

**Northern Ireland
Council
for Ethnic Minorities
(NICEM)**

Annual Report

2004-2005

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Mainstreaming Race into government policy and practice

Single Equality Bill for Northern Ireland

NICEM originally planned to organise 3 consultation seminars for the sector in Belfast (29/09/04), Derry (05/10/04) and Craigavon (19/10/04). These training seminars had input from Single Equality Bill Team, the Equality Commission and NICEM. NICEM was prepared a briefing paper for the sector highlights the issues. In fact it is not an easy subject and it can deter people's interests (200 pages consultation paper). Derry was cancelled due to very low registration rate. Only a dozen of people attended the Belfast one and three people attended the Craigavon one. The turn out rate was not great.

NICEM also organised an international conference on the equality legislation with speakers from South Africa, Canada, UK and Republic of Ireland under NICEM Annual Human Rights and Equality Conference on 15 October 2005. It was a successful event with around 120 participants. The Conference brings the experience from various jurisdictions on equality legislation to Northern Ireland through our structured programme in various equality issues. Their experiences are transferable to our local context.

In order to support the sector to respond to the consultation document we also developed the response template for the general issues and the group can add on their issues and concern to the template as their submission. Despite all these efforts and dissemination of information, there are very few ethnic groups made a formal submission to the OFMDFM.

Since the UK government announced two reviews on equality legislation in March this year. The Prime Minister Office appointed Mr. Trevor Philips to chair the working group on the causes of discrimination. And the DTI appointed both the Chairs of Equal Opportunity Commission and Disability Rights Commission as joint Chairs to review the existing equality legislation with the view for a SEB.

During summer time, NICEM and Discrimination Law Association start a joint Project, subject to funding, to bring the SEB experience and debates in Northern Ireland into UK by using the current N.I. consultation paper and report of consultation of SEB as the basis. The two organisation is now started the funding proposal. NICEM will also co-ordinate with Northern Ireland sector groups.

Bill of Rights for Northern Ireland and the Human Rights Commission

We welcome the appointment of the Chief Commissioners and other Commissioners in June 2005. The only issue is how far the Commission protects the rights and support the victims of minorities. We are in particular waiting for the new Commissioners' position on the Bill of Rights. Whether they will adopt the previous Commission's position on the minority protection in which Catholic and Protestant enjoy the same minority rights as minority ethnic. NICEM will not accept the previous position in which it will undermine

international human rights standard on minority protection. It is the rule of law to uphold majority rule and the protection on minority that enshrines international human rights standard.

NICEM also met Mr. Alvaro Gil-Robles, the Human Rights Commissioner of the Council of Europe on his UK visit in Belfast on 7 November 2005. The meeting was organised by CAJ in conjunction with other key human rights and equality organisations. NICEM raised the concern on minority protection under the proposed Bill of Rights by the Commission, non-citizen protection (asylum, refugee, migrant workers) and Islamophobia and anti-Semitism.

A Share Future: The policy and strategic framework for good relations in NI

NICEM involved the key stakeholders meeting, representing the sector, on the draft one to feed back our comments in which there are a number of changes regarding to ethnic minority issues and their protection and rights, such as to all citizens (will exclude non-British and non-Irish) to Northern Ireland change to all people in Northern Ireland. Another major change through our intervention is to link the Share Future policy and strategic framework for good relations to the Race Equality Strategy. The third major change through our intervention is the term racism must use it in conjunction with Islamophobia and anti-Semitism. The fourth major change is to acknowledge the contribution of ethnic minorities and migrant workers in our society.

Race Equality Strategy and Racial Equality Forum

The Minister, at last, signed off the Racial Equality Strategy in July. As a result, it creates a lot of work during summer time in preparation to the next stage on the development of the Action Plans. NICEM and its partner, Runnymede Trust (London based) had a number of meetings to prepare a process of engagement of both the BME sector and the administration toward this direction.

We are planning to use ethnic minority young people to do a scoping exercise in order to develop four policy papers on the following areas:

- Criminal justice
- Education, training, employment and youth development
- Health, housing and welfare benefits
- Identity, integration and mainstreaming

The idea is to use the four policy papers through four discussion seminars to bring with both the sector and the administration to finalise the issues, priority and actions, including performance indicators.

We are waiting for the Race Equality Unit of the OFMDFM response to our proposal in order to engage in partnership for this important piece of works.

Racism and Racist Attacks

There was a period of calm down as less media's attention over the second half of 2004. But there is also a growing concern that migrant workers become the new target in the rural areas, in particular people coming from the new EU countries such as Poland, Czech-Republic, and Lithuanian, etc. in addition to Philippine and Portugal.

More violence attacks in migrant workers appeared almost daily in the local paper. It is an alarming fact that their vulnerability (through exploitation of their ignorance of immigration and employment rights) is now added on a new traumatic experience of racial violence. We received a number of cases asking for support from NICEM.

NICEM starts to work with local community groups by offering anti-racism training as the starting point. We delivered training to the following groups: Old Warren Partnership in Lisburn, REACT in Armagh, Donegall Pass Community Centre. We are planning to do with East Belfast community groups and work in conjunction with Greater Belfast Community Network. The training is also focusing the action plan: how to support local minority ethnic people as the follow-up of the programme. The local community groups will link up with our support and services in order to empower their participation of support local minority ethnic people. In late August the Old Warren Partnership (lead partner) agreed to have a joint application with NICEM and UNISON (core partners) to Peace II plus to support migrant workers in specific and ethnic minority in general in the Lisburn area.

We also work in partnership with the trade union movement. In follow-up the Irish Congress of Trade Union (ICTU) bi-annual conference motions debate on racism in which we delivered a keynote speech, four key trade unions have been working with NICEM on various events, during the period, to their members on fighting against racism. These include UNISON, NI Public Service Alliance and Ulster Teachers Union. In 2005 May Day parade ICTU decided the theme is anti-racism. And NICEM is involved in preparation for the event.

Migrant Workers

NICEM has provided a number of support to migrant workers, including immigration advice and victim support. We also work in partnership with UNISON to organise the nurses working in both the NHS system and private nursing home to tackle the issues of exploitation and racism at the workplace. The infrastructure will provide support for overseas nurses.

We also give advice to the Department of Health and Social Service and Public Safety on the Diversity Policy for employers. We made keynote speech at the launch of the policy and media campaign on racism at workplace with the Minister of Health in November 2004. Currently we are on the Department Research Steering Group on Racism against ethnic minority and migrant health care workers in Northern Ireland. And the research will be conducted in June 2005 and report will be coming out by the end of 2005.

In early January 2005 the news of Ms. Oksana Sukhanova, a Ukrainian migrant worker without any English, was amputated two legs as the result of frost bite became another scandal in our society. She was sleeping rough as the result she was sacked in the turkey farm. NICEM issued a statement to exposes the whole economic exploitation of migrant workers and they are easily slipped outside the existing safety net and support due to language and lack of support. We were invited to attend the inter-agency meetings which was organised by the Northern Health and Social Service Board. NICEM intends to work in partnership with the Board to provide advice and support in their geographical areas. We are pending a funding application to the Housing Executive Support People's Fund to deliver the work in the local area to the migrant workers, as well as ethnic minorities on any housing related advice.

In late March NICEM staffs attended a prayer meeting to mourn Marylou Pardilla, a Filipino nurse who was committed suicide due to bullying by her employer. UNISON organised the event outside the Four Seasons Nursing Home in Lisburn. An inquiry is now on the way by the DHSS & PS. This is a tragedy waiting to happen. We will step the campaign to bring the justice at both local and at international level.

The followings are the latest projects that NICEM engages with in the area of migrant worker:

(a) UNISON joint project

UNISON and NICEM agreed to conduct an independent research on the impact of racism to the migrant worker within NHS system and private nursing home. Funding proposal has been drawn from Runnymede Trust and waiting for the reply from Runnymede to amend the budget and work up to £20,000.

UNISON also agreed to appoint Sheila Rogers to draft a policy practice on migrant workers within NHS system on racial equality.

(b) Housing Executive Support People's Fund Project

NICEM was asked in early this year to put forward a proposal to support ethnic minority housing needs, in particular the migrant workers in Northern Ireland as a response to the Ukrainian woman case. We put forward a support programme of activities in two regions, one within the Northern Health and Social Service Board and the other in Mid-Ulster.

In March the Housing Executive asked us to focus on the Northern Board areas only and resubmitted the proposal and costs. And the proposal was finally approved in July this year. The Project is focus on two components: a mapping out exercise to ascertain who is doing what within the Northern Board boundary on migrant workers; and develop and deliver a range of support services for ethnic minorities, in particular migrant workers within the Northern Board boundary. The Project will start in October with two development workers (one from

NICEM) and recruitment is still under way due to the first advertisement, which attracted 10 applicants, did not fulfil the essential criteria. As a result it will re-advertise the post.

(c) Develop local partnership to support migrants workers

One of the strategies NICEM taken is to develop local partnership to support migrant workers who are subject to vicious racist attacks outside Belfast areas. As a result, we have developed working relationship with REACT in Armagh and Old Warren Partnership in Lisburn. We also provided anti-racism training to their staff, management committee and volunteers. In August Old Warren Partnership and NICEM are planning to submit a joint project to support migrant workers and settled ethnic minorities in Lisburn area through Peace II extension under Community Foundation for Northern Ireland. The same idea will also put forward to REACT in Armagh to adopt the model with Old Warren Partnership.

(d) Referral cases

We received a dramatic increase number of complaint and referral cases regarding the treatment and conditions of migrant workers. We also discovered the alarming fact that certain culprit employers and employment agencies by promising the migrant workers for a year's work contract. When started to work and found that they have 8 weeks contract. As a result they were dumped in Northern Ireland. At the mean time they are not entitled to any benefits in which they are living in a very desperate situation. NICEM also informed the OFMDFM the dumping situation. We will continue to monitor the situation and feed back to the administration.

Northern Ireland Affair Committee on Hate Crime

NICEM played a crucial role by providing written and oral hearing of the Committee in May 2004. The Committee agreed with NICEMs' view to go beyond the legislation and looks at policy and practice, as well as education and awareness raising in our society. And subsequently they went to Belfast in September, October and November met with the keys stakeholders on hate crime.

The Final Report was published in July and NICEM will monitor the recommendations of the Committee and the response from the administration. It is vital for NICEM to monitor and inform the Committee in a year's time on the progress.

English as Additional Language (EAL) and education budget cut

In December 2004 we were informed by two EAL teachers that they were made redundant due to the new funding system of EAL. As a result, we started the investigation and also talked to the Chief Executive of that Library Board on our concerns. Since we are the Co-convenor of the Equality Forum of the Education and Library Board we formally put these issues into the

January meeting in 2005. We support the Library Board to deliver the EAL instead through individual school in 2005-2006 financial year in which school delivery model is fragmented and no quality control on one hand, the money go to the school will not guarantee that they will provide EAL to ethnic minority students on the others.

In March 2005 all Library Board started to decide their budget with severe cuts by the Department. As a result, the Belfast Library Board, the largest Board to support ethnic minority students, sacked all EAL teachers except the head of the unit. It is an alarming fact in which the existing infrastructure of EAL teaching staff will be collapsed as the result and it will destroy the good work developed over the years.

NICEM wrote to the Minister and the Chief Executive of the five Boards, as well as the Children and Young People Commissioner and the Northern Ireland Human Rights Commission on our concerns and their legal obligations. In our letter to the Minister we provide a practical solution to tackle the problem by postponing deliver English as Additional Language through individual school and use the previous system through local Education Library Board for a year. And at the mean time set up a working group to review the current programme, in line with the external Consultancy Report, from the Department, the Board, NICEM and trade unions develop a future single delivery system in view of the Reform of Public Administration.

We also had an initial meeting with the Chief Executive with the five Boards in May. After a long delay we had a meeting at last in end of June by bring the DENI, Chief Executive Forum of the Five Boards and the representatives from two unions (Ulster Teachers Union and Irish National Teachers Organisation) on a face to face meeting to tackle the issues and problems as the result of the change of the Common Funding Formula. At the meeting all parties agreed that there are major problems ahead when the new term starts in September and agreed to have a few meetings during summer time to prepare a smooth transition of deliver EAL from one system to another. All parties also agreed to use the EAL Review to ascertain the future administration and deliver of the EAL programme.

There was no more news from DENI in follow-up the June meeting except a letter from the Minister in which we received in early August in response to NICEM's letter to the previous Minister in August. NICEM was disappointed that the letter is basically blamed the Board in poor financial management without taking into the facts on the change of the delivery system of EAL through the new Common Funding Formula, which is the Departmental policy that all Boards must follow without choice. Since the school have no preparation for such a change and provide the new EAL programmes. The lack of common standards among schools and Board in deliver the EAL in September school term and also lack of training for school teachers in order to equip the required professional standard crate a big mess! NICEM concerns the differential treatment of the new delivery system as the result of individual school has no common standards to follow. We are not rule out any legal action against the Department of Education.

Good Relations Project in North East regions

Five local Councils in Derry, Ballymoney, Limavady, Coleraine and Moy, CRC, Race Unit of the OFMDFM and NICEM engaged a big Project to promote good relations and develop Action Plans of the Race Equality Strategy through a major conference in January 2006.

NICEM put forward the funding application to the OFMDFM to allow two visits to Bradford City. One was in May to know more how Bradford City Council to develop and promote good relations, as well as racial equality. The September visit will focus on local community groups.

Research Steering Group

NICEM was invited to seat at the following research steering group:

1. Policing Board and Police Ombudsman Office research on the perception of policing from ethnic minority and gay and lesbian;
2. QUB Cross-border Centre research steering group on service provision to ethnic minority and migrant workers (a comparative study of Northern Ireland, Republic of Ireland and Scotland). The research was commissioned by the OFMDFM in conjunction with key departments in Northern Ireland.
3. Department of Health, Social Services and Public Safety research on ethnic minority / migrant health care workers' experience on racism in workplace and living place.

Consultation responses

We submitted our views on the following key consultation documents, which are the priority of NICEM:

1. Single Equality Bill for Northern Ireland
2. Strategy for Children and Young People
3. Housing Executive Race Equality Policy
4. Police Ombudsman Office:
 - Guidance on up-dating complaints
 - Informal resolution procedure
 - Trainee Officer Policy
5. Community Safety Branch of PSNI
 - Policy Directive – Police response to Hate Incidents
6. Policing Board
 - Recruitment of Volunteers
7. Equality Consultation on 5 Education and Library Boards
 - Resource Allocation Plans
8. Future Programme of Big Lottery
9. Review of Public Administration
10. Review of Section 75

Racial Equality Strategy Group for the Sector

In early March 2005 the Chinese Welfare Association and MCRC had a meeting with NICEM regarding how to strengthening the sector to have more

collective voice on issues and in particular the Race Equality Forum. As a result, we jointly organised a consultation event on 31 May 2005 at Holiday Inn Express with Maggie Beirne of CAJ to facilitate the process. We got 10 organisations (including CWA, MCRC and NICEM) and one individual with total 17 people attended the consultation event. The main outcome of the event is to set up the regular meeting of the sector on Racial Equality Strategy and preparation for the Racial Equality Forum meeting. And the Racial Equality Strategy Group (the Strategy Group) was set up for the sector.

The consultation event also agreed to send a letter to the Racial Equality Unit of the OFMDFM informed the process and the future requirement of the Race Equality Forum meeting in terms of fixed time on quarterly basis and agenda send in advance. It also proposed to have a joint chair from the representation of the sector or alternative a chair from Minister or senior official and a vice-chair from the sector. The position will be important in terms of the input on the setting of the agenda for the Race Equality Forum meeting.

During the summer time the three organisations agreed to run a briefing for the sector on the Racial Equality Strategy with input from the Head of the Race Unit of the OFMDFM and open discussion from the sector. The event was organised on 7 September 2005 with 7 organisations attended. And the Strategy Group meeting was conducted afterwards.

NICEM is the co-convenor of the Strategy Group and also takes up the Secretariat responsibility.

Equality Forum for Education and Library Board

A key outcome of the EU Anti-discrimination and Diversity in Action Project is to set up the Forum with representations from those disadvantaged groups and statutory sector on education. NICEM and Southern Education and Library Board were duly elected as the Co-Convenors of the Forum last October. The structure composes a small Steering Group and the large Forum. In January 2005 Forum meeting it discussed the impact of budget cut on the special needs in education. Ethnic minorities and disable are the two groups falling into the categories which have differential impacts as results. This is an important infrastructure that we had established to tackle educational issues. There was also Forum meeting in April and July this year.

European Commission Community Action Programme against Discrimination: SOLID Project

NICEM was finally awarded a grant in late November 2005 from the European Commission to develop the training programmes for the 25 Member States NGOs on Strategic Litigation on the Racial Equality Directive. We were awarded the grant in January 2004 for six months (March-August) to develop the details of the SOLID application and the partnership. It is a two years project aims at to empower the NGOs on the effective use of the legal redress in the area of racial discrimination. NICEM is the lead partner with six European partners. They are the European Network Against Racism (Core Partner), Interights, European Roma Rights Centre, Public Interest Law

Initiatives of the Columbia University at Budapest, Dutch Bureau against Racism (LBR) and Denmark Documentation Centre on Racism.

The Co-ordinator of Policy and Research, Tansy Hutchison, will take the lead of the Project with the Administrator, Francoise Barlet. Over the period an Expert Working Group was set up and met in January, March and May to develop the contents and materials of the training programme. And the final programmes and material was adopted in mid-September. Two pilot trainings had taken place in September (Belgium, Sweden and Slovak) and October (UK, Italy and Hungary) 2005 with six countries. Year two will conduct four more trainings with the rest of the 19 countries.

Public Awareness on Racism and Multiple-Discrimination

Anti-racism and Equality Training

Raising public awareness on racism and other form of discrimination, not just in the workplace but also at home and in social life, has consistently featured high on NICEM's work programme.

An increasing wide range of organisations and groups has actively sought to implement policies driven by standards of non-discrimination and promotion of diversity as a norm. It has been encouraging to organise training with so many people, with numerous policy-makers in their midst, who display a personal commitment to ensure that cultural change, at organisational level, and attitudinal and behavioural change, at individual level, do indeed occur.

The general feeling also points to the importance of strong leadership, organisational support, additional resources and further training. More particularly, participants find that training facilitates an increase in staff confidence in handling anti-discriminatory and diversity practice issues.

Our two key trainers, Karima Zahi and Felice Kiel, left the organisation in August and September respectively. Karima went to Belgium to study Master programme on EU Policy, whereas Felice moved back to London. And we got Ronald in January 2005 to take over this important task of NICEM. Patrick took over most of the training after September 2004. Despite these circumstances, we managed to provide 42 training session with over 500 people have done anti-racism and/or diversity training.

NICEM wishes to thank the following organisations, their partners and employees for working with us to achieve equality of opportunity and outcome through training:

- Social Security Agency
- Southern Education and Library Board Youth Work Division
- New Belfast Community Arts Initiative
- First year medical students at QUB
- Forthspring Community Group
- NICEM interpreters training
- Belfast City Council in conjunction with Donegall Pass Community Centre
- Strabane Ethnic Community Group
- Old Warren Partnership in Lisburn
- REACT in Armagh
- Laganside Corporation
- Catholic Guide of Ireland
- UNISON
- Southern Childcare Partnership
- Northern Childcare Partnership
- St. Mary and Stranmillis Teachers' Training College

- NIPSA
- NIACRO with Disability Action
- Fermanagh Early Years Forum
- Eastern Health & Social Service Council
- Craigavon Borough Council
- Police Ombudsman Office
- Ormagh Ethnic Minority Forum
- Diversity Workshop in Draperstown
- Upper Bann Institute in Further and Higher Education
- Fermanagh Institute in Further and Higher Education
- Strengthening Carrickfergus Training
- Carrickfergus District Police Partnership
- Cookstown Women Aid
- NICEM Youth Leadership training

School educational events

- Victoria College
- St. Joseph College
- Glenveagh Special School
- Our Lady and St. Patrick College
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Anti-discrimination and Diversity Train the Trainer

A group of 11 Trainers had finished their two years programme, including CIPD Certificate in Training and BIFHE Certificate in Training Practice, external evaluation and assessment of individual trainer by OSDC, Mr. Ashok Ohri. Some of the trainers are now gradually to master our Anti-racism and Equality in Action training programme. We are pleased to see the success of this capacity building of trainers from community groups who have already developed understanding and awareness of issues affecting these communities. This is also NICEM strategy to standardise the anti-racism and equality training in Northern Ireland through our trainers' training programme.

Launch of Equality and Diversity Training Manual

This is another benchmark for NICEM in the training field on equality and diversity. This is also the product of the local trainers from the education field and disadvantaged groups through our EU Anti-discrimination and Equality in Action Project. The launch was on 11 January 2005 with representation from the equality field and education field. The new training manual will benchmark on standard and quality control on equality and diversity training.

Capacity Building Programmes

General support programme

NICEM continues to work closely with small and emerging Black and Minority Ethnic community organisations in Northern Ireland supporting their organisational development, community development activities, access to funding and building effective internal structures.

During 2004-2005 we have supported a number of small organisations to secure funding for a wide variety of purposes including initial set up costs, promotional events, delivery of projects with young people and arts based projects and general administrative costs for the running of organisations.

We also continue to work with new and existing communities on developing and updating their governing documents, becoming a registered charity, planning & delivery of their services and bridging the gap between the black and minority ethnic community groups and mainstream organisations which can support their work.

Good Governance mentoring and support project for Black and Minority Ethnic Community organisation using the PQASSO system.

What is PQASSO?

PQASSO is a practical quality assurance system for small organisations, or for projects within larger organisations. It's a low-cost, straightforward quality system, written in plain English and designed specifically for voluntary sector organisations. PQASSO provides a flexible, step-by-step approach to working out if your organisation is fulfilling legal responsibilities, what your organisation is doing well, where the gaps are and what could be improved.

In March 2005 NICEM received funding from the Esmee Fairbairn Foundation to work with twelve black and minority ethnic community organisations on improving their governance, organisational development and sustainability over a two-year period.

The work is carried out on an individual basis with each organisation and their progress and annual action plans for development are tailored according to their need and their capacity. Twelve groups expressed interest in participating in the project and four of these groups are already working through their first annual action plan.

The organisational development promoted by this project is also closely linked with NICEM's Social Economy project. The NICEM Social Economy project funded by BLSP includes an organisational health check using the PQASSO system. The PQASSO mentoring project will then work together with those groups to develop and implement the necessary structures and procedures which will be necessary to move forward on their social economy initiatives.

Aims of the project

- Identify the levels of organisational capacity and governance within the Black and Minority Ethnic Sector
- Improve the quality of community work in the sector by supporting good governance and management practice
- Improve the sustainability of minority ethnic community organisations through improved management and supporting organisation wishing to set up community enterprises for income generation.

Activities carried out with groups participating in the project

- Working together with groups to identify gaps and develop an annual action plan for organisational development using the PQASSO manual.
- Developing a bank of policies and procedures which groups can access when developing their own systems to avoid reinventing the wheel
- Facilitating training requested by groups to support various actions within their action plan and training which supports implementation of their policies and procedures
- Supporting groups to develop and implement plans and set-up effective governance to develop community businesses.

Interpreter training and development programmes

Since 1999, NICEM has continued to deliver training for community interpreters in order to increase professional standards and to promote quality control within the sector.

NICEM continues to be the leading organisation in Northern Ireland in the field of development and delivery of accredited training for community interpreters in minority languages.

Our training is accredited by the Northern Ireland Open College Network. We are in the process of developing pathways for learners into further & higher education in this field.

During 2004-2005 we have delivered four basic training courses in Belfast and we have delivered two basic training courses for STEP and Ballymena Community Forum.

We are now building our portfolio of advanced training courses working in partnership with organisations using our services such as the Police Service for Northern Ireland.

In June 2005 we delivered the first of our courses focusing on interpreting within the criminal justice system in NI, and we hope to have delivered two further units on interpreting with the court and immigration systems by early 2006. The course was developed and delivered by Joan Colin, a former trainer for the Magistrates Association, and independent trainer of interpreters and lawyers in relation to interpreting and communication.

Joan is also joint author of 'Interpreters and the legal process' (Waterside Press, Winchester 1996), a key text for practitioners in the UK.

The involvement of the Police Service for Northern Ireland has been key in the development and delivery of materials for the course and since June 2005, NICEM has also worked together with the Police Service Northern Ireland in the production of a new PSNI handbook for Interpreters and Police Officers, which will be completed by end of 2005.

From 2006 our training delivery will also incorporate the IELTS (International English Language Testing System) examination working together with the English Language Support Unit of Queen's University Belfast.

Our Current Accredited courses available or in development include:

- **Basic Training for Community Interpreters** (Units at levels 2 & 3, accredited by NIOCN 2003)
- **Advocacy & Mediation in Health** (All units level 3, Accredited by NIOCN in 2003)
- **Interpreting within the Criminal Justice System** (Police, Courts & Immigration Services, all units at level 3 accredited in 2004) ***including study of the current Police & Criminal Evidence (PACE) legislation and its implications for interpreters working within the system.***
- **Mental Health Advocacy for bi-lingual individuals** (for accreditation in 2006)

NICEM Interpreting Service - 'CONNECT-NICEM'

Since 2001, the NICEM Interpreting Service has grown into a comprehensive province-wide service providing sessional interpreters to over 150 public, private and voluntary sector organisations.

The interpreting service has currently over 200 self-employed sessional interpreters based across Northern Ireland who can be deployed right across Northern Ireland at any required location with over 60 community languages. We have successfully delivered 2097 interpreting sessions (PSNI: 1237 sessions; General: 860 sessions) province wide over the past twelve months.

NICEM has developed a new social economy organisation, which will deliver NICEM's service activities. The profits from this organisation will be reinvested in the work of NICEM and in order to further develop the skills of individuals from minority ethnic backgrounds in the field of interpreting and translation. The new organisation CONNECT-NICEM will include NICEM'S interpreting services, anti-racism training delivery, co-ordination of interpreter training programmes, research and consultancy.

In September 2004, NICEM secured a substantial contract with the Police Service for Northern Ireland initially for the period of one year, which has now been extended. NICEM meets regularly with the PSNI to review current provision and resolve any potential problems or issues which have been identified by either party. We have been able to identify patterns in requests which have been fed back to the PSNI over the past year and will be used to form the basis of educational programmes for communities on particular aspects of the

From June 2005, we are able to provide interpreting services in 61 languages covering all major minority ethnic languages in Northern Ireland. Our language list is continually updated as new interpreters join our Register of Community Interpreters. NICEM is the leading organisation providing a formally structured and easily accessible emergency out-of-hours booking system for the PSNI.

The service operates the following procedures to support quality standards:

- *Clear, efficient booking procedures,*
- *Confirmation of bookings*
- *Monthly statistical reports on contractual work*
- *Written records of session details*
- *A computerised database for handling bookings, invoicing, payments and statistics.*
- *A detailed register of interpreters including qualifications, experience, availability and security clearance confirmation*
- *NICEM Internal Feedback procedure and feedback according to the needs of specific organisations.*

NICEM was one of the four organisations in a consortium bid (Work West, East Belfast Social Enterprise and South Belfast Partnership Board) to develop social economy programme at community level. It is awareness building, training, support and advice on community enterprise. It is also part of our strategy to look at the new way to generate income and robust good governance on the sustainability of the sector.

The Project has started in December 2004 and invites all ethnic groups in Belfast to participate through initial mails and publicity material. We also arranged one to one meeting with groups about the project, as well as on-going base-line assessment of the needs of the sector on social economy.

The following organisations are signed-off to commit themselves in the next 18 months to develop the required skills and resources to develop a sound business plan for community business: Mandarin Speakers Association, Al-Nisa Association, Indian Community Centre, NICEM consultancy services, Wushu Chinese Martial Art Group, Muslim Family Association, NI Filipino Association and Monia Tober (Belfast Traveller Group). From March onward a lot of work spent on the development of training programme and material for our sector. It also organised awareness-raising sessions with the sector on social economy.

The Project was official launched on 23rd of August at Halifax Call-Centre (Gas Work site) alongside our Consortium: Social Economy Belfast (represents 4 corners of Belfast and ethnic minority sector) with a keynote speaker from London Black Enterprise.

The Project is planning the next stage: good practice visits in Newcastle in September and Manchester in October in order to learn the experience (idea and practice) of ethnic minority community enterprise in UK.

Regional Support through Training and Development

Northern Childcare Partnership

NICEM was involved in providing cultural awareness training for Early Years Workers within the Northern Childcare Partnership area. The training ran from 01 September 2004 and NICEM's input is due to finish on 31 October 2005. Five training courses of one day each were arranged between October 2004 and April 2005. A further day was offered in October 2005, but the group was unable to participate due to other commitments. A total of 23 individuals participated in the training arranged.

Southern Childcare Partnership

NICEM was contracted to deliver Cultural Awareness and Anti-Racism Training to childcare workers within the above partnership area. A minimum of one course per Trust area was planned. Each course lasted one day and was to be delivered between September 2004 and October 2005. Four courses were delivered – two in Armagh & Dungannon area; one in the Craigavon &

Banbridge area and one in the Newry and Mourne area. A total of 37 individuals attended the training.

Regional Training and Development

The Regional Training & Development Project was set up to enhance employability amongst members of black and minority ethnic (BME) communities and funded by the Community Foundation for N.I. It initially offered Training the Trainers Programme, incorporating Anti-racism and Diversity Training, for individuals from BME backgrounds or those who work within the sector. On completion of this programme the focus changed to offering training opportunities for BME groups or individuals outside Belfast. The latter focus recognises that many services and opportunities are concentrated around the Belfast area. However, with increasing migration into Northern Ireland, particularly for employment, those living or working in areas outside Belfast have limited access to opportunities for training.

The following training has been arranged during the period between September 2004 and October 2005.

Training for Groups:

- Hungarian Support Group
Web design (accredited): 1 person (to be completed)

- Strabane Ethnic Community Association
General English (certificate of achievement and attendance)
12 students enrolled, 11 completed

Anti-racism & Equality Training (non-accredited)
9 participants completed course

- Ormagh Ethnic Minority Forum
Anti-racism & Equality Training (non-accredited)
8 participants completed course

- Sai Pak Chinese Community Association
Flower arrangement (non-accredited)
12 students completed the course

- Derry Travellers Support Group
Pre-vocational Health, Nutrition & Beauty Course for Women (non-accredited)
15 students registered and are due to complete in January 2006.

Training for Individuals

- Community Interpretation X 2 (accredited)
12 students completed the first course in February 2005
8 students completed the second course in May 2005

- English for Speakers of Other Languages X 2 (accredited)
2 proposed courses for 10 students each starting in October 2005 in Guilford and Antrim.

Working with Ethnic Minority Young People

The EQUAL Project of Youth Action was finished by the end of October, including 10 ethnic minority young women completed the second group training on employability. NICEM also provides student placements for secondary school. NICEM in particular encourages ethnic minority young people to have placement in NICEM in order to gain work experience on one hand, to understand more on race issues and NICEM's work on the others. We provided 5 placement students from ethnic minority background during the period of this Report.

In order to response to the OFMDFM consultation on Draft Strategy for Children and Young People we organised, first time, consultation event with ethnic minority students in three schools in Belfast, who are the key people being affected by this Draft Strategy. We had 23 students from Lagan College, Knockbreda High and Newtownbreda High, who got their consent from their parents to participate the event. It was a very successful event and we used their views to formulate our submission to the government. We also gave a certificate of attendance to the consultation event as a form of appreciation, as well as a copy of our submission in order to encourage their interests on social policy.

Black & Ethnic Minority Health & Well-being Development Project

The Project seeks to begin the process of addressing the deficits in engagement with BME communities living and working in North & West Belfast areas. Due to the historically smaller numbers of established BME community organisations based in the area the process of consultation and engagement has been a much more difficult process than in other areas of Belfast. One of the aims of the Project is to provide improved understanding of the needs of the BME communities in service planning in the area in relation to health and social care needs. The Project will also make recommendations for the development of sustainable modes for involving BME communities in services planning and delivery.

Mr. Jean-Luc Revest, the Project worker has started to work in April. It spent a lot of time to contact the local ethnic minority communities and individuals within the North & West Belfast Trust boundary. The Project also set up its Board and the Team. It also organised a major stakeholder event in June with 50 people attended. The main aim is to introduce the Project. As a result, the following groups and communities agreed to participate in this Project:

- Monia Tober
- Mandarin Speaker Association
- Chinese Welfare Association
- Muslim community

- Sikh community
- Jewish community
- Asylum seekers and refugees in the North & West Belfast area
- Migrant workers employed by the major Trusts in the local area
- Indian community and Indian Elderly Group

The Health Needs Research is ongoing through focus groups, questionnaires, interviews with ethnic minority groups and individuals. The Project also provides support for individual cases on health issues, in particular service provisions such as mental health and other critical services.

Certificate in Leadership for BME Young People

This Project was funded by the Youth Council of Northern Ireland and support by Belfast Education & Library Board Youth Service and the Northern Ireland Commission for Children and Young People. The aim was to deliver a course aimed at developing the leadership skills of BME young people. The reason for this was that currently very few of the second generation are involved in leadership within BME communities and unless this changes, there is the risk that the hard work and struggles of the previous generation will not be continued.

The training took place during the last two weeks of August 2005 and the young people then had to organise an event as part of the requirement. The course followed the Youth Work Training Board Trainee Certificate programme, which is endorsed by Open College Network. However, it was adapted and tailored to meet the needs of BME sector and delivered in a way which emphasised equality and diversity issues.

Nine young people participated in the course: five young women and four young men. The ages ranged from 15 to 22 years.

The young people were split into two groups for the event organisation element of the course. Two very successful events were arranged which took place in October 2005. The first was an Anti-racism Training Day, organised by the group of young men, who called themselves 'The Peacemakers'. The event was held in Great Victoria Presbyterian Church and was attended by 15 young people from a range of backgrounds. Participants were recruited through contacting schools, BME community groups and individuals.

The second event was organised by the young women, who called themselves 'Kalam'. It was a 'Multi-Cultural Day' which also aimed to raise money for the Red Cross. It took place at City Church and included a full programme of performances, food stalls, hairbraiding, calligraphy and henna painting. The group raised £150 for the Red Cross.

At the time of writing the Report, the young people were finalising their record books and, it is hoped, they will receive their certificates by the start of the New Year.

Advocacy and Advice on Racial Harassment and Racial Attacks

The Project was officially finished by end of July 2005 as the Comic Relief funding cease. We have continued funding from the Community Safety Unit of the Northern Ireland Office up to end of March 2006. At the mean time, we will commission two pieces of research: the external evaluation of the Project (funded by the Community Safety Unit) to ascertain the future needs of the services; and the Racist Attack in Northern Ireland: Victims' Perspective (pending the decision from Joseph Rowntree Charitable Trust) to look at the issues on the entire criminal justice system. The two pieces of research will definitely provide a bigger picture how and what need to support the victims of racist attacks. The later one will provide a lot of policy issues to deal with.

During the period we still work with 40 plus active cases. Over the 3 years' of the Comic Relief Project, we supported 204 victims through our casework. We also provided more than 300 advices or enquiries either drop in the office or by phone on racist attacks. The details of our casework monitoring data are appendix with this report.

The Project Worker also delivered quite a substantial demand on education and training on racist attacks and/or race issues. It is our twin track approach to support the victims on one hand, to educate the general public on the others. The training programme will also aim at to support the local community groups who will support the victims at their local areas.

The Community Safety Unit of NIO agreed to continue the funding of NICEM's support for victims of racial harassment and racial attacks Project for another eight months (by end of March 2006). Part of the package of offer also includes an external evaluation in order to identify the future service provision.

NICEM will also run a qualitative research on the victims of racist attacks based on our cases. Dr. Robbie McVeigh was appointed to run the research. We are now waiting for the funding result. In case of no funding, NICEM will use our own resources to carry on this major piece of research work.

Immigration, Asylum and Refugee Services

Immigration Advice and Casework

Due to lack of on-going funding for Immigration Advice and Casework Services, we were regrettably to closing down our services. Sharon Dillon, the Co-ordinator of Immigration, Asylum and Refugee Services, the founder of our services, left in the end of December 2004. It is a difficult moment of time in viewing huge demands in the immigration advice service on one hand the private consultants exploit the vulnerability of those who need the services in an expensive rocketing fees on the others. Sadly the Department of Social Development, the main funder for the advice sector, refused to continue to fund the service (after the gap of Peace II funding for key services ceased) based on the argument that immigration is the except matter therefore immigration advice is outside the remit of the Devolved administration. Whereas the Belfast City Council refused on the ground that it is the lawyer's work. In Great Britain immigration advice and casework is not the priority of any funding bodies and these services are supported by the local government.

We were officially closing down completely of our immigration advice and casework in June 2005 (dealt with unfinished casework from January 2005 onward) with the consent from Office of Immigration Service Commissioner. We have been signposting service users to the Law Centre and the Law Society, if Law Centre cannot cope with more new cases, to get the support and assistance as a result. At the time of completely closing down we still have 40 plus active cases pending on the decision from the Home Office.

National Asylum Support Services (NASS)

NICEM provides a range of services to all asylum seekers and refugees this is through subcontract to the Refugee Council and NASS. The provisions include a One Stop Service (OSS) and Reception Assistant Function in Northern Ireland. The service provides on-going assistance to service users on the basis of face to face contact, telephone and out of hours.

In January 2005 NICEM received a letter from the Chief Immigration Officer, Mr. William McKee, regarding the transferral of people from certain countries (a list of 556 countries was attached) to Oakington Reception Centre, the infamous treatment of asylum seekers which was broadcasted recently in the TV, shortly after screening interviews in Northern Ireland. We are yet to see the impact it is going to have in Northern Ireland. On a number of occasions our service users have been detained and transferred to Oakington, whilst this may be appearing to reduce the number of people in Northern Ireland, it has been brought to our attention that such people have been released anyway.

Our service users have difficulty in access to mental-health services. There is reluctance within social services to fulfil their statutory responsibilities of providing health care to clients with signs or history of mental health. With the support from the Church Group we are managed to arrange transport to assist people with travelling to Belfast International Airport for Screening Interview.

We also encounter with two major issues in relation to the health services. Firstly some GPs refuse to provide medical report and consultation services for asylum seekers. Secondly we are battled with 2 to 3 asylum seekers in which we suspect with mental illness. Apparently they create certain problems in the hostel in which they have no duty for mental health care. The team also found that there is insufficient support of unaccompanied minors within the social services. These issues have been dealt with at the Stakeholders Meeting, NASS Regional Manager and individual service providers.

A presentation pack has been developed in partnership with NASS and Housing Executive regarding the National Asylum Support Services in Northern Ireland. The pack will be used for public presentation for local statutory and voluntary sector organisations.

Statistic

The numbers of service users seen by the Asylum Advice & Support Workers in the last year reflect a stable pattern over the past two years with a slight decline in visits. The total number of new service users has remained fairly stable from 167 from August 03 – July 04, to 166 from August 04 – July 05. This decrease is marginal though the demography has altered at a more pronounced rate and demonstrates the shifting emphasis in the advice and support needs of the service users. The number of singles fell from 128 in 03-04 to 61 in 04-05, a drop of 52.34%, and the number of families rose from 24 in 03-04 to 30 in 04-05, an increase of 125%. Return visits from service users fell by 5.78% with 2905 returns from August 03 – July 04, and 2737 during the same period this year. Each Advice Worker sees on average 4.93 service users per day this is a decrease from last year's 6 per day. However, the advice demands on the team have changed in line with the shift in service user demography, as previously noted. The Asylum team have continued to perform well in the processing of NASS applications, this has continued at a rate of 100% of applications being sent within the requisite time frame. Further to the One Stop Service the team performed another vital function in providing 'move on' advice sessions to those leaving emergency accommodation the number of these sessions increased to an average of 24 per quarter so far during 05. In addition, the team have been committed to all follow up work, internal and external meetings, and continue involvement in other NICEM projects.

Achievements

The asylum and refugee team have continued developing the working partnerships with different external agencies whilst continuing to work internally with other NICEM projects.

Internal working has proved to be of great benefit to the team's ability to continue to meet the needs of the service users. Working closely with the Health and Racial Harassment projects; interpreting service: research and policy team, has ensured variety of specialist advice and services offered to the service users that come through NICEM. This collective approach has also contributed to the tackling of inequalities to accessing different public services. Further, the asylum team along with the research and policy team

have worked to raise issues such as the importance of continuation of English as an Additional Language and the effects of education funding cuts has on our service users and their families.

Other achievements include:

- *A trip to Newcastle for service users,
- *Applying to St Vincent de Paul and Salvation Army Family Appeal for Christmas presents for asylum seeker children and securing presents for 60 children,
- *Organised Christmas dinners for service users, one with City Church and one Fitzroy Presbyterian, and a Christmas party in Ballynafeigh Community centre,
- *Raised funding for travel to Immigration office, for service user's appointments such as screening, substantial interviews and ARC appointments, especially for those who stay in Emergency Accommodation whilst their NASS claim is processed,
- *Continuing to support, advice, supervise and encourage NICRAS members to participate, contribute and raise awareness of issues faced by them at local, national and European level,
- *Raised funding from GET HEARD project for a workshop, organised facilitation and interpreters. The workshop was very successful and as result NICRAS members will take part at a national conference in December 2005.

NICEM's asylum team continues to support and encourage people with refugee status to participate at the European level to raise issues faced by them whilst claiming asylum. In April 2005 a service user was supported to participate at *EAPN 4th Meeting of People Experiencing Poverty and Social Exclusion*, which is a result of government policy on employment and education. The team is committed to continue supporting service users participation at all levels,

The usual *annual residential* organised by the team in Corrymeela during the summer was well attended and very successful, Continuing to work in partnership with Red Cross to provide individual be-friendly programme to service users and basic emergency clothing,

Continuing to work in partnership with St Vincent de Paul to provide school uniforms and school meals for newly arrived families whilst waiting on NASS, Continuing to work in partnership with Education and Welfare Services to ensure children are placed in schools without a delay,

Continuing to work in partnership with statutory agencies such as Social Security Agency and Jobcentres, NI Housing Executive to ensure a smooth transition process for people who have been granted refugee status, regarding housing, access to social welfare benefits, training and employment and family reunion,

Continuing to work closely with South & East and North & West Belfast Trust and Social Services, referring service users to GP's and health visitors, referring unaccompanied minors and people with mental health problems , Continuing to work in partnership with different organisations to offer and explore volunteering opportunities for service users.

The types of services provided by NICEM OSS include:

- Screening service users for support and assisting and guiding individuals in seeking essential support and accommodation, including NASS, social services and through other support structures, where appropriate;
- Arranging emergency accommodation
- Assisting with timely completion and submission of NASS application forms for support and advising procedures;
- Arranging appropriate translation and interpretation for service users.
- Arranging and maintaining on-going contact with legal representatives.
- Maintaining regular contact with service users awaiting decisions on support
- Developing service delivery policy and practice, to meet the needs of service users;
- Developing links with housing providers, health and social service providers, education services and other relevant statutory and voluntary sector agencies in Northern Ireland;
- Providing information and up-dates on NASS and asylum support procedures to service users and other stakeholders, including statutory service providers;
- Providing and 'Out-of-Hours' emergency help-line for newly arrived asylum seekers, with regards to accessing emergency accommodation.
- Developing wider support network in Northern Ireland ;
- Developing Asylum Awareness Presentation, to promote asylum services in Northern Ireland.
- Arranging referrals for specialist services, including education, health care, social services, children's services, cultural, social and religious needs;
- Arranging referrals for individuals receiving positive decisions.
- Arranging volunteering opportunities for asylum seekers and refugees.

Advice and Guidance on Education, Employment, Training & Volunteering: European Social Fund EQUAL Programme for asylum seekers

The three years Project finished in May 2005. Within this Project education, training and volunteering were priorities and the focus on these areas enabled the development of increased opportunities for asylum seekers to participate in activities which would enhance future employability either in the UK or elsewhere. The Project also included funding which usually enabled course fees to be paid.

Unfortunately continuation funding for the Project was difficult. The same argument as asylum and refugee policy is under except matter. The activities will continue within the One Stop Service of the Asylum Team. This has meant that service users are still able to access advice and guidance on education, training and volunteering, however, there are significant difficulties in raising funds to pay for courses.

Currently those seeking asylum are not eligible for the support other than students can apply for and since most people in this group are on very low incomes (below Income Support level), funding for courses is raised through individual applications to charitable trusts and foundations. Funders have included: Belfast Cathedral Christmas Sitout, the Church of Ireland, Embrace, the Family Welfare Association, the Presbyterian Church, the Prisoners of Conscience, the Ruth Hayman Trust, St Martin's in the Filed and St Vincent de Paul. £1,350 had bee set aside to fund fees for English classes, however this was used during the first round of enrolments in August 2005. Since then, approximately £2,500 has bee raised to pay individual expenses relate to learning: including course fees, books and money for bus passes for children who live just within the three mile limit and so do not receive free passes. The need for funding is ongoing and such applications continue throughout the year, but particularly in September and January.

The Team has continued to strengthen existing working partnerships and instigate new ones which have facilitated access to activities which allow service users to enhance existing skills and also develop new ones. Partnership organisations offer a range of support: from specialist advice and guidance, to childcare, to volunteering placements and residential facilities. Key organisations include: Ballynafeigh Community Centre, Belfast Gem, Belfast Institute of Further & Higher Education, City Church, Conservation Voluntters NI, Corrymeela, EGA, Education & Welfare Services, Falls Women's Centre, Gingerbread, Habitat for Humanity, the Red Cross, Sure Start and VSB.

The total number of face to face session over the past year is 1,102.

Refugee Community Development & Advocacy Programme

The accredited Community Development Training course completed in March 2005 with 11 asylum seekers got the qualification. They also do volunteering work in NICEM, Red Cross and other placement on local voluntary and community organisations.

English class is on-going in NICEM office every Wednesday, which is supported by the Belfast Institute of Higher and Further Education, and the local church hall in University Street which is run by the local church every Monday. Art and Crafts class continues in Corrymeela Belfast office.

The football team continues to have the regular training sessions, matches and anti-racism awareness and leagues. They have received support from the

Irish Football Association. At the same time, NICEM also provide anti-racism training for the IFA.

Most of the time spent on the Refugee Week 2005 with the following events:

- “People together: Building an integrated future in Northern Ireland” conference
- Refugee Week Exhibition in Belfast City Hall
- Education Pack for secondary school Citizenship Programme
- Art competition for primary and secondary school

Therese Fitzgerald was leaving the Team at the end of July 2005 pursuing her career. It is no easy to work in the field of asylum and refugee as the resources are so limited. This Project is funded by European Refugee Fund through the administration of the Home Office. It is a year basis with annual application to continue.

Establish a new Refugee Organisation in Northern Ireland

This is part of the recommendations from the review of NICEM Strategic Plan 2004-2009 in January 2005. The Team and the Executive Director met individually with key stakeholders on this idea. The Executive Director also had a meeting in London with the Refugee Council and NASS on the details of our plan. The new organisation will take over all NICEM’s work on refugees. This will not affect the future contract of the Reception Assistance function (RA) and One Stop Service (OSS). NICEM will sub-contract to the new organisation if they are ready to take over the management side of the organisation. We will continue to support the new organisation by involving in the new management board.

So far we received very positive feedback from both statutory and voluntary sector organisations. We organised a stakeholder meeting in September 2005 with positive outcome in which a Steering Group was set up to draft the constitution and other related works in order to set up the new organisation..

Funding

We put forward application to both Purpose Activity Fund and the Challenge Fund of the Home Office managed European Refugee Funding Programme (EU). This is a year by year application. We got positive result to secure two posts plus a half administrative post for 2005-2006. We also started to prepare the new five year contract of the One Stop Service of NASS with Refugee Council. The future of Reception Assistance function is unknown pending on the Minister’s decision on the future of the reception centre across UK. We also put a core funding application to the Home Office on the new refugee organisation.

Networking and Partnership Building

Networking and partnership building have become one of NICEM's core functions and activities in pursuing collective action on racial justice and equality. It is also a practice used to bring knowledge and experience to Northern Ireland and at the same time shares our unique experiences and struggle. Networking also forms the basis of collective action through partnership building. Through our involvement and contribution, NICEM plays a significant role in the UK, on the island of Ireland and in the European Union and Council of Europe.

UK Network

NICEM works in partnership with the key black organisations in the UK focusing on capacity building, race equality, human rights, asylum seekers and refugees, etc. Over the year, our strategic concern is the debate on a Single Equality and Human Rights Commission and the Single Equality Bill. The Executive Director was spoke in various occasions on the subject that sharing the experience of Northern Ireland in both the Equality Commission and Human Rights Commission. We involve with the following organisations:

- Commission for Racial Equality
- UK Race Europe Network
- 1990 Trust
- Runnymede Trust
- Project Fullemploy
- Refugee Council
- National Refugee Forum
- Home Office Minister chairing National Refugee Integration Forum
- UK EQUAL Partnership Board
- Asylum Seeker Skills Audit Task Group
- Black and Ethnic Minorities In Scotland
- Justice
- Interights
- Monitoring Group, UK

Irish Network

North-South dimension is a key strategy for campaigning anti-racism on the island of Ireland. We involve work with the following organisations:

- National Consultative Committee on Racism and Interculturalism
- Association of Refugees and Asylum Seekers in Ireland (ARASI)
- Sociology Department of University College Dublin
- Irish Refugee Council
- Human Rights Centre of Galway University
- Irish Congress of Trade Union Task Force on Racism in Workplace
- Irish Human Rights Commission

- Irish Council for Civil Liberties
- Human Rights Centre, University College, Galway

European Network

NICEM still plays an active role at the European level in terms of working with both the European Union and the Council of Europe on race equality and human rights. We involve work with the following organisations:

- European Commission against Racism and Intolerance (ECRI)
- Human Rights Directorate of the Council of Europe
- Anti-Discrimination and Civil Society Unit of the DG Employment and Social Affairs of the European Commission
- European Monitoring Centre on Racism (EUMC)
- Northern Ireland Executive Office in Brussels
- European Network Against Racism (ENAR)
- Centre European Juif d'Information
- Public Interests Law Initiative in Budapest (Columbia Law School)
- European Roma Rights Centre
- European Roma Information Centre
- LBR (Dutch Bureau against Racial Discrimination)
- Denmark Documentation Centre on Racism

Northern Ireland

NICEM has established a strategy in partnership across sectors in order to promote human rights, equality and race equality in Northern Ireland, issues such as Section 75, Single Equality Bill, the Bill of Rights, asylum and refugees, Irish Travellers, etc. These organisations include:

- Northern Ireland Human Rights Commission
- Equality Commission for Northern Ireland
- Northern Ireland Commissioner of Children and Young People
- Committee on the Administration of Justice
- Irish Congress of Trade Union
- UNISON
- Disability Action
- Coalition on Sexual Orientation
- Helped the Aged
- Women's Support Network
- Women into Politics
- Save the Children
- Children's Law Centre
- Law Centre (NI)
- Greater Belfast Community Network
- Childcare NI
- Youthnet
- Northern Ireland Youth Council
- Association of Independent Advice Centre
- Community Change

- Northern Ireland Council for Voluntary Action
- NIACRO
- Northern Ireland Housing Executive
- Red Cross (NI)
- St. Vincent de Paul

Organisational Development

NICEM Strategic Plan 2004-2009

We organise the annual review and planning on 13-14 January 2005 with participation from both the staff and the management committee. We review our strategic plan 2004-2009 and made various recommendations on the priority of issues and new areas of work. As a result a revised plan was adopted.

The management committee followed-up the planning day decided that NICEM will spend the next nine months to set up a refugee focus organisation as our sister organisation to take over our role on asylum and refugee works. We will model the Northern Refugee Centre (based in Manchester) who provides more or less the same work that runs in NICEM.

The management committee also held a half day discussion on the future management structure of NICEM. Currently only NICEM member groups be on our management committee as the rights as a full-member. One of the deficits is that we do not have much needed professionals such as senior and financial management experience to support the staff side, in particular funding and fund-raising. One of the options is to co-op these professionals from individual minority ethnic people, as well as local people. It is a key decision to be made and we will consult all member groups and put forward proposal to amend the constitution.

PQASSO

With the support of Refugee Council we continue to monitor and review our policy and practice through the PQASSO process. A number of our staff from various teams involves the PQASSO Steering group under the leadership of Gabrielle Doherty on the review of specific policies of NICEM to ensure fully implementation and improvement.

Over the year, we have reviewed and revised the following policies:

- Core Values
- Equal Opportunities
- Grievance Procedure
- Harassment Policy
- Harassment Complaints Procedure
- Confidentiality Policy
- Child Protection Policy
- Complaints Procedure
- Pension Policy
- Recruitment and Selection Policy and Procedure
- Referral Policy
- Training and Development Policy
- Role and Operation of NICEM Executive Committee
- Financial Support for member groups/staff/Executive Committee on conference and training

**NICEM EXECUTIVE COMMITTEE
(2003-2005)**

**Chair: Alfred Abolarin
Interact**

**Vice-chair: Mohamed Kamal Salem
Northern Ireland Muslim Family Association**

**Secretary: Liz Collins
N.I. Filipino Association**

**Treasurer: Tilak Raj Puri
Indian Community Centre**

Other members:

**Monica Yang
Mandarin Speakers Association**

**Cathy Doherty
Belfast Travellers Education & Development
Group**

**Somasundram Pandara Nagarasa
Northern Ireland Committee for Refugees
and Asylum Seekers**

Co-opted members:

**Dr. Katy Radford
Belfast Hebrew Congregation**

**Javaid Naveed (from 1 August 2004)
N.I. Pakistani Cultural Association**

Staff (2004-2005)

Central Administration team

Executive Director	Patrick Yu
Administration Manager	Nuala Moynagh
Administrator (EQUAL)	Maxim Petrushkin (<i>Leaver Aug 04</i>)
Administration (EQUAL)	Eva McKelvey (<i>From Sept 04 to May 05, Project Finished</i>)
Administrator (NASS)	Eva McKelvey (<i>Leaver Aug 04</i>)
Administration (NASS)	Grace O'Neill (<i>From Sept 04 to April 05</i>)
Administrator (NASS)	Charlotte McEvoy (<i>From April 05</i>)
Administrator (Interpreting)	Aruna Djalo
Administrator (Interpreting)	Tanja Tierney
Administrator (Training)	Jing Mei Tang (<i>Leaver Jan 05</i>)
Administrator (Training/Interpreting)	Stewart Robinson (<i>From April 05</i>)
Administrator (SOLID)	Francoise Barlet (<i>From Jan 05</i>)

Policy & Capacity Building Team

Co-ordinator of Capacity Building	Gabrielle Doherty
Development Worker - Social Economy	Sean Kelly
Development Worker – Health	Jean Luc Revest (<i>From May 05</i>)
Co-ordinator Policy & Research	Tansy Hutchinson
Development Worker - Policy & Research	Terry Deehen (<i>From April 05</i>)
Development Worker - Racial Harassment <i>05)</i>	Marie Keating (<i>Leaver March</i>
Development Worker - Racial Harassment <i>April 05)</i>	Jolena Flett (<i>Full-time from</i>

Co-ordinator of Training	Karima Zahi (<i>Leaver Dec 04</i>)
Development Worker - Regional Training	Felice Keil (<i>Leaver Sept 04</i>)
Development Worker - Regional Training	Roisin O'Connor (<i>From Sept 04 to May 05</i>)
Development Worker – Regional Training	Moira McCombe (<i>From June 05</i>)
Training Officer	Ronald Vellem

Immigration, Asylum and Refugee Services

Co-ordinator of Immigration, Asylum & Refugee Services	Sharon Dillon (<i>Leaver Dec 05</i>)
Advice Worker (NASS)	Patricia Leong
Advice Worker (NASS)	Lumturi Podrimaj
Advice Worker (NASS)	Maxim Petrushkin
Development Worker (EQUAL)	Moira McCombe (<i>Project finished May 05</i>)
Development Worker - Refugee Re-settlement & Integration Project	Therese Fitzgerald (<i>Leaver July 05</i>)

NICEM MEMBER GROUPS

Al-Nisa Association NI
Bangladeshi Welfare Association
Barnardos Chinese Lay Health Project
Belfast Hebrew Congregation
An Munia Tober
Causeway Chinese Welfare Association
Craigavon Traveller Support Committee
Guru Nanak Dev Ji Sikh Community Association
Indian Community Centre
Interact NI
Mandarin Speakers Association
Northern Ireland Muslim Family Association
Northern Ireland Committee for Refugees and Asylum Seekers
Northern Ireland Filipino Association
Northern Ireland Filipino Community in Action
Northern Ireland Pakistani Cultural Association
Oi Yin Bangor Chinese Women's Group
Windsor Women's Centre Multi-cultural Group
Afro Community Support Organisation
Derry Traveller Support Group
World Wide Women at North Down
Strabane Ethnic Community Association