

# Voices for Change



Mapping the views of black and minority ethnic people on integration and their sense of belonging in Northern Ireland

Sheila Rogers and Geraldine Scullion

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Geraldine Scullion**

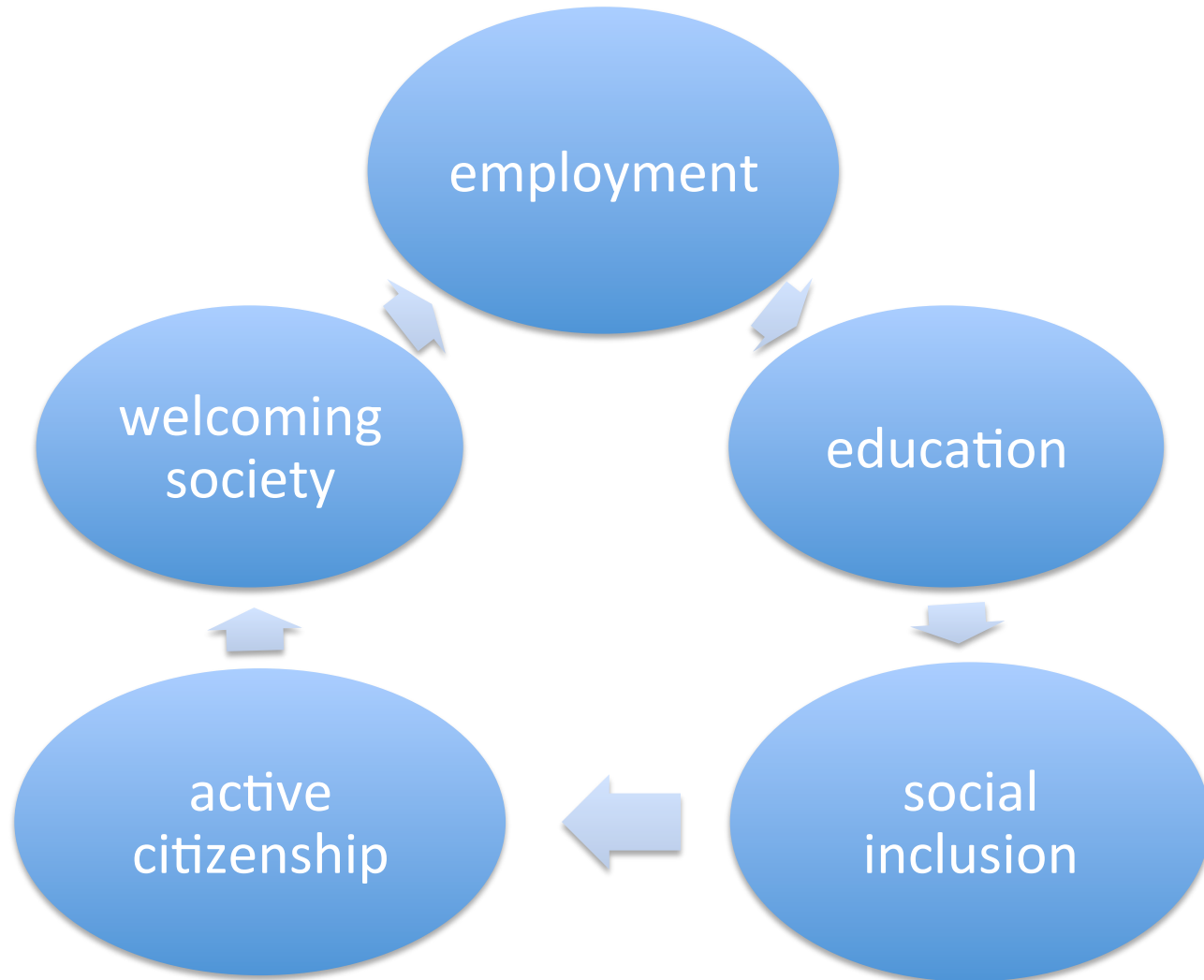
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# Our Approach

- Mapping BME views on ‘integration and sense of belonging’
  - Racial Equality Strategy 2014 –24
  - evidence of need to target action and resources
- 650 response to on-line questionnaire
- consultation meetings with 72 individuals in Craigavon, L'Derry, Lurgan & Belfast



# 5 indicators



# Employment

- Barriers to full employment integration:
  - underutilisation of skills (50%, 55%, 63%)
    - qualifications, work (and voluntary) experience gained abroad discounted
    - English language skills
    - use of application form and need for NI referees
    - lack of childcare
  - less favourable treatment at work (49%, 48%, 49%)
  - lack of promotion opportunities
  - bad employment practices
  - lack of knowledge of rights & access to advice and support



# Education

- high levels satisfaction with educational standards for children
- 50% participated in adult education
- concerns:
  - racial bullying in schools
  - tokenistic approach to multiculturalism
  - additional support lacking for BME children
  - segregated education and lack of choice



# Social Inclusion

- High levels of satisfaction with basic needs
- Concerns:
  - access to interpretation in health/social care
  - lack of information on systems e.g. housing, healthcare, benefits, etc.
  - impact of sectarian division or living in segregated areas



# Active Citizenship

- Higher levels of voting
- High levels of mixing with others (84%, 79%, 75%) and participation in community activities
- Concerns:
  - negative views about politicians
    - polarised politics
    - failure to engage with BME voters
    - lack of info about candidates and parties



# Welcoming Society

- Positive views on NI being ‘welcoming’
- High levels of trust in PSNI (66%, 75%, 74%)
- Concerns:
  - Recent changes → less tolerance
  - Lack of trust in politicians and public officials (36%, 31%, 40%)
  - Racism and discrimination
    - physical or verbal attacks on street (39%, 28%, 25%)
    - differential treatment (45%, 49%, 54%)
  - No complaint (76%, 71%, 76%)
    - why not: *‘it would make my situation worse’*





# Belfast: Uwem Otong, Nigerian Association

*I felt so  
sad*

*Positive  
action  
strategy*

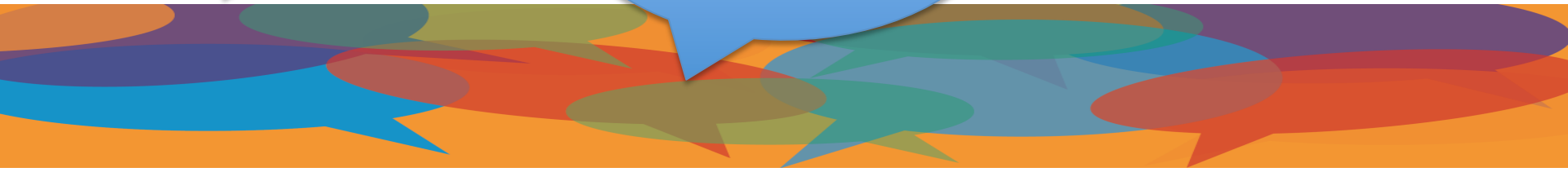
*...they don't  
turn people  
away*

*Receptionists are  
asked to make  
judgments*

*You are  
rejected...you  
don't know  
where to go*

*...no ethnic  
minorities in  
management*

*the same  
employers  
time after  
time*



# North-West: Olga Rankin

***Sectarian  
division  
affects us  
too***

***Discrimination  
is more  
obvious now;  
people are  
more vocal***

***... dirty, nasty,  
ugly jobs at  
work***

***Political  
representatives  
are stuck in the  
past***

***Fearful to  
stand up for  
our rights –  
'take me to the  
Tribunal!'***

***British jobs for  
British workers  
– why should I  
send you on  
training?***



# Mid-Ulster and Down: John Amorante A. Bao

*When it is  
quiet,  
everything is  
fine*

*Government  
should  
prioritise  
integration*

*Why would  
they assume I  
had a social  
worker?*

*Priority is to  
take whatever  
job is available  
to put food on  
the table*

*[TU] only want  
us for our  
membership  
and the fees*

*severe  
impact on  
self esteem*



# Employment

RECOGNISE QUALIFICATIONS

ACKNOWLEDGE POTENTIAL

SUPPORT AND PROMOTE

PROTECT RIGHTS



# Education

ADDRESS RACIST BULLYING

LANGUAGE SUPPORT

INSPECT FOR EQUALITY

PROVIDE INFORMATION



# Social Inclusion

ADDRESS BARRIERS IN  
HEALTHCARE

HOLDING PROVIDERS TO  
ACCOUNT

KNOWING WHERE YOU 'FIT'

COMMUNITY PLANNING



# Active Citizenship

POLITICAL LEADERSHIP

STANDARDS OF CONDUCT

PARTICIPATION

ENGAGEMENT AND  
ATTITUDES



# Welcoming Society

PRIORITISE HATE CRIME

UPHOLD MEDIA STANDARDS

INFORMATION DEFICIT

TACKLE PREJUDICE





# Conclusions/Next Steps

- INTEGRO: Employment and Employability project
- Racial Equality Strategy 2014 – 2024
- Synergy between RES and the other strategies

