



Black and Minority Ethnic Inclusion

**A Strategy for County
Donegal 2021-2026**



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Foreword



I am delighted to introduce the Black and Minority Ethnic Inclusion Strategy. This Strategy presents a vision and practical actions for the further inclusion of Black and minority ethnic communities in the county over the next five years.

This Strategy presents 47 actions across 5 themes with seven flagship initiatives identified for priority implementation.

I want to thank all the members of the steering committee who gave their time to work with Rachel and Niall from Values Lab to prepare this Strategy, which was delivered through funding from LEADER. Special thanks to Inishowen Development Partnership and Donegal Intercultural Platform who worked closely with Donegal County Council in managing the delivery of the important piece of work.

This Strategy has been produced, and will be implemented, on a partnership and collaborative basis with all relevant stakeholders in the county, and I look forward to working with you all in delivering the Black and Minority Ethnic Inclusion Strategy 2021 - 2026

John G. McLaughlin

John G. McLaughlin
Chief Executive

Foreword



Donegal has changed radically within one generation, the 2016 census indicated that 7.2% of the population of the county, or 11,477 people were born outside the state and this population continues to grow. This statistic really highlights the diverse nature of the current population of the county but it also indicates the potential for inequality. That is why the provision of the Black and Minority Ethnic Inclusion: A Strategy for County Donegal 2021 – 2026 is such an important milestone in the history of Donegal. This Strategy seeks an inclusion based on equality and human rights and reflects values shared across all stakeholders. Donegal is a developing intercultural county but with that comes a responsibility to ensure the inclusion of Black and minority ethnic communities, including Traveller and Roma communities in the county.

I look forward to the implementation of this Strategy

Jack Murray

Jack Murray
Cathaoirleach



The Donegal Intercultural Platform welcomes the development and publishing of this new Strategy that will mark out the key steps we all must make together to transform Donegal into a county of welcomes, of inclusion and real participation. Our county has changed in the past decade and more. We recognise that change brings challenges and this new strategy sets out the positive actions we all need to undertake to help our county address these changes, help us recognise and embrace diversity and to transform our institutions, agencies and organisations into

active agents equipped with the tools and consciousness to tackle racism, discrimination and exclusion wherever we find it.

Our Platform was at the heart of the participative processes that helped bring about this new strategy and we will do our best to play our part in its implementation and in bringing its ambition and its objectives to members of Black and Minority Ethnic communities, including Travellers and Roma, and we will be campaigning for fulfilment of all the strategy's goals across the whole county.

Written by Donegal Intercultural Platform

1. Introduction

1.1 Opening

This strategy marks an important moment for Donegal as an intercultural county in its commitment to and vision for the further inclusion of Black and minority ethnic communities in the county. In this, the strategy seeks an inclusion based on equality and human rights and reflects values shared across all stakeholders.

The strategy sets out an ambition that is captured in agreed actions with a capacity to realise the positive potential in an intercultural county. In this, it builds on a track record on initiative across all sectors and agencies, and on a leadership and drive from across the Black and minority ethnic communities in the county¹.



1.2 Population

Census 2016 data indicate that the total population of County Donegal is 159,192, of which 11,477 people (7.2%) are non-Irish nationals. The corresponding figure regarding the total national population, was 11.6%.² Census 2016 also indicates that just over half of non-Irish nationals living in Donegal were UK nationals.

Census 2016 indicates, that, 5.54% of the total population of the County (8,827 people) identified as speakers of foreign languages. Of this group: 4,758 (54%) indicated that they spoke English very well; 2,402 (27%) indicated that they spoke English well; 1,357 (15%) indicated that they did not speak English well or at all; and 310 (3.5%) did not give an answer.

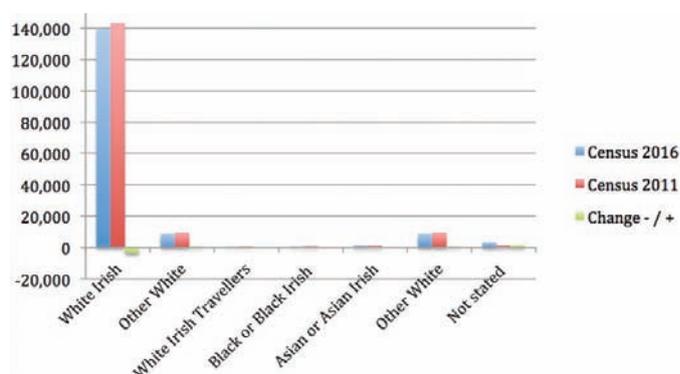
Census data indicate a slight drop in the number of non-Irish nationals in the

County, between Census 2011 and 2016: from 12,869 to 11,477. However, there are other indications that this population has grown since 2016.⁵ This potential growth is seen as based on employee numbers in large international companies, recruitment of medical staff from abroad, and growth in foreign students. These factors suggest that Donegal will continue to attract inward migration, though any deterioration for the tourism sector, it is suggested, might dampen this trend.

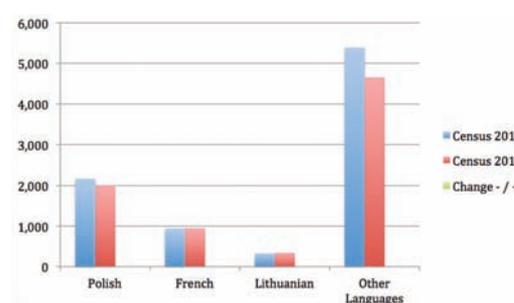
Donegal County Council's Traveller Accommodation Programme 2019-2024 notes that the annual estimate of Traveller families, November 2018, identified 287 Traveller families as resident in the County. The CHO1 Traveller Health Strategic Plan 2018-2022 identifies 350 families living in Donegal (1,221 individuals).

County Donegal	Census 2016	Census 2011	Change - / +
Total Population	159,192 ³	161,137 ⁴	- 1,945

Ethnic or cultural background



Speakers of foreign languages by language spoken



¹ The term Black and minority ethnic communities is used through the strategy, it is to be noted that this term includes Traveller and Roma communities.

² Census 2016 Prof le 7 Migration and Diversity. CSO. <https://www.cso.ie/en/releasesandpublications/ep/p-cp7md/p7md/p7anii/>
³ Census 2016 Sapmap area: County Donegal. CSO. https://census.cso.ie/sapmap2016/Results.aspx?Geog_Type=CTY31&Geog_Code=2AE1962914A413A3E05500000000001#SAPMAP_T2_200

⁴ Census 2011 Area Prof le for Donegal. CSO. https://census.cso.ie/areaprof/le.aspx?Geog_Type=CTY&Geog_Code=33

And http://census.cso.ie/sapmap2011/Results.aspx?Geog_Type=CTY&Geog_Code=33&CTY=33

⁵ Towards an Inclusion Strategy for Members of Black and Minority Ethnic Groups in County Donegal, A consultation process facilitated by Donegal Intercultural Platform 2020 on behalf of Donegal County Council, Donegal Intercultural Platform, Donegal, September 2020.

1.3 Strategy

The actions set out in this strategy are aligned with and draw from national policy strategies (set out in Section 2.) in particular the Migrant Integration Strategy, and the National Traveller and Roma Inclusion Strategy.⁶ This strategy also builds on a body of work undertaken, in County Donegal, to advance intercultural inclusion for Black and minority ethnic communities. In building on this work, this strategy does not re-state actions in train, but expands the breadth of actions for intercultural inclusion to be taken in the County.

This strategy is based on intercultural inclusion, a focus that encompasses but goes further than a concern for integration. The intercultural dimension sought, directs our ambition towards equality and human rights outcomes for Black and minority ethnic communities, with a concern for: full participation by these communities in all areas of society; recognition of cultural diversity; and the elimination of racism.

Underpinning this commitment to driving equality and human rights outcomes, this strategy is motivated by the values of: dignity; democracy; inclusion; autonomy, and social justice. These values establish benchmarks for the ambition set out in the strategy. An equality and human rights values statement defines and concretises these values for this purpose (see Section 3).

This strategy is framed by the statutory obligation on public bodies, to implement the public sector equality and human rights duty.⁷ The requirement, under Section 42 of the Irish Human Rights and Equality Commission Act 2014, to undertake an assessment of relevant equality and human rights issues, is addressed in Section 4.

The themes and actions in this strategy encompass a focus on the dimensions to

equality and human rights of:

- Respect: ensuring relationships of care and solidarity between people and communities;
- Representation: Black and minority communities having a say in decisions;
- Recognition for cultural diversity: flexibility in responding to the specific needs that arise from this diversity; and
- Access to and enjoyment of key resources including: employment, education, health, accommodation, and cultural spaces and services.

An intersectional approach is taken to the actions in this strategy. Such an approach acknowledges and responds to the diversity within Black and minority ethnic communities across the further equal treatment grounds of: gender (including trans people); civil status; family status (including lone parents and carers); age; disability; and sexual orientation, alongside the additional ground of socio-economic status. Within this approach, the strategy focuses on the full spectrum of Black and minority ethnic communities living in County Donegal, thus directly encompassing the equal treatment grounds of race, religion, and membership of the Traveller community.

The development of this strategy was driven and informed by an inter-agency cross-sectoral steering group, appointed through Donegal Local Community Development Committee, with a secretariat from Donegal County Council, Inishowen Development Partnership, and Donegal Intercultural Platform. A survey of current provision was undertaken with the relevant public bodies. The Donegal Intercultural Platform members were convened in a workshop to consider and respond to the initial planning scheme for the strategy. Values Lab was commissioned to support the planning for and preparation of the strategy.

⁶ Department of Justice and Equality (2017). **Migrant Integration Strategy: A Blueprint for the Future**, Department of Justice and Equality. And Department of Justice and Equality (2017). **National Traveller and Roma Inclusion Strategy (2017-2021)**. Department of Justice and Equality.

⁷ Section 42, Irish Human Rights and Equality Commission Act 2014.

2. National Policy Context

The **Migrant Integration Strategy** sets out the Government’s policy approach to migrant integration for the period from January 2017 to December 2020.

The vision of this Strategy is that migrants are facilitated to play a full role in Irish society, that integration is a core principle of Irish life and that Irish society and institutions work together to promote integration.⁸

The Migrant Integration Strategy focus encompasses EEA and non-EEA nationals, including economic migrants, refugees and those with legal status to remain in Ireland. It is directed at: government departments and public bodies; the business sector; the community and voluntary sector, including, faith-based, cultural and sporting organisations; and families and individuals. It addresses themes of: general actions by all public bodies; access to citizenship/long-term residency; access to public services and social inclusion; education; employment and pathways to work; health; integration in the community; political participation; promoting intercultural awareness and combating racism and xenophobia; volunteering; and sport.

The **Government White Paper to end direct provision**, 2021, establishes a new model of provision for applicants for international protection to be fully operational by December 2024, with change evident in intervening years.⁹ The Department of Children, Equality, Disability, Integration and Youth is responsible for coordinating implementation, while the new model is a

whole of Government responsibility.

This White Paper sets out the Government’s approach to fulfilling the commitment in the Programme for Government to end Direct Provision and to replace it with ‘a new International Protection accommodation policy centred on a not-for-profit approach.’ Underpinning this reform is a commitment that the new system will provide accommodation, health, education, income support and other service needs and will be both professional and grounded in a human rights approach.¹⁰

The new model proposes a two-phase approach to accommodating applicants for international protection. In phase one accommodation, the applicant will be accommodated in a Reception and Integration Centre for four months, with the focus on identifying needs, defining pathways, and linking applicants to appropriate services. In phase two, the focus is on fostering an independent life within the community. Inter-agency working groups will be established in every county to coordinate the delivery of services to applicants in phase two.

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⁹ Department of Children, Equality, Disability, Integration, and Youth (2021). **A White Paper to End Direct Provision and to Establish a New International Protection Support Service**. Government of Ireland.

⁸ Department of Justice and Equality (2017). *Op. Cit.*, 2017.

¹⁰ *Ibid.*



focus is on fostering an independent life within the community. Inter-agency working groups will be established in every county to coordinate the delivery of services to applicants in phase two.

The **National Traveller and Roma Inclusion Strategy** (2017-2021), addresses ten themes: cultural identity; education; employment and the Traveller economy; children and youth; health; gender equality; anti-discrimination and equality; accommodation; Traveller and Roma Communities; and public services.

Discussions with Traveller and Roma representatives and other relevant stakeholders has resulted in a change of emphasis from integration to inclusion which is seen as better capturing what we want to achieve for these communities in our society.¹¹

The National Traveller and Roma Inclusion Strategy is to be updated on foot of the EU Strategic Framework for Roma (2020-2030).¹² This Framework covers seven key areas of focus: equality; inclusion; participation; education; employment;

health; and housing. Member States have been invited to submit national strategies by September 2021 to advance the commitments in this European policy initiative, and to subsequently report on their implementation every two years.

Equality legislation prohibits direct and indirect discrimination, harassment and sexual harassment, and victimisation; requires a reasonable accommodation of disabled people; and allows for positive action. This includes the: Employment Equality Acts 1998–2015, focused on employment, including vocational training and work experience; and Equal Status Acts 2000-2018 focused on goods and services, accommodation and education. This legislation covers nine grounds including grounds of ‘race’, religion, and membership of the Traveller community.

Section 42 of the Irish Human Rights and Equality Commission Act 2014 makes provision for a public sector equality and human rights duty. This requires public bodies to proactively and systematically pursue equality and human rights across all of their function areas, for their staff and service users.

¹¹ Department of Justice and Equality (2017). Op. Cit.

¹² EU Roma Strategic Framework for Equality, Inclusion, and Participation for 2020-2030, Communication from the Commission to the European Parliament and the Council, COM(2020) 620 final, Brussels, 7.10.2020.



- (1) A public body shall, in the performance of its functions, have regard to the need to —
 - (a) eliminate discrimination,
 - (b) promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and
 - (c) protect the human rights of its members, staff and the persons to whom it provides services.

- (2) For the purposes of giving effect to subsection (1), a public body shall, having regard to the functions and purpose of the body and to its size and the resources available to it —
 - (a) set out in a manner that is accessible to the public in its strategic plan (howsoever described) an assessment of the human rights and equality issues it believes to be relevant to the functions and purpose of the body and the policies, plans and actions in place or proposed to be put in place to address those issues, and
 - (b) report in a manner that is accessible to the public on developments and achievements in that regard in its annual report (howsoever described).¹³

The Irish Human Rights and Equality Commission has published extensive guidance on the implementation of the public sector equality and human rights duty.¹⁴

¹⁴ **Implementing the Public Sector Equality and Human Rights Duty**, Irish Human Rights and Equality Commission, 2019; **Tool for an Evidence Based Assessment of Equality and Human Rights Issues**, Irish Human Rights and Equality Commission, 2020; and **Tool for a Consultative Approach**, Irish Human Rights and Equality Commission, 2020.

¹³ **Section 42**, Irish Human Rights and Equality Commission Act 2014.

3. Strategy Vision and Values



3.1 Strategy Vision

Advancing the achievement of equality for Black and minority ethnic communities in County Donegal through securing their active inclusion in the community and full participation in the wider society.

MOTIVATED BY THE CORE VALUES OF:

dignity

democracy

inclusion

autonomy and

social justice

3.2 Strategy Values



dignity *involves respect, acceptance, empathy and fairness. It is about being open and valuing people and their contribution, based on a shared humanity.*

Statement of Outcome:

The Inclusion Strategy seeks to address hate speech and division; establish conditions whereby all organisations are welcoming, work to prevent discrimination and harassment in ensuring equal treatment for Black and minority ethnic people; promote bridges between communities in society; and improve the confidence of Black and minority ethnic communities to engage in society and build relationships of openness and respect.

democracy *involves empowerment, transparency, accountability, and a recognition of and response to power differentials. It is about people being able to speak out, be consulted about and involved in decision-making, and to have a meaningful influence in this.*

Statement of Outcome:

The Inclusion Strategy seeks to promote systems and structures: to ensure service provision is informed by Black and minority ethnic people and has an accountability to these communities; for ongoing dialogue through which Black and minority ethnic people have a say in and an influence on decision-making and change; and to enable participation by Black and minority ethnic people in representative democracy.

inclusion involves visibility for, and a recognition and valuing of diversity. It is about enabling access and participation for all groups, by investing resources in, and taking account of the specific needs of diverse groups.

Statement of Outcome:

The Inclusion Strategy seeks to promote a celebration and embracing of diversity; and to advance systems for organisations to be accessible and flexible in adapting for the specific needs of Black and minority ethnic people, including translation and interpretation facilities.

autonomy involves agency over one's life, self-determination, self-development, and the freedom to make one's own decisions. It is about maintaining one's culture, identity, and language.

Statement of Outcome:

The Inclusion Strategy seeks to promote options and enable informed choices for Black and minority ethnic people; and to create the conditions for Black and minority ethnic people to give expression to their cultures, identities, and languages.

social justice involves access to opportunities and resources for equal participation. It is about recognising the reality of exclusion and the need for affirmative action to ensure equal access to employment and income, health, accommodation, and education and recognition of qualifications.

Statement of Outcome:

The Inclusion Strategy seeks to address societal and systemic barriers, and promote positive action to achieve equal access to and outcomes for Black and minority ethnic people from public services.



4. Assessment of Issues

This assessment of the equality and human rights issues, facing Black and minority ethnic communities in the County, has been undertaken in compliance with the legal requirements of Section 42 of the Irish Human Rights and Equality Commission Act 2014, the public sector equality and human rights duty. It is evidence-based in having drawn on a consultation process facilitated by Donegal Intercultural Platform in 2020.¹⁵

It is participative in having been undertaken and agreed through the inter-agency cross-sectoral steering group for this strategy.

This assessment establishes the equality and human rights issues of relevance for this strategy, having regard to the situation, experience, and identity, of Black and minority ethnic communities in the County.

- **Situation:** refers to specific disadvantages in the level and quality of resources the group has access to: income; employment; accommodation; education and training; health and welfare services; and social and cultural goods and services.
- **Experience:** refers to the quality of the group's interactions when engaging with society (in particular in accessing/ participating in public services, and in employment).
- **Identity:** refers to how the group choose to give expression to their identity (cultural norms and values, language, ways of communicating, customs) and the specific needs that arise from this.

The focus for this assessment of equality and human rights issues is Black and minority ethnic people and those Black and minority ethnic people at the intersections of other equal treatment grounds of: gender, age, disability, family status, sexual orientation, and socio-economic status.

dignity involves respect, acceptance, empathy and fairness. It is about being open and valuing people and their contribution, based on a shared humanity.

Equality and human rights issues relevant for this strategy:

- Racism, hate crime, and hate speech in the public domain, and resultant fear for one's safety.
- Discrimination in service provision and employment, of an institutional nature in the systems and processes of an organisation, and of an individual nature in the perspectives and decisions of staff and those in positions of authority.
- Harassment on the basis of ethnic identity, in work and in accessing services.
- Stereotypes and prejudice that inform decision-making and present barriers to relationships, trust, and solidarity.
- Isolation, lack of connection to community, and barriers to achieving a sense of belonging.
- Vulnerability to exploitation, discrimination and harassment due to legal/employment status.

democracy involves empowerment, transparency, accountability, and a recognition of and response to power differentials. It is about people being able to speak out, be consulted about and involved in decision-making, and to have a meaningful influence in this.

Equality and human rights issues relevant for this strategy:

- Lack of support for informed involvement in representative politics.
- Limited engagement from those involved in representative politics.
- Limited representation on public sector participative fora and structures.
- Lack of support for informed involvement with public sector participative for and structures.

¹⁵ Towards an Inclusion Strategy for Members of Black and Minority Ethnic Groups in County Donegal, A consultation process facilitated by Donegal Intercultural Platform 2020 on behalf of Donegal County Council, Donegal Intercultural Platform, Donegal, September 2020. It was further informed by Listening to Empower Change, Exploring Racism and Inclusion in Buncrana, by Ruth Garvey-Williams, published by the Department of Children, Equality, Disability, Integration and Youth.

inclusion involves visibility for, and a recognition and valuing of diversity. It is about enabling access and participation for all groups, by investing resources in, and taking account of the specific needs of diverse groups.

Equality and human rights issues relevant for this strategy:

- Failure to take steps, within service provision and employment, to adapt for and respond to specific needs that arise due to diversity of culture, identity, and language.
- Lack of understanding of cultural difference and its practical implications for employment and service provision.
- Lack of visibility for the diversity of cultures, identities and languages within an organisational setting or in the wider public domain.
- Lack of appropriate outlets and opportunities to enjoy entertainment, build community, and mix with the majority population.

autonomy involves agency over one's life, self-determination, self-development, and the freedom to make one's own decisions. It is about maintaining one's culture, identity, and language.

Equality and human rights issues relevant for this strategy:

- Lack of access to information and assistance required to understand and exercise one's rights and to navigate and engage effectively with services available.
- Distance from expert services and supports to enable an effective response to issues such as legal status, family reunification and associated matters.
- Lack of support, shared spaces, and opportunity to cherish, sustain and engage with one's own culture, identity and language.
- Lack of options due to legal status or related national policy requirements.
- Digital inequalities for some groups, including limited capacity and lack of access to equipment or infrastructure.

social justice involves access to opportunities and resources for equal participation. It is about recognising the reality of exclusion and the need for affirmative action to ensure equal access to employment and income, health, accommodation, and education and recognition of qualifications.

Equality and human rights issues relevant for this strategy:

- High levels of poverty and high cost of living for some groups.
- Unemployment, underemployment, and precarious work for some groups.
- Housing insecurity, high cost of rental accommodation, and poor quality of accommodation for some groups.
- Homelessness for some groups.
- Disadvantage and barriers to progress in education for some groups.
- Lack of recognition of educational qualifications.
- Health inequalities, specific health risks, and high risk of mental health issues for some groups.
- Access to childcare and childcare challenges in contexts of limited experience of such provision, limited knowledge of child protection systems, and limited presence of family support.



5. Themes and Actions

5.1 Theme One:



Valuing people, building community

OBJECTIVES

This strategy seeks to:

- Address racism and hate speech
- Support and enable interaction and meaningful engagement between communities, and
- Enable equality and non-discrimination competence in public sector, private sector, and civil society organisations providing employment and key supports and services.

ACTION			
• Address racism and hate speech			
NO.	ACTION	RESPONSIBILITY	TIMING
1	Display information in public offices on: rights under the Equal Status Acts in relation to discrimination, harassment and sexual harassment; the internal complaint mechanism available; and how to make a formal complaint under the Acts.	All public bodies	Ongoing
2	Implement an annual public education campaign to highlight and challenge racism and to recognise and celebrate diversity, which could coincide with key dates such as International Day for the Elimination of Racial Discrimination, Africa Day, Anti-Racism Month (INAR), and International Roma Day.	All public bodies, coordinated, through the implementation group for the strategy, by Donegal Intercultural Platform	Annually from 2022
3	Enable reporting of hate speech and hate crime, and strengthen liaison with Black and minority ethnic communities, fully implementing the AGS Diversity and Integration Strategy 2019-2021 the County.	An Garda Síochána, with Donegal Intercultural Platform & ThinkEquality Project	Ongoing
4	Convene an annual media forum to debate media representations of diversity, and inform, promote and support good practice in this regard in the County.	Donegal Intercultural Platform, Donegal Traveller Project & Donegal County Council	Annually

ACTION			
<ul style="list-style-type: none"> Support and enable interaction and meaningful engagement between communities 			
NO.	ACTION	RESPONSIBILITY	TIMING
5	<i>Develop, implement and support an annual programme of inter-community initiatives to enable creative interaction and intercultural exchanges in community, cultural, and library venues.</i>	<i>Donegal County Council &</i>	<i>Ongoing</i>
6	<i>Include an equality clause in funding criteria for community, sports, and arts and culture initiatives, with a requirement for steps to be taken to enable and secure participation by women and men from Black and minority ethnic communities.</i>	<i>Inishowen Development Partnership</i>	<i>Ongoing</i>
7	<i>Develop and implement estate management processes that enable interaction in diverse communities, ensure a voice for Black and minority ethnic tenants, and support inclusive communities.</i>	<i>All public bodies</i>	<i>Ongoing</i>
8	<i>Develop, promote, support, and track implementation of an intercultural standard in services to children and young people to underpin inclusion, interaction, and a positive experience for Black and minority ethnic children and young people.</i>	<i>Donegal CYPSC with Donegal Intercultural Platform, Donegal Traveller Project, & ThinkEquality Project</i>	<i>Ongoing</i>

ACTION			
<ul style="list-style-type: none"> Enable equality and non-discrimination competence in public sector, private sector, and civil society organisations providing employment and key supports and services 			
NO.	ACTION	RESPONSIBILITY	TIMING
9	<i>Establish, promote, and support implementation of a standard for equality and diversity systems within the County's public, private, and civil society sector organisations, with an intercultural focus on Black and minority ethnic communities, and encompassing: leadership and responsibility for equality; equality policies; equality training, including intercultural awareness and skills; equality review and equality plans for organisations, with a particular focus on Black and minority ethnic service-users and employees; systems to recognise and respond to the practical implications of cultural difference; and participative mechanisms, with a particular focus on the voice of Black and minority ethnic people.</i>	<i>Donegal Intercultural Platform, Donegal Traveller Project & Think Equality Project, with engagement of the implementation group for the strategy.</i>	<i>2021-2022</i>

10	<i>Implement the standard established for equality and diversity systems within all sectors, with public sector bodies giving leadership on planned and systematic approaches to equality and diversity, with a specific focus on Black and minority ethnic service-users and employees.</i>	<i>All public sector bodies supported by Donegal Intercultural Platform & ThinkEquality Project</i>	<i>Ongoing from 2022</i>
11	<i>Create, convene, and facilitate a peer-support network of public bodies to guide, support and inform an ongoing implementation of the public sector equality and human rights duty, with a specific focus on Black and minority ethnic communities.</i>	<i>Donegal Local Development Company & Donegal Intercultural Platform, ThinkEquality Project & Donegal Travellers Project</i>	<i>Ongoing from 2021</i>
12	<i>Undertake and publish an assessment of relevant equality and human rights issues and establish systems to ensure these are addressed and reported on, with a specific focus on Black and minority ethnic communities, in accordance with the public sector equality and human rights duty.</i>	<i>All public sector bodies supported by Donegal Local Development Company & Donegal Intercultural Platform, ThinkEquality Project & Donegal Travellers Project</i>	<i>2021-2022</i>
13	<i>Develop equality data systems on employees and service users to include an ethnic identifier.</i>	<i>All public sector bodies with support of Donegal Intercultural Platform & ThinkEquality Project</i>	<i>2022</i>

5.2 Theme Two: *Enabling dialogue, empowering voice*



OBJECTIVES

This strategy seeks to:

- **Stimulate engagement with and accountability of the institutions for representative democracy,**
- **Enable effective participation in key decision-making, consultative, and feedback processes that inform public sector service provision and employment, and**
- **Support community organisations that strengthen shared perspectives and advance collective initiatives.**

ACTION

- **Stimulate engagement with and accountability of the institutions for representative democracy**

NO.	ACTION	RESPONSIBILITY	TIMING
14	<i>Implement an annual programme of town hall style meetings involving elected representatives and Black and minority ethnic communities, to strengthen awareness, enable dialogue, and support accountability.</i>	<i>Donegal LCDC, Donegal County Council & Donegal Intercultural Platform & Donegal Traveller Project</i>	<i>Annual</i>

15	<i>Implement an annual initiative to support voter registration by Black and minority ethnic communities, and to ensure these communities are adequately informed to participate in elections as voters and as candidates.</i>	<i>Donegal LCDC & Donegal County Council</i>	<i>Annual</i>
16	<i>Prepare an 'anti-racism and intercultural protocol' at election time, seeking support and sign-up from electoral candidates.</i>	<i>Donegal LCDC, Donegal Intercultural Platform, Donegal Traveller Project & Donegal County Council</i>	<i>Electoral cycle</i>

ACTION

- **Enable effective participation in key decision-making, consultative, and feedback processes that inform public sector service provision and employment**

NO.	ACTION	RESPONSIBILITY	TIMING
17	<i>Review the systems and structures for civil society and community engagement within public bodies, in order to take steps necessary to ensure and enable effective representation of and participation by women and men from Black and minority ethnic communities.</i>	<i>All public bodies with Donegal Intercultural Platform & Donegal Travellers Project</i>	<i>2022</i>
18	<i>Develop structures and initiatives to enable capacity of and peer support for representatives from Black and minority ethnic communities to take up positions, participate effectively, and exercise accountability on these representative fora, ensuring gender balance.</i>	<i>Donegal Intercultural Platform & Donegal Travellers Project</i>	<i>Ongoing</i>

ACTION

- **Support community organisations that strengthen shared perspectives and advance collective initiatives**

NO.	ACTION	RESPONSIBILITY	TIMING
19	<i>Support the Donegal Intercultural Platform, as a Community Development Project, to further develop and promote Community Work as the methodology for the delivery of effective and meaningful participation and representation for Black and minority ethnic communities and to further strengthen its role in supporting Black and minority ethnic communities to organise and have an effective voice and, specifically, to play a core role in driving implementation of this strategy, through the employment of an intercultural strategy officer.</i>	<i>Donegal LCDC & Implementation group for this strategy</i>	<i>2021 and ongoing</i>

20	Support and implement outreach to and link with women and men from Black and minority ethnic communities in local neighbourhood work, including a focus on empowerment and leadership development in such initiatives.	Donegal LCDC, Inishowen Development Partnership, Donegal Local Development Company, and Donegal Intercultural Platform	Ongoing
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5.3 Theme Three:

Recognising diversity, enabling access and participation



OBJECTIVES

This strategy seeks to:

- Enable and support a response to accommodate the specific needs arising from cultural, identity and language diversity, and
- Support a visibility for the diversity of culture, identity, and language.

ACTION			
<ul style="list-style-type: none"> • Enable and support a response to accommodate the specific needs arising from cultural, identity and language diversity 			
NO.	ACTION	RESPONSIBILITY	TIMING
21	Develop, promote, and implement a model for intercultural competence training to be delivered at all levels across all public bodies to underpin a capacity to recognise and address the practical implications of cultural diversity and secure outcomes for Black and minority ethnic service-users. This could involve a review of and run in parallel with such training provision where it is already being made by any specific agency.	Donegal Intercultural Platform, Donegal Traveller Project, & ThinkEquality Project with the implementation group for this strategy	Ongoing
22	Strengthen provision of interpretation services and translation of materials by: providing information in appropriate language formats; making provision for interpretation and translation required; maintaining an up-to-date interpreter database; providing intercultural training for interpreters; and implementing future national guidance in this area.	The implementation group for this strategy, coordinated by Inishowen Development Partnership	Ongoing
23	Strengthen and further develop ESOL provision to ensure it is accessible (including for those with childcare responsibilities), and culturally appropriate, and to enable and provide follow-up support to participants in their workplace or training settings; and develop, design and deliver high level supports to teachers in primary and secondary level education to support children with low levels of competence and confidence in English.	Donegal ETB & Donegal Intercultural Platform, Donegal Traveller Project & Think Equality Project	Ongoing

ACTION			
• Support a visibility for the diversity of culture, identity, and language			
NO.	ACTION	RESPONSIBILITY	TIMING
24	<i>Establish the key events in the cultural calendars of Black and minority ethnic communities and take steps for political and other local leaders to acknowledge and celebrate these in a public manner.</i>	Donegal County Council	Ongoing
25	<i>Develop and implement a standard for public bodies to give visibility and recognition to cultural diversity, the values underpinning this strategy, and the importance of intercultural inclusion in: signage; environments for work and service provision; and communication materials.</i>	Donegal Intercultural Platform with all public bodies	Ongoing
26	<i>Implement the recommendations of the 'Intercultural Art in Action Research Project: A Donegal Framework 2019', building on the artist audit undertaken, to enable: arts and culture programming to include Black and minority ethnic artists; festivals where cultures can meet; and initiatives where communities can platform and engage with their own culture.</i>	Donegal County Council	Ongoing
27	<i>Support a profile and content for Traveller Pride Week that strengthens its visibility to the general public and enables its relevance for the Traveller community.</i>	Donegal County Council and Donegal Travellers Project	Annually



5.4 Theme Four: Securing agency, sustaining cultures



OBJECTIVES

This strategy seeks to:

- Resource and support capacity to understand and exercise rights and to navigate and engage with relevant services and systems, and
- Resource and create the conditions to cherish, sustain and engage with people's own culture, identity, and language.

ACTION			
• Resource and support capacity to understand and exercise rights and to navigate and engage with relevant services and systems			
NO.	ACTION	RESPONSIBILITY	TIMING
28	Create a central social media hub, with a website landing page, on living in Donegal, available in different languages, that all public bodies would provide material for and links to, and that could be publicised through social media initiatives.	Donegal County Council	2022
29	Develop an ongoing initiative to strengthen Black and minority ethnic communities' knowledge of their rights and how to exercise these rights, including on foot of enactment of hate crime legislation.	Donegal Intercultural Platform, Citizens Information Centres, & Public Service Centres	Ongoing
30	Develop training and support, including CPD, to strengthen the front-line service providers in relation to their understanding of the complexities of rights and entitlements for some Black and minority ethnic applicants, including the correct application of the habitual residence condition legislation.	Donegal Intercultural Platform, Donegal County Council, & other relevant public bodies	Ongoing

ACTION			
• Resource and create the conditions to cherish, sustain and engage with people's own culture, identity, and language			
NO.	ACTION	RESPONSIBILITY	TIMING
31	Enable access to public spaces for Black and minority ethnic communities, across all age groups, to engage with their own culture, identity and language, and enable these communities to develop their own community spaces for this.	Donegal County Council	Ongoing
32	Provide access for Black and minority ethnic communities to their cultures and languages through the content of and links made by libraries, archives, and museums.	Donegal County Council	Ongoing

33	Provide support and information to enable Black and minority ethnic communities to access funding opportunities for cultural events in their communities.	Donegal County Council	Ongoing
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5.5 Theme Five:

Achieving outcomes, providing opportunities



OBJECTIVES

This strategy seeks to:

- Enable access to, and outcomes from core services, including education, health, housing, welfare, and childcare, and
- Support income generation and access to, and progression in employment.

ACTION			
• Enable access to, and outcomes from core services, including education, health, housing, welfare, and childcare			
NO.	ACTION	RESPONSIBILITY	TIMING
34	Support and implement the Yellow Flag Programme for intercultural schools, in all schools, starting with the ETB schools to act as models in this regard.	Donegal County Council	2022
35	Implement initiatives to enable women and men from Black and minority ethnic communities to access and participate effectively in higher education, including through a specific focus on these groups within initiatives targeting under-representation at this level.	Donegal ETB, Donegal County Council,	Ongoing
36	Develop local action on foot of the national HSE commitment to develop community health liaison and supports to migrants with a particular focus on the Roma Community.	HSE CHO Area 1	2022
37	Develop an interagency strategy and put in place supports for people moving from direct provision centres into the community, modelled on the Irish Refugee Resettlement Programme.	Donegal County Council	2021
38	Implement the Traveller Accommodation Programme, addressing the recommendations made by the Irish Human Rights and Equality Commission on foot of the equality review undertaken at its invitation.	Donegal County Council	Ongoing

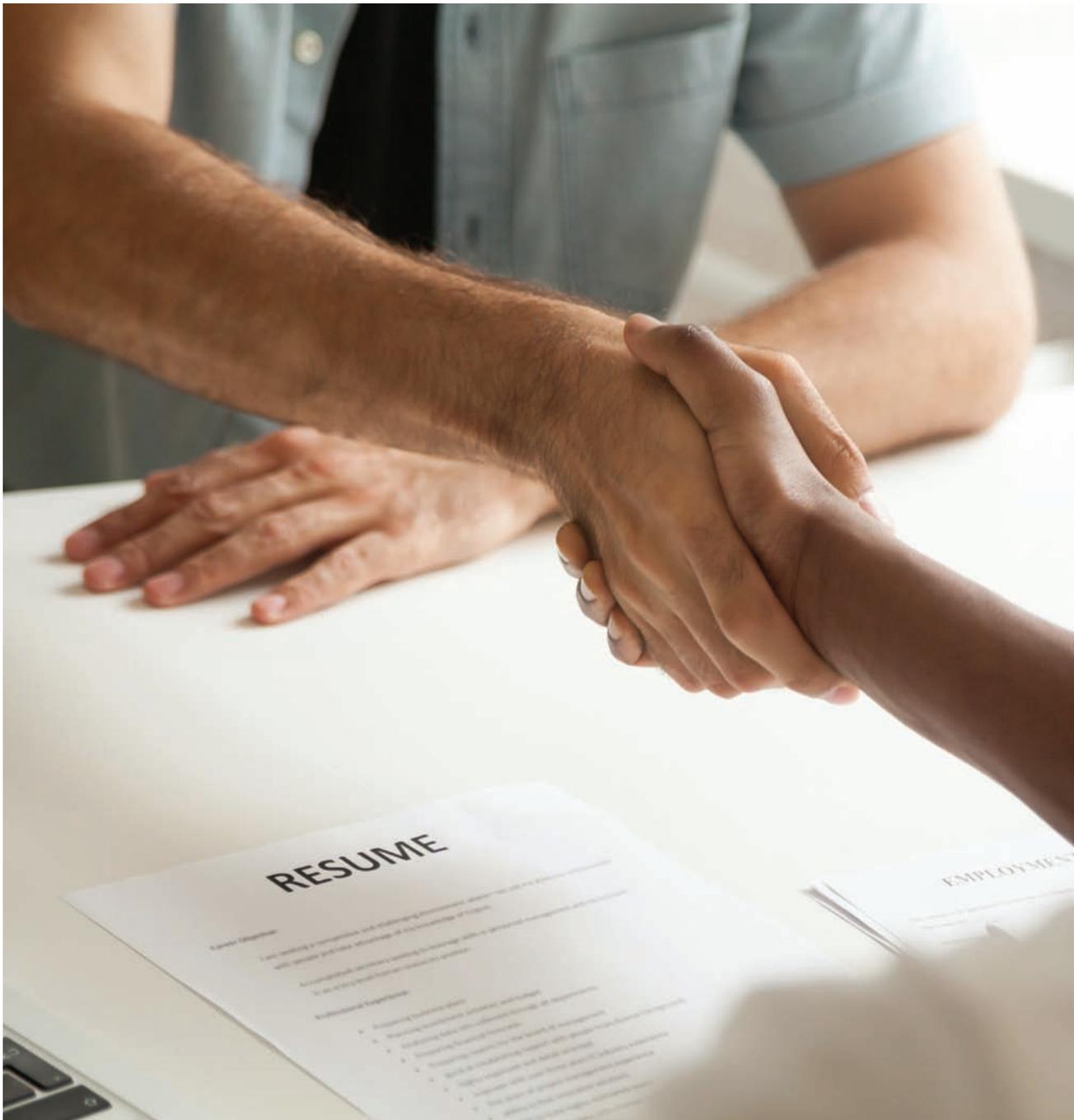
39	Take steps to include parents of Black and minority ethnic children in the management of childcare services, and to acknowledge and respond to the specific childcare barriers experienced by Black and minority ethnic parents without access to extended family networks.	CYPSC	
40	Enable volunteering by women and men from Black and minority ethnic communities including through supporting efficient engagement with the Garda vetting process.	Donegal Volunteer Centre and An Garda Síochana	Ongoing
41	Develop and implement an outreach initiative to engage women and men from Black and minority ethnic communities in sports activities and programmes, building on learning from the current Sport Together programme.	Donegal Sports Partnership	Ongoing

ACTION

- **Support income generation and access to, and progression in employment**

NO.	ACTION	RESPONSIBILITY	TIMING
42	Establish an inter-agency group to devise and support effective and appropriate pathways to work, including entrepreneurship and self-employment, for women and men from Black and minority ethnic communities.	Donegal Local Development Company, Inishowen Development Partnership, Intreo, Local Employment Services, Letterkenny IT, Donegal ETB, & Letterkenny Chamber of Commerce	Ongoing
43	Take steps to track and increase employment of women and men from Black and minority ethnic communities in public bodies, aligning with the 1% target set for civil service employment in the Migrant Integration Strategy.	All public bodies, through the implementation group for this strategy	Ongoing
44	Develop and provide supports to enable recognition of qualifications (including through ETB's recognition of prior learning mentors); skills transitions required; and linkages with employers, for women and men from Black and minority ethnic communities.	Intreo, Local Employment Office, & Donegal ETB	Ongoing
45	Target and provide supports for entrepreneurship and self-employment, in a culturally appropriate manner for women and men from Black and minority ethnic communities.	Local Employment Office, Inishowen Development Partnership, & Donegal Local Development Company	Ongoing

46	Develop apprenticeship schemes to target women and men from Black and minority communities in sectors where they are under-represented, building on and learning from the pilot initiative of An Garda Síochána in Letterkenny IT.	Donegal ETB	
47	Convene a network of private sector champions to support private sector initiative to enhance workforce cultural diversity, strengthen cultural competence of employers, and include for cultural diversity of suppliers in supply chains, and to consider development and implementation of a quality mark in this regard.	Letterkenny Chamber of Commerce with support of relevant bodies from the implementation group	Ongoing



6. Enabling, Monitoring and Evaluating

6.1 Flagship Initiatives

Seven flagship initiatives are identified from within the actions in this strategy, for their capacity to create the necessary conditions for outcomes for members of Black and minority ethnic communities in a range of fields, and to underpin the ongoing implementation of this strategy. These flagship initiatives will receive particular attention, drive, and leadership to support and ensure their full and effective implementation.

THESE ARE:		
NO.	ACTION	LEADERSHIP
9 & 10	<i>Establish, promote, and support implementation of a standard for equality and diversity systems within the public, private, and civil society sectors, with a particular intercultural focus on Black and minority ethnic communities; and implement this standard across all public bodies.</i>	<i>Donegal Intercultural Platform</i>
11 & 12	<i>Create, convene, and facilitate a peer-support network of public bodies to guide, support and inform their implementation of the public sector equality and human rights duty, with a specific focus on Black and minority ethnic communities; and public bodies undertaking an assessment of equality and human rights issues and establishing systems to ensure these are addressed and reported on.</i>	<i>Donegal Local Development Company & Donegal Intercultural Platform, & Donegal Travellers Project</i>
17 & 18	<i>Review the systems and structures of public bodies for civil society and community engagement, to ensure and enable effective representation of and participation by women and men from Black and minority ethnic communities; and develop structures and initiatives to enable capacity for effective participation and representation.</i>	<i>Donegal Intercultural Platform & Donegal Travellers Project</i>
21	<i>Develop, promote, and implement a model for intercultural competence training to be delivered at all levels across all public bodies.</i>	<i>Donegal Intercultural Platform & Donegal Travellers Project</i>
29	<i>Develop an initiative to strengthen Black and minority ethnic communities' knowledge of their rights and how to exercise these rights, including on foot of enactment of hate crime legislation.</i>	<i>Donegal Intercultural Platform</i>
31	<i>Enable access to public spaces for Black and minority ethnic communities to engage with their own culture, identity and language, and also enable these communities to develop their own community spaces for this purpose.</i>	<i>Donegal County Council</i>

42	<i>Establish an inter-agency group to devise and support effective and appropriate pathways to work, including self-employment and entrepreneurship, for women and men from Black and minority ethnic communities.</i>	<i>Donegal Local Development Company & Inishowen Development Partnership</i>
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6.2 Benchmarks and Indicators

Five values benchmarks, from the equality and human rights values statement (Section 3), provide a check for use in ensuring progress made under the strategy, and any further evolution of the strategy, is aligned with the values that motivate it.

THEME	VALUES BENCHMARK
THEME ONE: <i>Valuing people, building community</i>	<i>The Inclusion Strategy seeks to address hate speech and division; establish conditions whereby all organisations are welcoming, work to prevent discrimination and harassment in ensuring equal treatment for Black and minority ethnic people; promote bridges between communities in society; and improve the confidence of Black and minority ethnic communities to engage in society and build relationships of openness and respect.</i>
THEME TWO: <i>Enabling dialogue, empowering voice</i>	<i>The Inclusion Strategy seeks to promote systems and structures: to ensure service provision is informed by Black and minority ethnic people and has an accountability to these communities; for ongoing dialogue through which Black and minority ethnic people have a say in and an influence on decision-making and change; and to enable participation by Black and minority ethnic people in representative democracy.</i>
THEME THREE: <i>Recognising diversity, enabling access and participation</i>	<i>The Inclusion Strategy seeks to promote a celebration and embracing of diversity; and to advance systems for organisations to be accessible and flexible in adapting for the specific needs of Black and minority ethnic people, including translation and interpretation facilities.</i>
THEME FOUR: <i>Securing agency, sustaining cultures</i>	<i>The Inclusion Strategy seeks to promote options and enable informed choices for Black and minority ethnic people; and to create the conditions for Black and minority ethnic people to give expression to their cultures, identities, and languages.</i>
THEME FIVE: <i>Achieving outcomes, providing opportunities</i>	<i>The Inclusion Strategy seeks to address societal and systemic barriers, and promote positive action to achieve equal access to and outcomes for Black and minority ethnic people from public services.</i>

Twelve key output indicators and twelve key outcome indicators are established for the strategy, to measure and track the progress in its implementation and the outcomes from its initiatives. These are:

THEME	KEY OUTPUT INDICATORS	KEY OUTCOME INDICATORS
THEME ONE: <i>Valuing people, building community</i>	Annual public education campaigns promoted	Positive visibility evident in public discourse for issues related to cultural diversity and anti-racism
	Inter-community initiatives in place and supported	Locations, scale, and quality of community interaction achieved
	Standards set for equality and diversity systems; and peer networking enabled on implementing the public sector equality and human rights duty	Planned and systematic approach to equality and cultural diversity evident in all public bodies
THEME TWO: <i>Enabling dialogue, empowering voice</i>	Voter registration by women and men from Black and minority ethnic communities	Quality and level of ongoing engagement established between elected representatives and Black and minority ethnic communities
	Presence of women and men from Black and minority ethnic communities on representative fora	Level of influence by Black and minority ethnic participants on these representative fora
	Adequacy of resources and capacity of Donegal Intercultural Platform	Quality and scale of leadership capacity empowered of women and men within Black and minority ethnic communities
THEME THREE: <i>Recognising diversity, enabling access and participation</i>	Interpretation services and translation made available	Quality and scale of implementation and impact of intercultural training model
	Implementation of the recommendations in 'Intercultural Art in Action Research Project: A Donegal Framework 2019'	Quality and scale of visibility for, and recognition of, cultural diversity and intercultural inclusion in public body signage; work and service provision environments; and communications.
THEME FOUR: <i>Securing agency, sustaining cultures</i>	Central social media hub with a website landing page, on living in Donegal in place	Level of awareness of rights and options, and capacity to pursue these within Black and minority ethnic communities
	Black and minority ethnic communities achieve access to spaces, resources, and funding to platform and engage with their cultures and languages	Positive perceptions of and engagement with their own culture and its dynamic within its new context among Black and minority ethnic communities across all age groups

THEME FIVE:
**Achieving
outcomes,
providing
opportunities**

Specific targeted initiatives in place and implemented, in particular: Yellow Flag programme; Roma peer-led health initiative; interagency strategy and support for people moving from direct provision centres into the community; and Traveller Accommodation Programme.

Measurable equality outcomes for Black and minority ethnic communities in education, health, housing, childcare, and sports services.

Specific targeted initiatives in place and implemented in particular: inter-agency group supporting effective and appropriate pathways to work; and targeted supports for entrepreneurship and self-employment.

Measurable equality outcomes for Black and minority ethnic communities in employment and entrepreneurship



6.3 Implementation Structures and Systems

A cross-sectoral interagency implementation group will be convened, based on the membership of the steering group for the development of the strategy. This will serve to drive, support, and monitor the implementation of the strategy.

THE IMPLEMENTATION GROUP WILL:

- *Actively engage with key stakeholders, in particular key implementers, to collaboratively identify: enablers to implementation and how these might be maximised; and possible risks to implementation and how these might be addressed and/or managed;*
- *Establish timelines and indicative resource requirements, for the actions contained in this strategy;*
- *Ensure that monitoring processes are in place to track implementation progress against the key output and outcome indicators, with a particular focus on the seven flagship initiatives;*
- *Identify opportunities to pool resources, as appropriate, to support implementation of actions identified in this strategy;*
- *Promote awareness of and commitment to this strategy among all stakeholders;*
- *Monitor alignment of the strategy and its implementation with its motivating values, examining progress made against the values benchmarks;*
- *Enable flexible adaptation of the strategy, to ensure an ongoing alignment with evolving national policy in this field; and*
- *Maintain strong links with the LCDC to enable coherence of the work of the LCDC with the strategy and its ambition, and support for its implementation through the role of the LCDC.*
- *A secretariat to the implementation group will be established, comprising the lead organisations identified for the seven flagship initiatives. The secretariat will:*
- *Ensure an ongoing focus on the implementation of the strategy and on any further evolution that might be required on foot of changes in national policy and/or learning from implementation of the actions committed to;*
- *Sustain the impetus for implementation behind the seven flagship initiatives identified;*
- *Convene meetings of the implementation group at regular intervals and prepare quarterly progress reports for their consideration; and*
- *Report on and discuss progress on the strategy, with Donegal LCDC.*

An annual implementation plan of priority actions will be prepared by the secretariat, based on this strategy, discussed and agreed by the implementation group, with the requisite resources committed by the relevant public bodies.

Systems will be developed to pool resources of individual public bodies to support and enable actions that have a cross-agency relevance, in particular the seven flagship initiatives.

6.4 Monitoring and Evaluation Processes

The secretariat will develop a monitoring template to track implementation progress against the key output and outcome indicators, with a particular focus on the seven flagship initiatives. This template, to be completed quarterly by the agencies and organisations involved in the implementation group, will inform the regular progress report to the implementation group.

Monitoring will also include an ongoing focus on implementation risks and enablers, with a view to maximising enabling factors and managing risk factors.

A mid-term evaluation and an end-of-term evaluation will be commissioned by the secretariat, with a focus on values benchmarks and on output and results indicators. This will inform learning for the ongoing implementation of the strategy and for its replacement at its end-of-term.

The implementation of action 13 with the inclusion of an ethnic identifier in the data systems of public bodies will enable and inform the monitoring and evaluation of this strategy.





