



An Garda Síochána

## The Migrant Integration Strategy

*‘Promoting Integration - Actions 63, 66 & 68 - Identified through Consultation and Government Policy’*

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# Garda National Diversity & Integration Unit

***‘Coordinating, monitoring and advising on all aspects of policing in the area of ethnic and cultural diversity’***

- Consulting and liaising with representatives of minority communities
- Appointing Garda Diversity Officers (‘GDOs’) – 244 Nationwide to liaise with local minorities
- Training and support – *Negotiating cultural and religious protocols; Challenging prejudice; Understanding sensitivities; Impact of Hate Crime; Intelligence*
- **Reassuring vulnerable Communities**



# Appointment of Specialist Ethnic Liaison Officers





## **ACTION 63 – Victim Centred Policy and Good Investigative Practices to Encourage Reporting of Racism**

- ❖ ***Sustained Engagement with Minority Communities***
- ❖ ***Enhance trust building to encourage reporting of hate crime***
- ❖ ***Reassuring of Garda Services***
- ❖ ***Advice to all Garda members***
- ❖ ***Visiting Reception Centres***
- ❖ ***Visiting Mosques and Islamic Prayer Houses***
- ❖ ***The Pivotal Role of Female Garda Members in Developing Relations with Migrant Females***
- ❖ ***Awareness of local attitudes and behaviour***
- ❖ ***Understanding of hate motivated crime***
- ❖ ***Assisting investigations***



# Effective Consultation and Partnership with Minority Communities





## Action 63 Hate Crime/Racism Victims & Perpetrators

- Developing skills to understand racism and offender - (Beyond local deviancy)
- Single event with intent therefore racist incident becomes detached from wider context of racism and exclusion.
- **Issue of Low Reporting of Racism/Hate Crime**

*Isolated as minority*

*Willing to tolerate*

*Male bravado - social expectation to be fearless*

*Fear retaliation*

*Language barrier*

*Legal status*

*Mistrust of authorities and police in general*



## Action 66 – Addressing Under-Reporting of Hate Crime

- *A person who shows or feels discrimination or prejudice against people or other races, or who believes that a particular race is superior to another”*
- Adopted the (UK) Macpherson (1999) definition in respect of a ‘racist incident’ from the report of the Stephen Lawrence Inquiry, to wit: *‘any incident which is perceived to be racist by the victim or any other person’.*
- Racism impacts on how one thinks, feels and acts – home can become a prison
- **Requires Police Specialisation**
- National Legal Statutes Prohibiting Hate Crime/Racism



## Action 66 – Hate Crime Reporting

### Crimes Recorded on Grounds of Race, Religion or Ethnicity

- 2006 – 178
- 2007 – 222
- 2008 - 167
- 2009 – 129
- 2010 – 126
- 2011 – 139
- 2012 – 100
- 2013 – 101
- 2014 – 101
- 2015 – 119
- 2016 - 098 \*\*commenced recording categories: *Anti-Muslim, Anti-Roma, Anti-Traveller*





## Action 66

### Hate Crime – Jan to April 2018

- Racism Category - 54 Racist Crimes Reported

Public Order                      20

Criminal Damage                05

Assault (Minor)                 17

Assault (Harm)                 07

Menacing Calls                 01

Threats to Kill                 02

Robbery                         01

Poss of Weapon                 01



## **ACTION 68 – Develop Relations to Prevent External Groups having Negative Influence on Minorities**

Understanding stress of marginalisation, exclusion and oppression that nurtures resistance, and generates fundamentalism

Cultivate contacts with those with extreme/radical views

Build trust with key individuals to increase channels of communication to increase information exchange to protect communities

Reduce potential for right-wing groups to stir-up racial hatred



Coimisiún na hÉireann um Chearta  
an Duine agus Comhionannas  
Irish Human Rights and Equality Commission

# Attitudes to Diversity in Ireland

Frances McGinnity, Raffaele Grotti,  
Helen Russell and Éamonn Fahey

*Presentation to the Migrant Integration  
Strategy Monitoring and Co-ordination  
Committee, Thurs 17<sup>th</sup> May 2018*



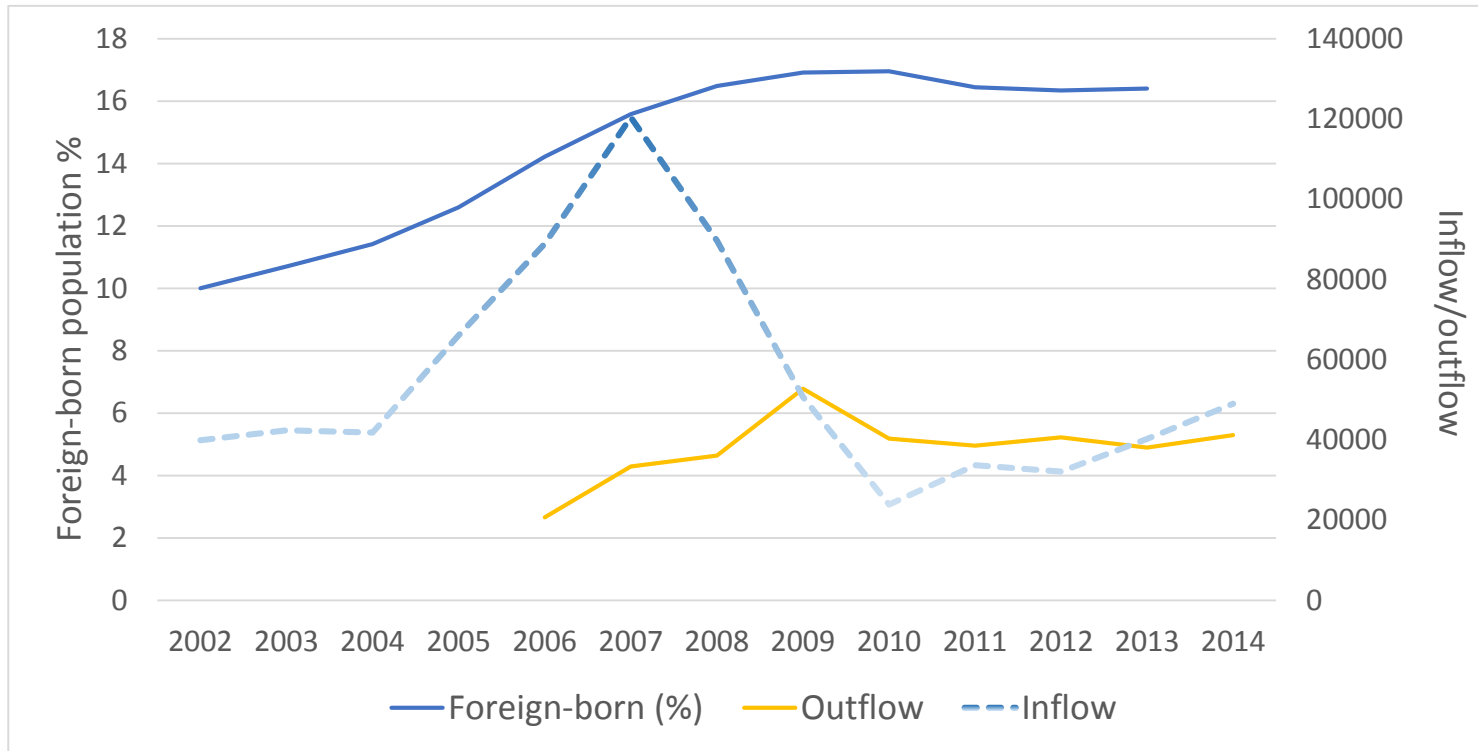
# Motivation

- Attitudes of the host country population are an important measure of the context for social integration of migrants and social cohesion
- Affect immigrants' and minorities day-to-day experience in host country, and how welcome they feel; may also influence policymakers and policymaking
- Less of a tradition of research on attitudes to immigrants in Ireland as immigration a comparatively new phenomenon; no long-established non-Irish ethnic minorities

# This Report...

- Questions how the Irish population has responded to rapid immigration after decades of emigration
- Uses high-quality European data to examine changes in attitudes to immigration over time in Ireland
- Also considers attitudes to different groups and social contact with minorities
- Compares Irish values to West European averages
- Looks at some factors associated with attitudes to immigration

# Fig 1 Context: Changing immigration and percent foreign-born, Ireland 2002-2014



Source: *OECD International Migration Database.*

## Evidence base: The European Social Survey

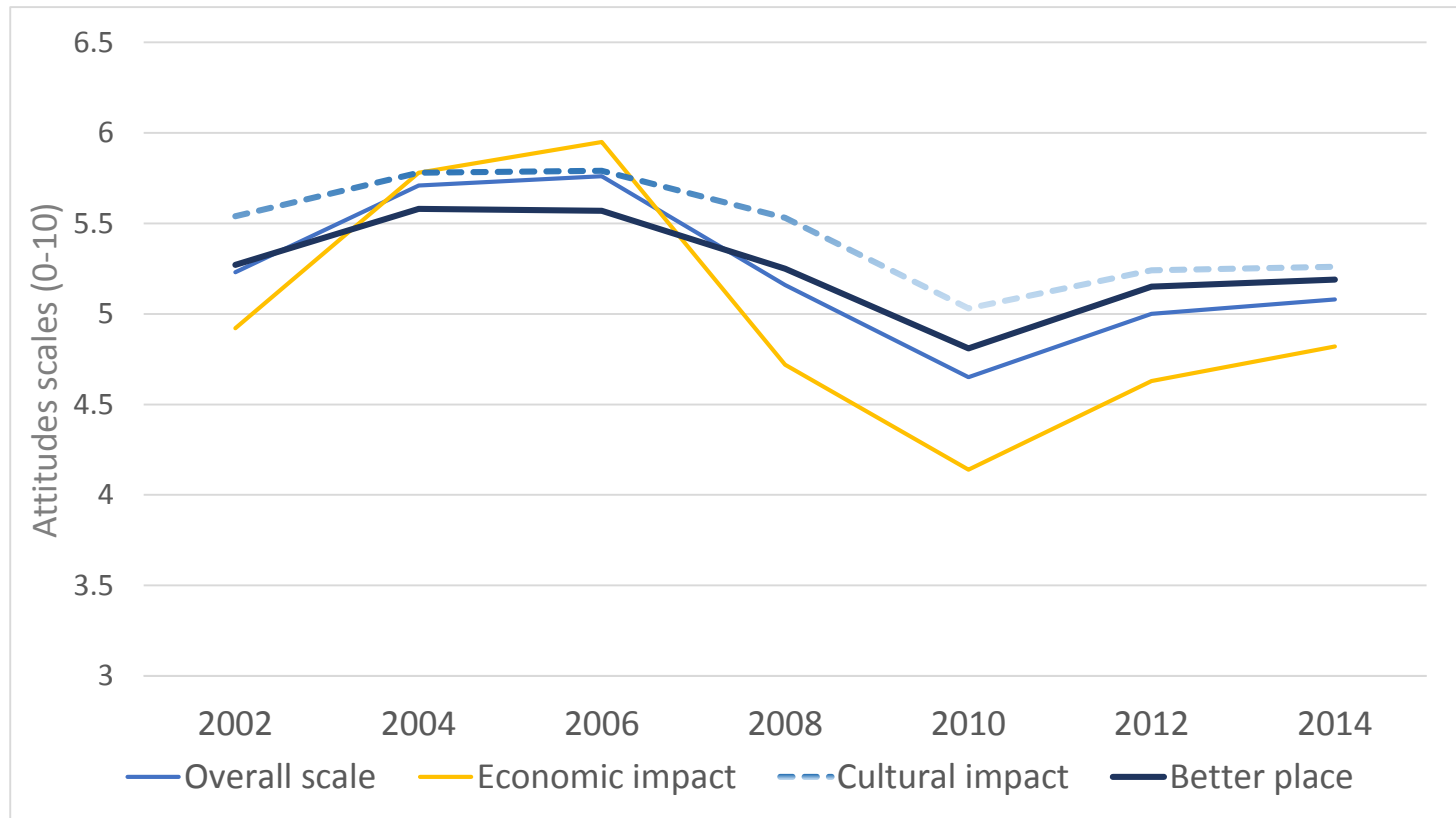
- ESS – biennial survey specially designed to measure public opinion and changes in values and attitudes in Europe, 2002-2014
- High-quality survey; carefully worded, balanced questions
- Representative sample of adult population(s)
- We select Irish-born population (excluding migrants) for each year
- Compare to 10 Western European countries
- Use a special module on immigration in 2014 for more detailed analysis

# Measuring attitudes to immigration

- *'Would you say it is generally bad or good for Ireland's economy that people come to live here from other countries?'* **'00 Bad for the economy on a scale to 10 Good for the economy'**
- *'Would you say that Ireland's cultural life is generally undermined or enriched by people coming to live here from other countries?'* **'00 Cultural life undermined on a scale to 10 Cultural life enriched'**
- *'Is Ireland made a worse or a better place to live by people coming to live here from other countries?'* **'00 Worse place to live on a scale to 10 Better place to live'**

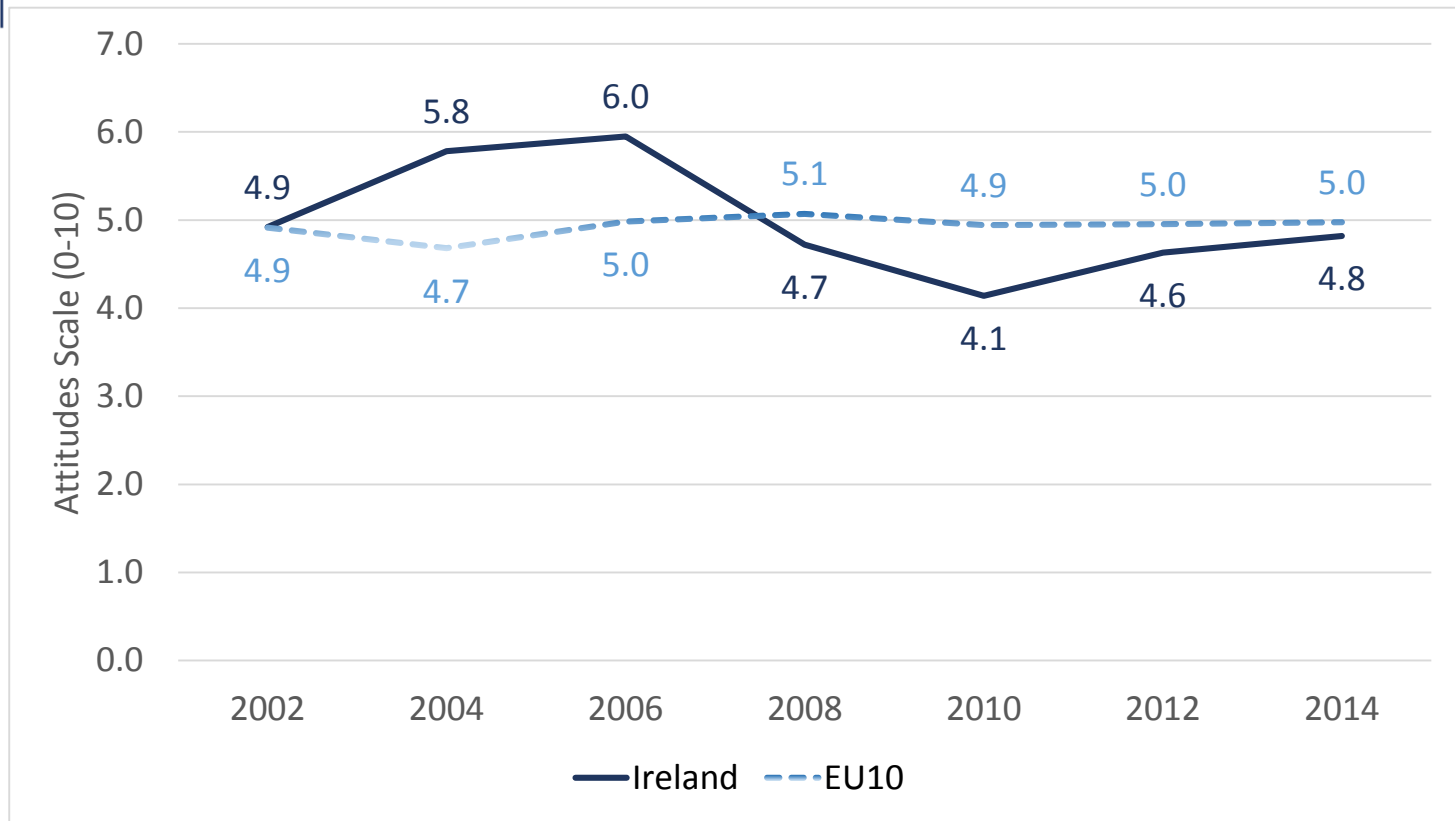


## Fig 2 Change Over Time in Attitudes to the Impact of Immigration in Ireland, 2002-2014



Source: *European Social Survey, 2002-2014, respondents born in Ireland.*

# Fig 3 Attitudes to the Economic Impact of Immigration in Ireland and Ten West European Countries, 2002-2014

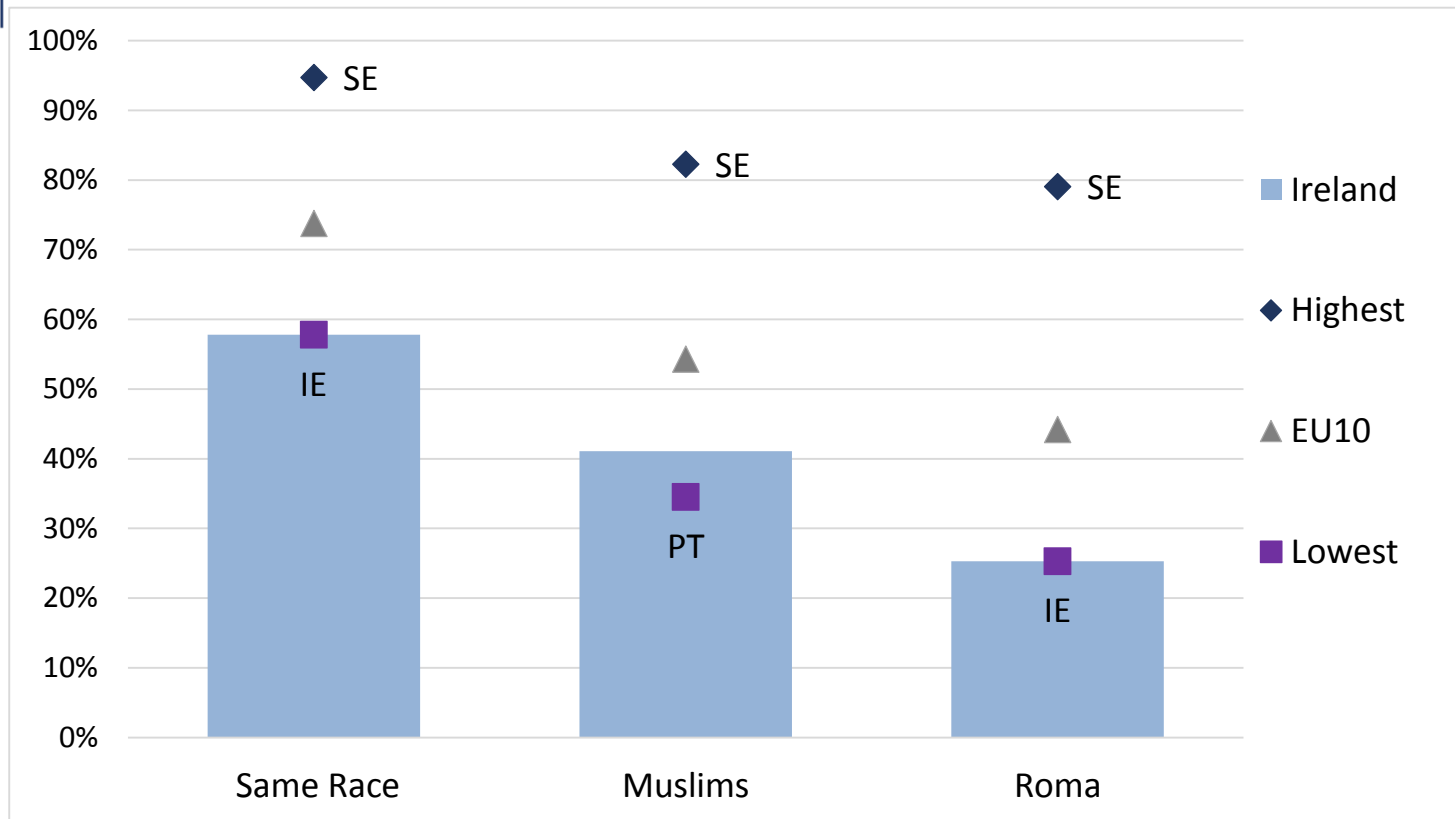


Source: *European Social Survey, 2002-2014, respondents born in country.*

# Attitudes towards different groups of immigrants (2014)

- *Now, to what extent do you think Ireland should allow people of the same race or ethnic group as most Irish people to come and live here?*
- *'I am going to ask you about different groups of people who might come to live in Ireland from other countries. Using this card, please tell me to what extent you think Ireland should allow Muslims from other countries to come and live in Ireland?*
- *Response cat.: allow none, allow few, allow some, allow many.*
- *Muslims replaced with 'Gypsies' for Roma*

Fig 4 Percent allowing 'some or many' from different groups, Ireland and EU-10 (2014)



Source: European Social Survey, 2014. Respondents born in country.

## Social contact

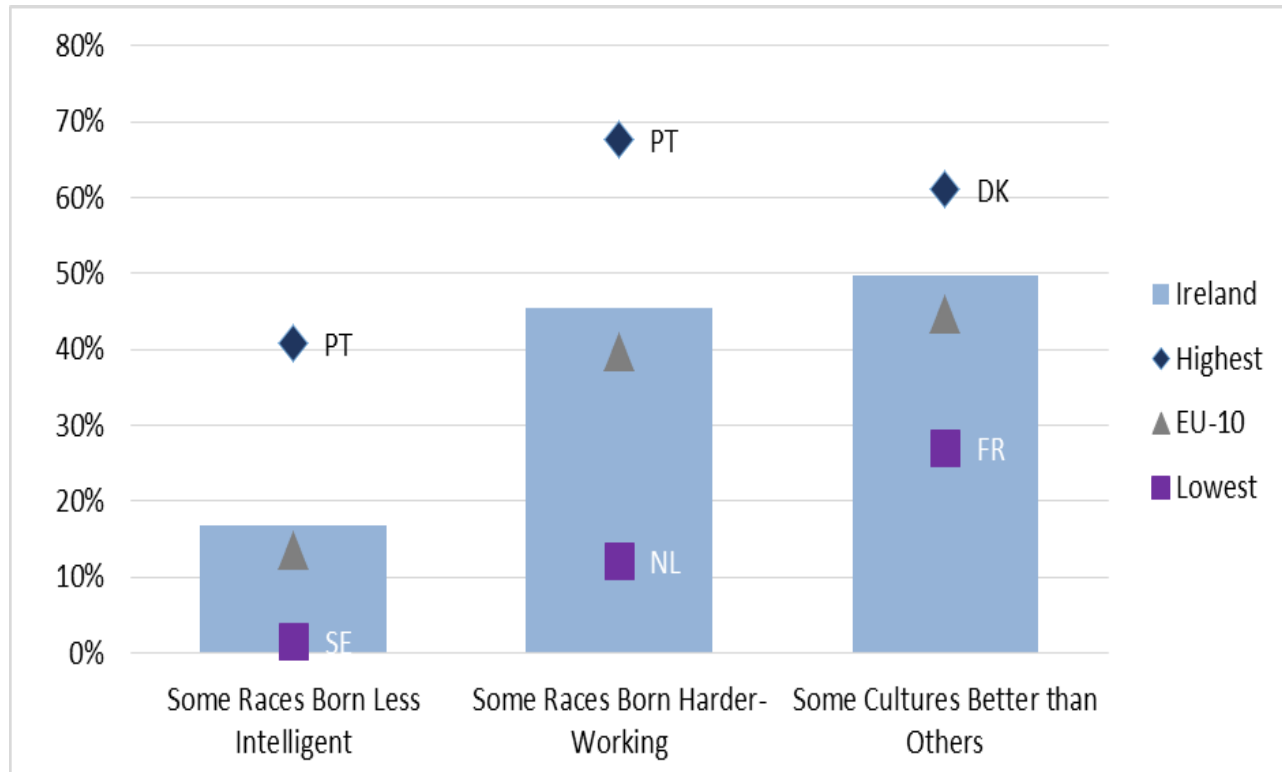
- ‘How often do you have any contact with people who are of a different race or ethnic group from most Irish people when you are out and about? This could be on public transport, in the street, in shops or in the neighbourhood.
- Responses: ‘Never, less than once a month, once a month, several times a month, once a week, several times a week, every day’.
- ‘Thinking about this contact, in general how bad or good is it? 00 Extremely Bad to 10 Extremely Good.’

# Fig 5 Quality and Quantity of Social Contact



Source: *European Social Survey, 2014*. Respondents born in country

# Figure 6 Beliefs about Racial and Cultural Superiority (Yes /no)



Source: European Social Survey, 2014. Respondents born in country

## Attitudes to race and Social contact

- Some attitudes to race/ethnicity related to attitudes to immigration, though effects variable
- Positive social contact with those of a different race/ethnic group was associated with more positive attitudes.
- Negative social contact associated with more negative attitudes and the more frequent the contact, the more negative the attitudes to immigration



# Summary

- Attitudes to immigration more favourable in Ireland during boom period, less favourable in recession
- Attitudes to Muslim immigrants and esp Roma more negative than attitudes to those of the same ethnicity
- Attitudes to immigration vary strongly by education in Ireland, also associated with financial stress
- Social contact related to attitudes to immigration, but quality of contact really matters

## Further research – planned and possible

- One further question is to what extent are these patterns replicated in other European countries
- Another is how well one question – even one carefully developed – picks up a complex phenomenon...
- Or how accurately people report attitudes
- Further work planned on: social desirability bias in reporting attitudes; paper on attitudes to Muslim immigrants; a profile of Muslims in Ireland (Integration Monitor 2018); residential segregation of immigrants and ethnic minorities in Ireland using 2016 Census data

# Some Policy Implications

- Findings suggest creating opportunities for positive social contact between different ethnic groups can facilitate positive attitudes
- Also tackling financial difficulties and poor educational achievement may help promote social cohesion between different groups
- Monitoring the attitudinal climate also important for understanding the social context of migrant integration

- Thanks for listening!
- To download the report:

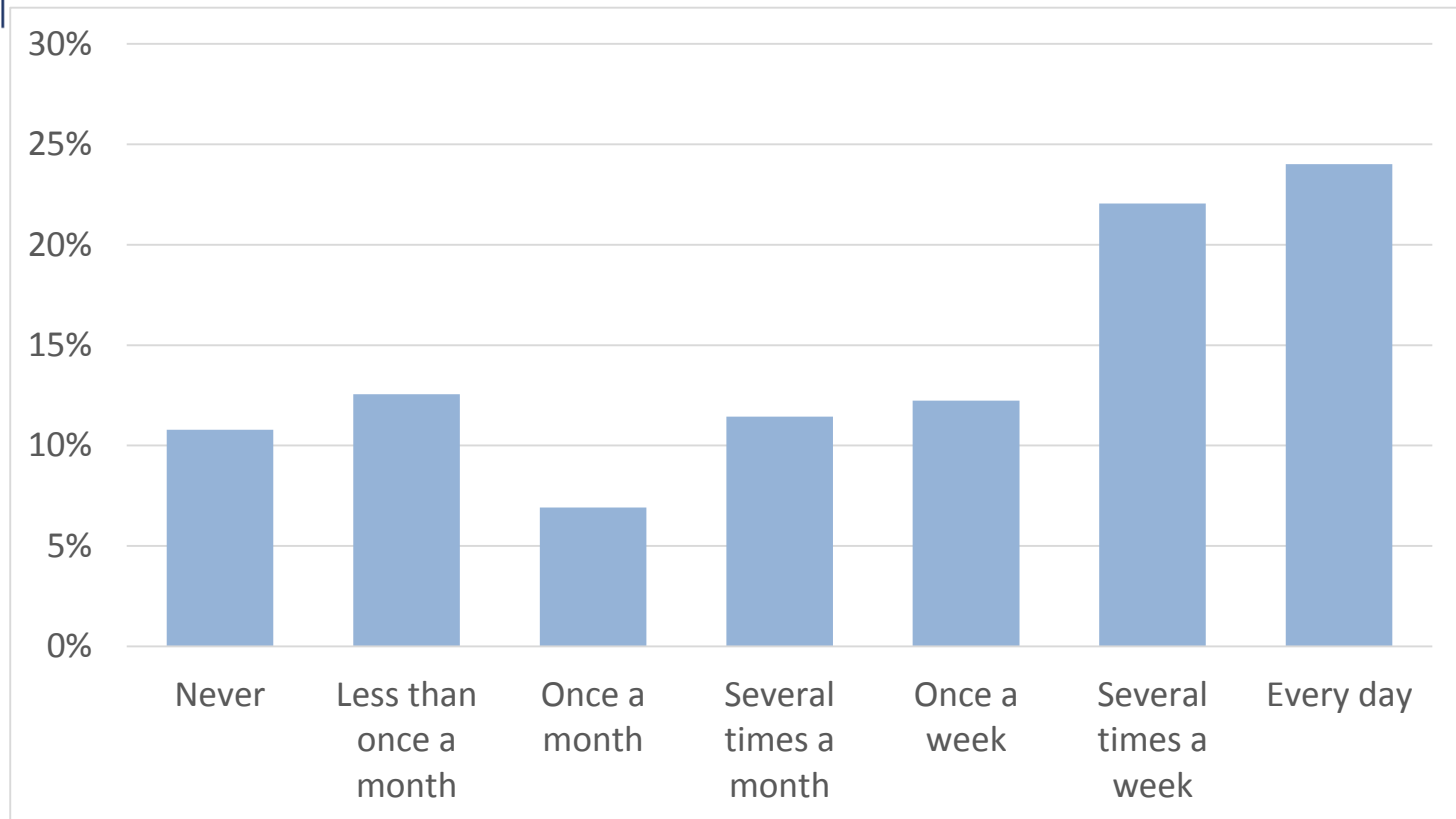
<https://www.esri.ie/publications/attitudes-to-diversity-in-ireland/>



**Coimisiún na hÉireann um Chearta  
an Duine agus Comhionannas**

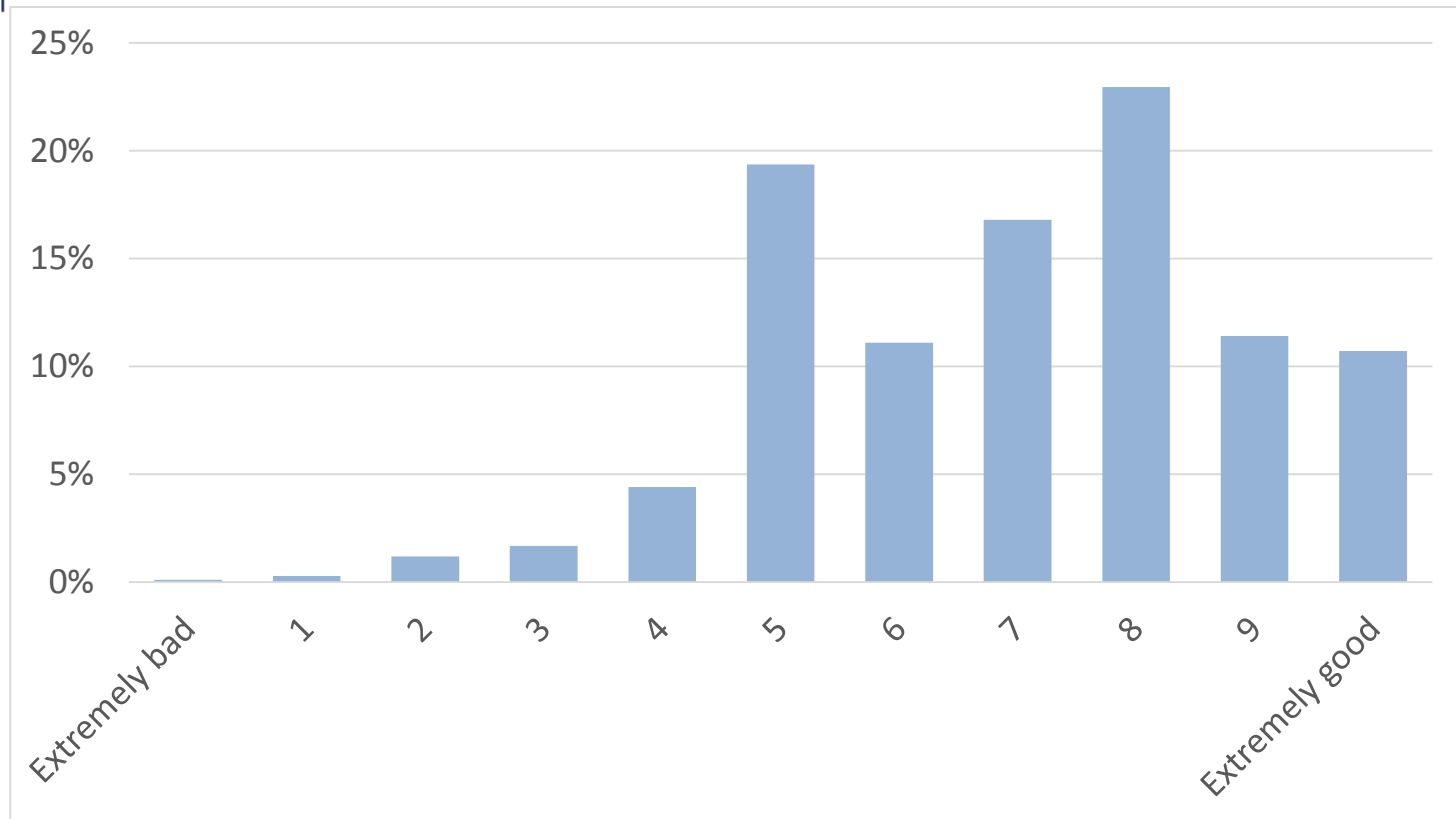
Irish Human Rights and Equality Commission

# Frequency of contact with different races/ethnic groups, Ireland



Source: *European Social Survey, 2014*. Respondents born in country

# Quality of contact with different races/ethnic groups, Ireland



Source: *European Social Survey, 2014. Respondents born in country*

# 4th Meeting of the Monitoring and Co-ordination Committee

Implementation of OPMI led actions under the theme "*Promoting Intercultural Awareness and Combating Racism and Xenophobia*"

Shane O'Connor, OPMI

17 May 2018



## Rationalisation of themes

### *Migrant Integration Strategy – Committee Working Arrangements*

- Actions split across 12 Themes in the Strategy
- Agreed at 1<sup>st</sup> Meeting of Monitoring Committee 27 June 2017 to consolidate actions from 12 themes into 6 thematic areas to simplify monitoring and reporting
  - Coordination
  - Active Citizenship
  - Education
  - Employment and Pathways to Work
  - Promoting Intercultural Awareness and Combating Racism and Xenophobia
  - Access to Public Services and Social Inclusion (incl. Health)
- Thematic Sub-Committees





Theme:

*Promoting  
Intercultural  
Awareness &  
Combating  
Racism and  
Xenophobia*

- Incorporates actions from 2 themes:
  - Integration in the Community
    - Actions 51, 52, 53, 54, 56, 57
  - Promoting Intercultural Awareness & Combating Racism and Xenophobia
    - *Actions 61-71*



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DEPARTMENT OF JUSTICE AND EQUALITY

# Promoting Intercultural Awareness & Combating Racism and Xenophobia

## *Actions*

- Action 51- Communities Integration Fund
- Action 52 – Local Authority Integration Strategies
- Action 53 – Local Authority Migrant Integration For a
- Action 54 – Establish a Migrant Integration Network
- Action 56 – Encourage Businesses to Focus on Integration
- Action 57 – Presentations on Integration to Business
- Action 61 – Intercultural Awareness Training in all Depts
- Action 62 – Migrant Representation on JPCs
- Action 63 – Investigation of Racist Crime and Victim Support



# Promoting Intercultural Awareness & Combating Racism and Xenophobia

## *Actions*

- Action 64 – Early Removal of Racist Graffiti
- Action 65 – Review of Hate Crime Legislation
- Action 66 – Under-Reporting of Racially Motivated Crime
- Action 67 – Signage on Reporting Racism in Public Offices
- Action 68 – Working with Marginalised Communities
- Action 69 – Integration through Arts and Culture Programmes
- Action 70 – Schools Outside Established Education System
- Action 71 – OPMI Funding for Anti-Racism Projects



# Promoting Intercultural Awareness & Combating Racism and Xenophobia

## *Thematic Sub-Committee*

- Thematic Sub-Committee meetings
  - Chaired by OPMI
  - Members include Garda Síochána, CCMA (Local Authorities), NGOs, DJE (OPMI), DCHG, DBEI
  - 21 November 2017 - Indicators
  - 3 May 2018 – “Deep-dive” for Main Committee Meeting



Promoting  
Intercultural  
Awareness &  
Combating  
Racism and  
Xenophobia

*Thematic  
Sub-Committee*

## Recommendations of thematic Sub-Committee: 3 May

- Migrant NGOs will forward contact details for key personnel to attend OPMI event for local authorities in Autumn 2018
- Use Migrant Integration Forum based in Balbriggan as example of best practice for establishing Migrant Integration Fora in local authorities
- On engagement with business sector OPMI should approach Irish Management Institute HR Managers Forum and consider working with IHREC on new “Integrated Workplaces” initiative
- GRIDO to meet with colleagues in charge of JPC’s to examine migrant representation and explore ways to improve levels



# Promoting Intercultural Awareness & Combating Racism and Xenophobia

## *Thematic Sub-Committee*

### Recommendations of thematic Sub-Committee (contd.)

- OPMI and Garda Síochána to explore possibility of collaborating on a campaign to raise public awareness on the need to report racism. A scaled down version of the COSC domestic violence campaign was mooted.
- Events such as Africa Day, the Decade of African Descent and “Polska Éire” already use art and culture to stimulate integration. This should be recognised in the Strategy.
- When planning activities to target schools outside the formal education system, OPMI should include Polish and Russian Community and Sunday schools. A list of Polish schools can be provided by the Embassy.



Promoting  
Intercultural  
Awareness &  
Combating  
Racism and  
Xenophobia

*Action Updates*

Fund will be developed to support actions by local communities throughout Ireland to promote the

**STATUS – COMPLETE**

~~UPDATE – CIF 2017 funded 100+ projects in 26 counties (c500k distributed). CIF2018 launched in March 2018. Deadline May 3<sup>rd</sup>. Another 500k to be distributed. 350+ applications. Successful projects to be announced before in June 2018.~~



Promoting  
Intercultural  
Awareness &  
Combating  
Racism and  
Xenophobia

*Action updates*

be established where migrant groups can engage with the Government and public bodies on issue of concern and on

**STATUS – MINOR DELIVERY ISSUE**

UPDATE – Planning meetings between officials from the Department of Justice and Equality and Dublin City Council took place in December 2017 and April 2018. DCC are moving forward on arrangements for the establishment of a Migrant Integration Network





Promoting  
Intercultural  
Awareness &  
Combating  
Racism and  
Xenophobia

*Action updates*

Action 56- “Encourage businesses to focus on Integration.”

**STATUS – ON TRACK**

UPDATE – OPMI is participating in the implementation of the National Action Plan on Corporate Social Responsibility 2017. BITC EPIC Programme supported through ESF Peil



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*Action updates*

Action 57- "Invite Speakers to present on Integration to existing business sector relationships/ engagements"

**STATUS – ON TRACK**

**UPDATE** – A presentation on the Migrant Integration Strategy to the CSR Stakeholder Forum has been organised for September 2018. This event will be used to facilitate



Promoting  
Intercultural  
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Combating  
Racism and  
Xenophobia

*Action updates*

regard to racially motivated crime will be reviewed with a view to strengthening the law against hate crime, including in the area of online

## STATUS – ON TRACK

UPDATE – DJE undertaking a review of the law relating to hate crime and incitement to hatred in the context of the Migrant Integration Strategy, the EU Framework Decision 2008/913/JHA on combating racism and Xenophobia and legislative developments in other jurisdictions. Review to be completed by the end of 2018



# Promoting Intercultural Awareness & Combating Racism and Xenophobia

## *Action updates*

will explore additional ways of working in cooperation with communities affected by stigmatisation and develop appropriate relationships with minority communities to avoid the danger of external groups having negative influences on marginalised

~~STATUS-RESEARCH TRACK~~ the integration experiences of several minority groups

commenced in April 2018 as part of an overall review of the refugee resettlement programme in Ireland. Review is expected to be completed



Promoting  
Intercultural  
Awareness &  
Combating  
Racism and  
Xenophobia

*Action updates*

established education system will be encouraged to network with the aim of providing information on child protection and health and safety regulations to them and of developing

**STATUS – ON TRACK**

UPDATE – OPMI are re-examining proposed

activity following recommendations from Sub-Committee meeting of 3<sup>rd</sup> May 2018. Work on assembling a list of such establishments will shortly commence with a view to rolling out a series of



# Promoting Intercultural Awareness & Combating Racism and Xenophobia

*Action updates*

and xenophobia will feature among the actions funded by the Office for the

**STATUS – ON TRACK**  
UPDATE – 2017 -2020 NFP for Integration has funded a number of measures to combat

racism. Bodies funded include SARI, Show Racism the Red Card (via FAI), Localise and Cultúr. AMIF funded projects also targeting racism and anti-racism is also a key target



Implementation of OPMI led actions under the theme  
*"Promoting Intercultural Awareness and Combating  
Racism and Xenophobia"*

Questions or Comments?



The Migrant  
Integration Strategy  
A Blueprint for the Future



EUROPEAN UNION  
Asylum, Migration  
and Integration Fund



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DEPARTMENT OF JUSTICE AND EQUALITY

The image shows the cover of a report titled 'The Migrant Integration Strategy: A Blueprint for the Future'. The cover features a collage of diverse people's faces surrounded by colorful circles. It includes the logo of the Department of Justice and Equality, the European Union flag, and the text 'EUROPEAN UNION Asylum, Migration and Integration Fund'.

# Communicating Integration

Presentation to Migrant Integration Strategy  
Monitoring and Co-ordination Committee

17 May 2018

Úna Ní Dhubhghaill

Office for the Promotion of Migrant Integration





# Communicating Integration

- Objectives in communicating integration
- Our approach to communicating integration
  - Recent developments
  - Planned initiatives
- Role of this Committee in communicating integration



# Objectives

*...what is needed to enable Irish society to enjoy the benefits of diversity?*

*Effective integration requires ongoing engagement by migrants, public services, businesses and communities.*

*Long-term vision of Ireland as a society in which migrants and those of migrant origin play active roles in communities, workplaces and politics.*

*Solidarity and opportunity for all...underpinned by respect for diversity.*

*...mobilise communities to promote integration...engage sporting organisations, faith-based groups, cultural organisations, community groups more actively in the integration process*



# Recent Developments

The screenshot shows a web browser window displaying the website for the Office for the Promotion of Migrant Integration. The browser's address bar shows the URL <http://www.integration.ie/>. The website header includes the logo of the Department of Justice and Equality, the text "DEPARTMENT OF JUSTICE AND EQUALITY AN ROINN DLÍ AGUS CIRT AGUS COMHIONANNAIS", and the title "OFFICE FOR THE PROMOTION OF MIGRANT INTEGRATION OIFIG CHUN LÁNPÁIRTÍOCHT IMIRCEACH A CHUR CHUN CINN". The navigation menu contains links for HOME, ABOUT US, WHAT WE DO, PUBLICATIONS, MEDIA, FORMS, and FOR MIGRANTS. The main content area features a news article with the headline "Minister Stanton opens new crèche in Clonea Centre" and a sub-headline "Minister Stanton opens the new crèche for children in Clonea Emergency Reception and Orientation Centre". A "read more" link is visible below the sub-headline. To the right of the text is a photograph of Minister Stanton and other officials cutting a blue ribbon at the opening of the crèche. Below the article is a "Latest OPMI News" section with a list of recent news items, including dates and brief descriptions. To the right of the news section is a "Latest Tweets" section showing a tweet from the Department of Justice (@DeptJusticeIRL) regarding the #INTERPOL conference. The Windows taskbar at the bottom shows several open applications, including Presentations, Home Page, and Communicating Int...

Minister Stanton opens new crèche in Clonea Centre

Minister Stanton opens the new crèche for children in Clonea Emergency Reception and Orientation Centre

[read more](#)

### Latest OPMI News

- 08/05/2018** 8th May 2018 - Minister Stanton congratulates Business In The Community Ireland
- 01/05/2018** Minister Stanton Opens Crèche at Clonea Centre
- 27/04/2018** EU Commission Call for Proposals: Combating Racism and Intolerance
- 20/04/2018** 19 Apr 2018 - Minister Stanton welcomes Eurobarometer Special Report 469 on Integration
- 06/04/2018** Minister Stanton Welcomes IRPP Refugees in Drumshanbo
- 24/03/2018** Promoting Political Engagement of Migrants 2018

### Latest Tweets

Tweets by @DeptJusticeIRL

**DepartmentofJustice** @DeptJusticeIRL  
At today's #INTERPOL conference, Min @CharlieFlanagan announced a start date of 25 May for the Irish Passenger Information Unit: "This will greatly assist strengthening the integrity of our borders, fighting serious crime and enhancing public safety" More: [justice.ie/en/JELR/Pages/...](http://justice.ie/en/JELR/Pages/...)

# Integration.ie

- **Integration Policy**

- Policy overview
- Migrant Integration Strategy

- **Funding**

- National Integration Funding Programme
- Communities Integration Fund
- Asylum, Migration and Integration Fund
- Dormant Accounts Funding for Integration
- ESF Integration Measure

- **Irish Refugee Protection Programme**

- Policy framework
- Statistics on arrivals, resettlement, etc.

- **Combating racism and discrimination**

- Through the Migrant Integration Strategy
- International Monitoring
- Advice for victims/witnesses of racist behaviour



# Future Development Areas

- Information for Migrants
- More information on funded programmes as a means of achieving strategic objectives
- Integration resources for public bodies
- Implementation of the Migrant Integration Strategy
  - Work of Committee
  - Interim Report to Government (end 2018)
- Outputs from research programme and evaluations



## Role of this Committee

*OPMI has a leading and co-ordinating role...*

*...but communicating integration is for all of us.*

- Diversity of stakeholders
- Wider and deeper reach
- Opportunities to promote and communicate integration in variety of contexts
- Richer feedback... better informed policy

*... ways to mobilise this?*



## Discussion Points

- Share information on events / opportunities
- Expand use of [www.integration.ie](http://www.integration.ie)
- Develop / promote guiding principles / resources / toolkits, etc.
- New messaging?
- Local leadership
- Strategic approaches – different goals and audiences need different methodologies
- Evidence based



# Thank You

Comments and Questions Welcome

[www.integration.ie](http://www.integration.ie)





# Migrant Integration Strategy Cross Cutting Actions Survey

Michael Williams

Office for the Promotion of Migrant Integration

17<sup>th</sup> May 2018



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DEPARTMENT OF JUSTICE AND EQUALITY

## Reminder of the Cross Cutting Actions:

- ▶ Mainstream integration in your work and address it in your strategic planning.
- ▶ Engage with migrant NGOs.
- ▶ Make integration a criterion in your funding decisions.
- ▶ Provide your information in formats easy for migrants to access.
- ▶ Train your staff on migrant entitlements...and on intercultural awareness.
- ▶ Examine what's needed to ensure you provide adequate interpreting facilities.....and make sure that your customers know about them.
- ▶ Tell your customers how to complain about racist behaviour.
- ▶ Measure your progress.



## The Survey:

- ▶ Online Survey
- ▶ EU Survey
- ▶ Sent to all government departments





An Roinn Iompair  
Turasóireachta agus Spóirt  
Department of Transport,  
Tourism and Sport



An Roinn Sláinte  
DEPARTMENT OF HEALTH



An Roinn Oideachais  
agus Scileanna  
Department of  
Education and Skills



An Roinn Forbartha  
Tuaithe agus Pobail  
Department of Rural and  
Community Development



Dublin Bus



An Roinn Airgeadais  
Department of Finance



SPÓRT ÉIREANN  
SPORT IRELAND



An  
Phríomh-Oifig  
Staidrimh

Central  
Statistics  
Office



Marine Casualty Investigation Board  
Bord Imscrúdú Taisní Muirí



Bonneagar Iompair Éireann  
Transport Infrastructure Ireland



Údarás Náisiúnta Iompair  
National Transport Authority



An Roinn Talmhaíochta,  
Bia agus Mara  
Department of Agriculture,  
Food and the Marine



publicjobs.ie  
Home of the Public Appointments Service



Citizens Information Board  
information · advice · advocacy



Commissioners of  
IRISH LIGHTS

Navigation  
and Maritime  
Services



An Roinn Leanaí  
agus Gnóthaí Óige  
Department of Children  
and Youth Affairs

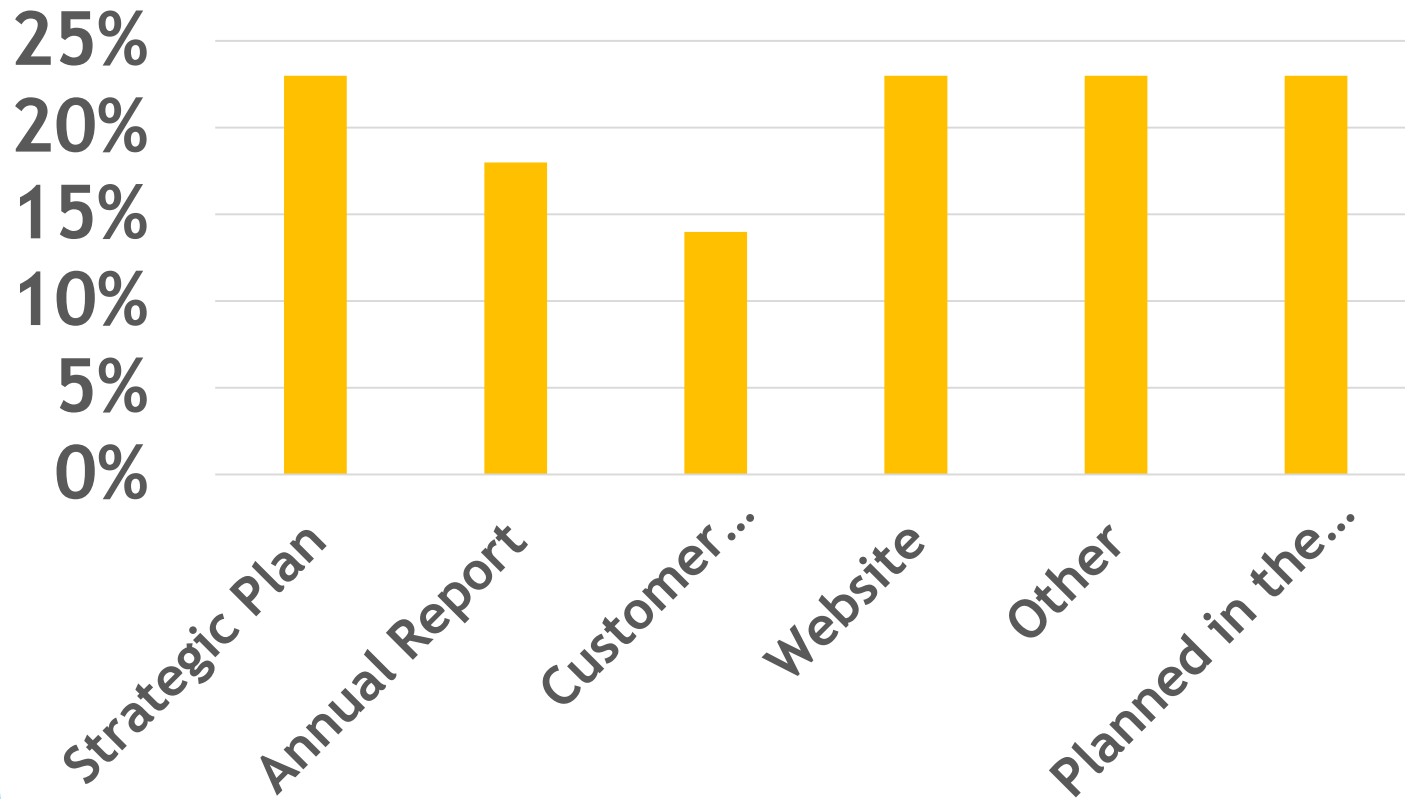


Bus Éireann



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## Results:



## Key Results:

- ▶ **27%** - Ongoing engagements with relevant NGO groups
- ▶ **9%** - display notices in public offices on how to make a complaint on racist behaviour
- ▶ **14%** - Staff are trained to inform migrants of their entitlements
- ▶ **18%** - Staff have received cultural awareness/diversity training
- ▶ **9% Average** - Provide information to public in languages other than Irish or English



## Next Steps:

- ▶ More input into survey
- ▶ Committee Members need to publicise the Strategy and the responsibilities for all government departments and agencies

