represented (e.g. if 2% of the local community come from an Asian background, we would like Asians to represent 2% of our membership)			
We identify the people from minority ethnic backgrounds in our community who do not use our service			
We have a list of the organisations in our area that represent minority ethnic groups			
Our programme responds to the ethnic diversity of the community			
Our programming is relevant to the diversity of ethnicities and cultures in our area			
Our programme is responsive to the specific needs, issues and experiences of people from minority ethnic backgrounds			
Our programme is considerate of different religious needs			
We provide anti-racism, equality, inclusion and intercultural programmes for all people			
Our group celebrates cultural days of significance to our members			

Public image

How we present our service to our community

We know and actively communicate with:			
	YES	PARTLY	NO
Organisations that work with people from minority ethnic backgrounds			
Organisations that have a good understanding of the needs and issues of minority ethnic groups			
We provide information about our group to:			
People from minority ethnic backgrounds			
Organisations that work with people from minority ethnic backgrounds (schools, specialist services etc)			
We work closely with parents to ensure their concerns for their children are met			
Information about our group is translated			
Our organisation uses an interpreter			
Our organisation has visual imagery in its premises and publications that reflects the ethnic diversity of the community and proactively invites all ethnic groups.			

Participation

We make sure we include the voices of people at all levels of our service

	YES	PARTLY	NO
We consult with people, parents and organisations about the specific needs and issues for minority ethnic people in relation to accessing and participating in our work – including those who do not use our service			
We promote a message of safety and respect and invite the active participation of all people, including those from different ethnic and cultural backgrounds			
People from different ethnicities are involved in decision making in our organisation			

Policies and procedures

We have a written commitment to deliver an equal and inclusive service

	YES	PARTLY	NO
Mechanisms are in place that protect participants from racism and discrimination			
Our organisation has a written commitment to anti-racism, equality, inclusion and interculturalism			

Professional development

Our staff and volunteers are trained and supported to deliver an inclusive service

	YES	PARTLY	NO
Staff and volunteers receive training on interculturalism, cultural awareness, tackling racism and the issues people from minority ethnic backgrounds face			
Our staff, volunteers (and service users) address racist comments or behaviour and model inclusive language			
We have staff members or volunteers who come from a minority ethnic background			

Arna chóiriú le caoinchead Chomhairle na nÓg as Access All Areas – a Diversity Toolkit for the Youth Work Sector arna fhoilsiú ag Comhairle na nÓg agus Youthnet 2018.

Adapted with the kind permission of the National Youth Council (NYCI) from Access All Areas – a Diversity Toolkit for the Youth Work Sector published by NYCI and Youthnet 2018.







Mar seo atá éilithe ag daoine óga de bhunadh eitneach mionlaigh ar eagraíochtaí óige, ábhar suime don uile eagraíocht cultúir agus pobail:

This is what minority ethnic young people have asked of youth organisations, which are relevant for all cultural and community organisations:



TOP TIPS

A series of **'Top tips'** developed in partnership with young people who are **new to Northern Ireland or from a minority ethnic background** to help create a more welcoming and inclusive youth setting.

TIP 1
Create a welcoming space

- ▶ Make your community safe for me
- ▶ Create a safe environment for new people to join you
- ▶ Take pride in the appearance of your community/centre

TIP 2
Build a trust relationship

- ▶ Be willing to talk to me
- ▶ Give me a chance and make an effort with me
- ▶ Hear my story

TIP 3
Take some time to learn

- ▶ Know that there are a variety of cultures in N.I.
- ▶ Gain knowledge of different ethnic minorities
- ▶ Tell me where to get information

TIP 4
Adjust your programmes

- ▶ Provide support (e.g. mentoring or buddy system)
- ▶ Speak slowly – be patient
- ▶ Have materials in my language
- ▶ Encourage me and put yourself in my shoes

TIP 5
Respect Difference

- ▶ Don't make people who are different feel uncomfortable
- ▶ Don't make fun of a culture you don't understand

TIP 6
Challenge Racism

- ▶ Take abusive comments seriously and challenge negative attitudes
- ▶ Think before you judge me

Organisations involved:
Shared Futures, Muslim Youth Northern Ireland, Chinese Welfare Association, Arts&Arts, Public Achievement, Northern Ireland Community of Refugees and Asylum Seekers, Kamelton, Young NCB, Photography: Mohamed Fez Miah

Youthnet
network for the voluntary youth sector
www.youthnetni.org.uk Email: info@youthnet.co.uk

European Union
European Regional Development Fund
Investing in your future

TESIP

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Sonraí Comhfhreagrais Úsáideacha

Useful contacts

Eagraíochtaí Lucht Imirce / Cearta Dídeanaithe – Poblacht na hÉireann Migrant / Refugee Rights organisations – Republic of Ireland

Migrant Rights Centre Ireland
P: 01 889 7570 F: 01 889 7579 E: info@mrci.ie W: www.mrci.ie

SPIRASI
P: 01 838 9664 F: 01 882 3547 E: info@spirasi.ie W: www.spirasi.ie

Crosscare Migrant Project
P: 01 873 2844 F: 01 872 7003 E: migrantproject@crosscare.ie W: www.migrantproject.ie

Irish Refugee Council
P: 01 764 5854 F: 01 672 5927 E: info@irishrefugeecouncil.ie W: www.irishrefugeecouncil.ie

Office for the Promotion of Migrant Integration
P: 01 418 3200 E: info@integration.ie W: www.integration.ie

Reception and Integration Agency
P: 01 418 3200, F: 01 4183271, E: RIA_Inbox@justice.ie ,W: www.ria.gov.ie

Eagraíochtaí Lucht Imirce / Cearta Dídeanaithe – Tuaisceart Éireann Migrant / Refugee Rights organisations – Northern Ireland

Racial Equality Unit
P: 028 - 9052 8560, F: 028 9052 3272, E: race.equality@executiveoffice-ni.gov.uk

NI Council for Racial Equality (NICRE)
P: 028 7710 767235 E: patrick@nicre.org W: https://nicre.org/

Bryson Intercultural
P: 028 9043 8211 E: info@brysoninternational.org W: www.brysongroup.org

Northern Ireland Community of Refugees and Asylum Seekers (NICRAS),
P: 028 9024 6699 E: info@nicras.org.uk, W: www.nicras.btck.co.uk

STEP South Tyrone Empowerment Programme
P: 028 8775 0211 E: info@stepni.org W: www.stepni.org/migrant-project-overview.asp

Stronger Together, c/o STEP (see above)
P: 028 8775 0211 E: info@strongertogetherni.org

NISMP – Northern Ireland Strategic Migration Partnership
W: www.migrationni.org/support-organisations

Eagraíochtaí na nIoslamach - Éire ar fad **Islamic organisations - All Ireland**

Islamic Cultural Centre of Ireland
P: 01 208 0000, E: info@islamireland.ie , W: www.islamireland.ie

Ahul Bait Islamic Cultural Centre (Shi'a Muslim Islamic Centre
P: 01 260 4491 F: 01 2604495 W: <http://homepage.tinet.ie/~ahlulbyteassociation/>

Islamic Foundation of Ireland
P: 01 453 3242, E: ifi@indigo.ie W: www.islamicireland.com

Irish Muslim Peace and Integration Council
P: 01 5156206 E: info@impic.ie W: www.impic.ie

Irish Council of Imams in Ireland
Contact through the Islamic Cultural Centre of Ireland or the Islamic Foundation of Ireland.

Belfast Islamic Centre
(BIC have a youth programme MYNI, Muslim Youth Northern Ireland)Eagraíochtaí na nIoslamach - Éire ar fad
Islamic organisations - All Ireland
P: 028 9066 4465 E:info@belfastislamiccentre.org.uk
W: <http://belfastislamiccentre.org.uk/index.php/youth-group/>

NIMFA – Northern Ireland Muslim Family Association
P: 028 9031 5784 E: nimfabelfast@aol.com

Seirbhísí réigiúnacha agus áitiúla – Poblacht na hÉireann **Regional and local services – Republic of Ireland**

An Clár | Clare
Clare Immigrant Support Centre
P: 065 6822026 E:cisc@eircom.net

Corcaigh | Cork
NASC (Irish Immigrant Support Centre)
P: 021 450 3462 E: info@nascireland.org W: www.nascireland.org

New Communities Partnership Cork
P: 021 2399 910 E: ncpccork@gmail.com W: www.newcommunities.ie

Baile Átha Cliath | Dublin
Africa Centre
P: 01 865 6951 E: info@africacentre.ie W: www.africacentre.ie

Baile Átha Cliath (agus go náisiúnta) | Dublin (and national)
New Communities Partnership
P: 01 8727842 E: info@newcommunities.ie W: www.newcommunities.ie

Contae Bhaile Átha Cliath | Dublin County
Balbriggan Integration Forum
P: 089 4958737 E: info@balbrigganintegration.ie W: <https://balbrigganintegration.ie>

Baile Átha Cliath 15 | Dublin 15
Fingal Ethnic Network
P: 087 05441896 E:info@fingalethnicnetwork.ie W: <http://fingalethnicnetwork.ie/>

Places of Sanctuary Ireland
E:info@ireland.cityofsanctuary.org W:<https://ireland.cityofsanctuary.org/>

Ciarraí | Kerry

Tralee International Resource Centre
P: 066 712 7918 M: 087 982 2983 W: <http://tirc.ie/>

Gaillimh | Galway

Galway Migrant Services, (under Galway County Partnership)
P: 091 773466 M: 086 6020580 E: katya@galwaymigrantservice.ie
W: <http://gcp.ie/programmes-supports/support-for-communities/communities-by-interest/migrants/>

Migrant and Asylum Support

P: 091 895203 E: info@croinagaillimhe.ie W: <http://croinagaillimhe.ie/migrant-and-asylum-support/>

Luimneach | Limerick

Doras Luimni
P: 061 310 328 E: info@dorasluimni.org W: www.dorasluimni.org

Maigh Eo | Mayo

Mayo Intercultural Action (MIA), (under South West Mayo Development Company)
P: 098 41950 M: 086 040 6134 (Diversity Mayo Project)
E: npestova@southmayo.com

Nóta: ní liosta lánchuitsitheach seo. Maidir le liosta de na heagraíochtaí i do cheantar féin, téitear i gcomhairle leis an gComhairle Contae, le hoifigeach Páirtnéireachta, Oifigeach Óige Bhord Oideachais agus Oiliúna (BOO) do chontae, an Fóram Pobail agus/nó an tOifigeach Caidrimh Eitnigh.

Please note: this list is not in any way exhaustive. For a list of organisations in your area consult your County Council, local Partnership, Education and Training Board (ETB) Youth Officer for your county, your Community Forum and/or your local Ethnic Liaison Officer.

(NI) Seirbhísí réigiúnacha agus áitiúla – Tuaisceart Éireann Regional and local services – Northern Ireland (NI)

Craigavon Intercultural Programme
P: 028 3839 3372 E: info@cipni.com W: www.craigavonintercultural.org

Ballymena Inter Ethnic Forum
P: 028 2564 8822 E: Natasha.taylor@interethnicforum.org.uk
W: www.strongertogetherni.org/ballymena-inter-ethnic-forum

Strabane Ethnic Community Association
P: 028 7188 6419 E: info@seca.org.uk W: www.seca.org.uk

African Community Support Organisation NI
P: 028 9043 4090 E: admin@acsoni.org

Chinese Welfare Association
P: 028 9028 8277 F: 028 9028 8278

Indian Community Centre
P: 028 9024 9746 E: info@iccbelfast.com

Polish Association NI
E: olalojek@yahoo.com (Aleksandra Lojek-Magdziarz)
E: maciek@polishassociation.org (Maciek Bator)

Foyle Multicultural Forum
P:028 7137 0989 E: info@foylemf.org W: www.foylemf.org

North West Migrants Forum
(Advice and support service in the Derry City Council area and its environments)
P: 028 7136 2184 E: info@nwmf.org.uk

Horn of Africa Peoples' Aid Northern Ireland (HAPANI)
P: 028 9031 5778 W: https://hapani.org/

Building Communities Resource Centre
P: 028 2766 5068 E: info@theresourcecentre.org W: http://www.theresourcecentre.org/

African & Caribbean Support of Northern Ireland (ASCONI)
P: 028 9043 4090 / 028 9043 4106 E: admin@acsoni.org

CRAICNI - Cultivate Respect, Appreciate Inclusion in Communities in Northern Ireland
P: 07411236220 E: info@craicni.com W: http://www.craicni.com/

Seirbhísí aistriúcháin agus ateangaireachta – Éire ar fad Translating and interpreting services – All Ireland

Global Translations Ltd.
P: 01 2960533 / 01 2960069

Lionbridge International
P: 01 2021200

The Irish Translators' and Interpreters' Association
P: 01 8721302 E: E:info@translatorsassociation.ie W: https://www.translatorsassociation.ie/
This association keeps a register of members, which contains names of individual members and their languages of proficiency.

Word Perfect Translations Ltd.
P: 01 8720008 W: https://www.wordperfect.ie/

DCU Language Service
P: 01 700 5673 E: interpreting@dcu.ie

Europus
P: 091 595492 E: eolas@europis.ie W: http://europus.ie/

Eagraíochtaí Acmhainní | Resource Organisations

National Youth Council of Ireland (NYCI)
Intercultural resources, including research publications and activity based resources, can be requested from NYCI or downloaded from www.youth.ie/programmes/equality-intercultural

Youth Link NI
Intercultural resources, including activity based resources, can be requested from Youth Link downloaded from www.youthlink.org.uk or P: 028 90323217

Central Statistics Office
See the following detailed reports based on migration and diversity:
www.cso.ie/en/csolatestnews/presspages/2017/census2016profile7-migrationanddiversity/

NISRA Northern Ireland Statistics and Research Agency
T: +44 (0)300 200 7836 E: info@nisra.gov.uk W: www.nisra.gov.uk

Oideachas | Education

The National Adult Literacy Agency
W: www.nala.ie

The Dublin Adult Learning Centre
W: www.dalc.ie

City of Dublin Education and Training Board (ETB)
W: <http://cityofdublin.etb.ie> / www.ncge.ie/node/3074
Supporting Refugee Students Transition to and Progress in Post-primary School

Learning and Work Institute-UK
W: www.learningandwork.org.uk
Skills Audit for Asylum Seekers and Refugees: A Practitioners Manual
www.learningandwork.org.uk/resource/skills-audits-for-asylum-seekers-and-refugees-a-practitioners-manual/

Supporting Syrian Refugee Resettlement with ESOL
www.learningandwork.org.uk/2017/07/10/supporting-syrian-refugee-resettlement-with-esol/

Buneolas maidir le cúrsaí imirce agus na cúiseanna leis Background information on migration and its causes

Ginearálta | General

Trócaire
www.trocaire.org/getinvolved/education
www.trocaire.org/getinvolved/education/resources/forced-flee

European Country of Origin Information Network
www.ecoi.net

Human Rights Watch
www.hrw.org

The International Crisis Group (ICG)
www.crisisgroup.org

Oiliúint maidir le Cúrsaí Idirchultúrachais agus Ciníochais Intercultural and Anti-Racism Training

Oiliúint maidir le Cúrsaí Idirchultúrachais agus Ciníochais | Youth Work training (ROI)
National Youth Council of Ireland (NYCI), 3 Montague Street, Dublin 2, D02 V327
E: Anne@nyci.ie P: 01 4784122 W: www.youth.ie/training/?nyci_programme=equality-and-intercultural

Youth Link NI, Farset Enterprise Park, 638 Springfield Road, Belfast BT 12 7DY
P: 028 90323217 E: info@youthlink.org.uk W: www.youthlink.org.uk

Eagraíochtaí oiliúna eile maidir le cúrsaí idirchultúrachais (Poblacht na hÉireann) | Other intercultural training bodies - Republic of Ireland

Kensika Monshengwo (Interculturalism Anti-Racism Awareness Training and Training for Trainers)
P: 089 9887142 E: kmonshengwo@hotmail.com W: <https://training-intercultural.com>

PARTNERS Training for Transformation, Kimmage Development Studies Centre, Kimmage Manor, Whitehall Road, Dublin, D12 P5YP
P: 01 406 7588 E: partners@eircom.net W: www.trainingfortransformation.ie/

Eagraíochtaí oiliúna eile maidir le cúrsaí idirchultúrachais (Tuaisceart Éireann) | Other intercultural training bodies (NI)

TIDES Training General Office, Duncairn Complex, Duncairn Ave, Belfast BT14 6BP
T: 028 9043 8180 E: info@tidestraining.org

Acmhainní úsáideacha léitheoireachta | Useful Reading Resources

Arts Council Ireland *Equality Diversity and Human Rights Policy* <http://www.artscouncil.ie/uploadedFiles/EHRD%20Policy%20English%20version%20Final.pdf>

An Garda Síochána. *Your Police Service in Intercultural Ireland*. Dublin: An Garda Síochána

Berry, John. W (2008) *Globalisation and Acculturation* www.sciencedirect.com/science

CDYSB. (2009) *Essential Guidelines for Good Youth Work Practice Toolkit*. www.cdysb.ie

Council of Europe. Croft, T., Crolla, V. & Mida-Briot, B. (2003) *T-Kit on Social Inclusion Strasbourg*: www.sal-to-youth.net/tkitinclusion/

Dublin City Centre Citizens Information Service & Partners (2009) *Find Your Way – A Guide to Key Services in Dublin City Centre*. <http://www.dublincity.ie/main-menu-services-community-intercultural-dublin/migrant-directory-dublin-city-centre>

HSE. *A HSE Guide to working with Interpreters* (word document) <http://handbook.muh.ie/admin/120907%20Guidance%20in%20Using%20Interpretation%20Services.doc>

HSE. *Health Services Intercultural Guide: responding to the needs of diverse religious communities and cultures in healthcare settings*

Immigrant Council of Ireland (2011) *Paths to Parental Leadership Toolkit*

Irish Rural Link, Egan, A., (2009) *Reaching Out – Information and Resources for Rural Community and Voluntary Groups*. Westmeath: Irish Rural Link

Migrants Rights Centre (2009) *Tools for Social Change – A Resource Guide for Community Work with Migrant Workers and their Families in Ireland*. www.mrci.ie

Migrants Rights Centre (2006) *Realising Integration*. Dublin: MRCI

University College Cork Ní Laoire, C., Bushin, N., Carpena-Mendez, F. & White, A. (2009) *Tell me about yourself – Migrant Children's Experiences of moving to and living in Ireland* Cork: UCC <http://migration.ucc.ie/children/>

North Eastern Board NI *Inclusion and Diversity Service resource for teachers* www.education-support.org.uk/teachers/ids/

NWICN (2008) *Opening Doors - The Intercultural Toolkit for Service Providers in the North West Inner City* Dublin: North West Inner City Network (NWICN)

NYCI, Mc Crea, N. (2003) *Steps Toward Inclusion*. [Steps_Towards_Inclusion_2003.pdf](http://www.nyaci.org.uk/Steps_Towards_Inclusion_2003.pdf)

NYCI, Walsh, A. (2017) *Make Minority a Priority* www.youth.ie/minority

NYCI, Walsh, A (2018) *Transforming Hate in Youth Settings: An Educational Tool and Practice Manual* www.youth.ie/articles/transforming-hate-in-youth-work-settings

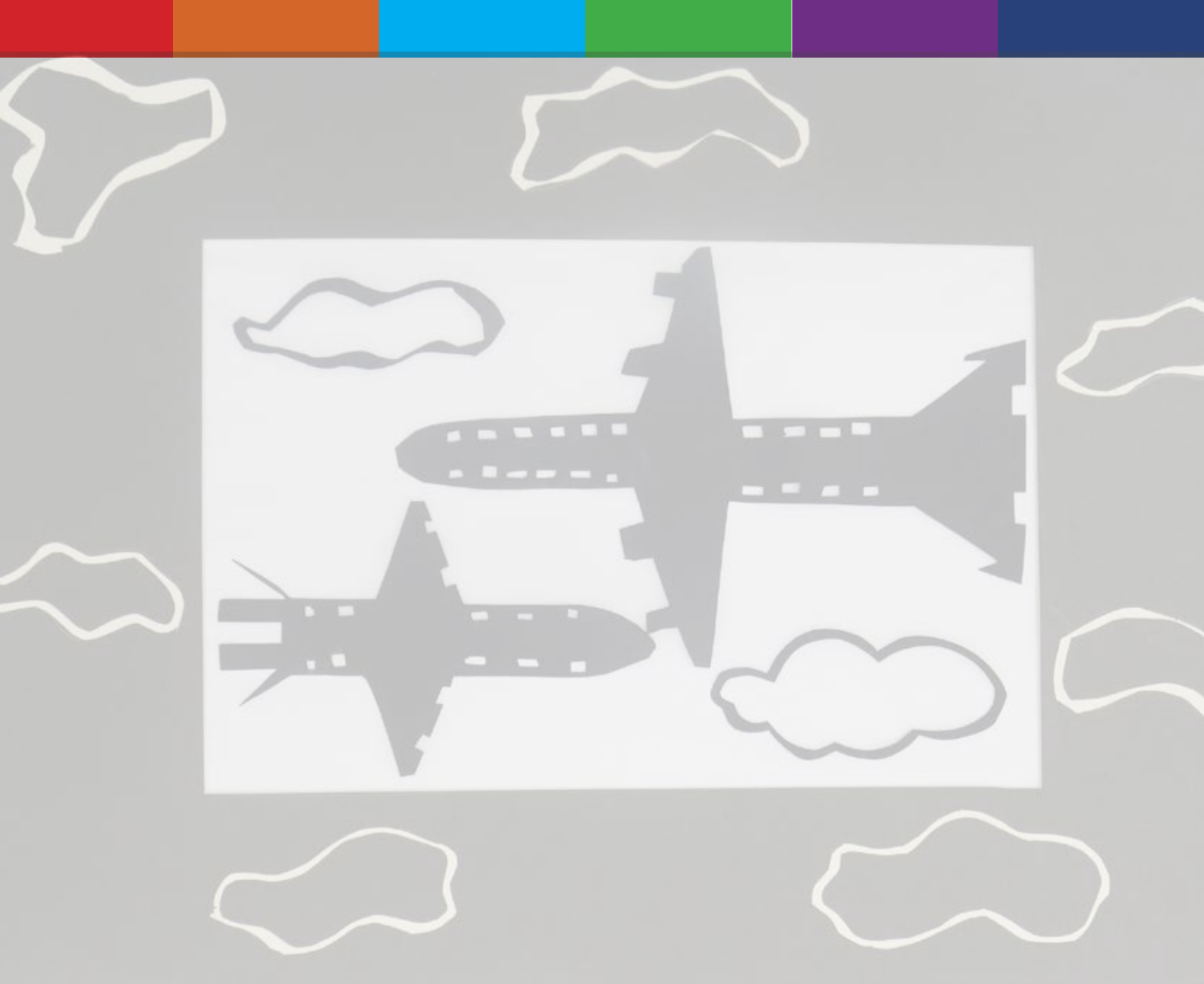
NYCI, McKenna, D (2019) *Beyond Hate: A journey with young people toward inclusion An activity pack for youth workers* www.youth.ie/articles/transforming-hate-in-youth-work-settings

Ombudsman for Children's Office Dublin. *Your City/Our City: A guide compiled by Separated Children and All I have to say* Separated Children in their Own Words www.oco.ie/





Intercultural Platform 2019, Mother Tongue Day (Dun na nGall).



Scáth Solais Páipéir (Mhaigh Eo)

Paper Light Shadow (Mayo)

Is iad Comhairle Contae Mhaigh Eo (Príomhpháirtí), Comhairle Contae Bhaile Átha Cliath Theas agus Comhairle Contae Dhún na Gall a thug faoi thionscnamh seo na nÚdarás Áitiúil i ndáil le hIlchineálacht Chultúrtha faoin Scéim Invitation to Collaboration de chuid na Comhairle Ealaíon.

This Local Authorities Cultural Diversity initiative was completed by Mayo County Council (Lead Partner), South Dublin County Council and Donegal County Council under the Arts Council's Invitation to Collaboration Scheme.

www.mayococo.ie
www.donegalcoco.ie
www.sdcc.ie

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Donegal County Council

