



N o r t h e r n I r e l a n d C o u n c i l

N1CEM

FOR ETHNIC MINORITIES

Annual Report

2012-2013

Our Vision:

A society where equality and diversity are respected, valued and embraced, a society free from all forms of racism, sectarianism, discrimination and social exclusion, where human rights are guaranteed.

Our Mission:

NICEM works in partnership, to bring about social change through partnership and alliance building, and to achieve equality of outcome and full participation in society.

In this document “black and minority ethnic communities” or “minority ethnic people” or “minority ethnic communities” or “minority ethnic group” means people whether they are settled ethnic minority (including Travellers and Gypsy) or settled religious minority (non-Christian faith), migrants (EU, non- EU and Romas), asylum seekers and refugees or other immigration status. It is a political term that mirrored black movement which has an inclusive meaning to unite all minority communities to fight against racism.

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Strategic Priorities 2010-2015

1. To sustain, growth and change an environment that supports and enables individuals and groups from BME communities to participate fully in accessing their rights;
2. To mainstream and to monitor ethnic minorities into government policy and practice;
3. To raise public awareness on racism and multiple discriminations and bring about a positive change;
4. To address socio-economic disadvantage and systematic discrimination in education, training and employment for BME people; and
5. To deliver a Strategic Plan for 2010-2015 and build sustainability of NICEM.

WORK IN PROGRESS

1. Mainstreaming human rights and racial equality into government policy and practice

1.1 A Bill of Rights for Northern Ireland

(a) NICEM position on A Bill of Rights for Northern Ireland

NICEM supports a strong and inclusive Bill of Rights for Northern Ireland, which is essential for enshrining the principles of human rights as the cornerstone of peace building in Northern Ireland. A high profile Bill of Rights with rigorous enforcement mechanisms would give a voice to those most marginalised in Northern Ireland's post-conflicts society. We welcome the opportunity that the creation of a Bill of Rights presents as a key step in acknowledging that conflict, whilst moving beyond the traditional "two communities" approach in building a more inclusive and increasingly diverse society.

NICEM has been campaigning for a meaningful and all encompassing Bill of Rights for Northern Ireland for more than 10 years along with other civil society organisations. NICEM endorses the advice proposed by the Northern Ireland Human Rights Commission to the Secretary of State and regards it as the best option that we can have in this moment of time, though we acknowledge that there are some areas in need of improvement.

(b) Bill of Rights for Northern Ireland lobbying and related works

NICEM continues to be a non-executive director of the Human Rights Consortium, and in this period has been engaged in lobbying on related issues through meetings with politicians and related policy makers. During this period Consortium work has looked at unfulfilled commitments of the Good Friday Agreement. In March NICEM alongside with other Consortium board member attended an event with the Secretary of State and Tánaiste to raise awareness of this issue.

NICEM staff also regularly attend the monthly meetings and events, including the newly established steering group which will build upon the Consortiums previous work to develop a "Festival of Human Rights" in Northern Ireland in December 2013.

1.2 Annual Human Rights and Equality Conference

Our 15th Annual Human Rights & Equality Conference was on 20 September 2013 which carried on the same theme “Fundamental Rights Protection in Europe II” last year. We lined up with speakers from EU, UK and the island of Ireland looking at the EU Charter of Fundamental Rights and the opportunities for NGOs to use it for protection. We managed to have just over 100 participants for the one-day annual event.

We also used the opportunity to launch our two toolkits: one was the Racial Equality Audit and the other one is the Public Interests Law.

1.3 All Party Assembly Group on Minority Ethnic Communities

We continue to provide secretariat support and advice on racial equality issues to the Assembly Group. Due to the introduction of new regulations the group had to change its name from ‘All Party Assembly Group on Ethnic Minority Communities’ to the ‘All Party Group on Ethnic Minority Communities’. An All Party Assembly Group consists of Members of the Legislative Assembly (MLAs), whereas an “All Party Group” can consist of MLAs and Invitees (ethnic minority group and/or community).

From September 2012 to August 2013, the Group met 9 times. The Chair of the first six months was Fra McCann, MLA and Bronwyn McGahan, MLA (Sinn Féin) and the second six months was Danny Kinahan (Ulster Unionist Party). The issues discussed in the agenda included:

- Larne Immigration Detention Centre;
- Hate and Minority Liaison Officers (HIMLO);
- English classes for asylum seekers and refugees;
- Membership request from ArtsEkta;
- Comments on blood donation by Edwin Poots, the Health Minister;
- Minority Ethnic Development Fund;
- Racial Equality Strategy;
- Procurement, Accountability and SERCO;
- Membership of the APG and the new format of APG meetings;
- Entitlement to health and social care for non-EEA nationals; and Transform Your Care;
- Northern Ireland Prison Service (NIPS) Recruitment Drive;
- Agency Workers;
- Race and Criminal Justice;
- Poverty and Ethnicity;
- Consolidated Race Relations Order (RRO);

- Implications of BME 2011 Census data;

Actions Taken:

(1) Letters written:

- Letter to NI Policing Board and Chief Constable regarding HIMLO, training and hate crimes issues;
- Letter to OFMDFM regarding comments on blood donations by the Health Minister;
- Letter to UKBA on the appointment of SERCO to provide the asylum support services in Northern Ireland;
- Letter to Immigration Minister and to First and deputy First Minister regarding the inability of MLAs to contact UKBA directly.

(2) Assembly Written Questions (AQWs)

- BME children in education;
- Traveller children in education;
- Timetable for review of race relations legislation: To ask the First Minister and deputy First Minister to detail the current timetable for a consolidated Race Relations (NI) Order 1997, following the decision by the Assembly to approve a full review of the Race Relations Order in 2009.
- Monitoring data available and take from DHSSPS: To ask the Minister of Health, Social Services and Public Safety whether his Department has a mechanism in place for the collection and use of ethnic monitoring data; and, should he plan to develop such a system, whether it will follow the standard set by the Office of the First Minister and deputy First Minister in July 2011 under the Guidance for Monitoring Racial Equality.
- Roma integration: To ask the First Minister and deputy First Minister how their Department has progressed the EU Commission's recommendation to set realistic, achievable goals for Roma integration in employment, education, housing and health.
- Welfare reform: To ask the Minister for Social Development how the Welfare Reform Bill will impact on people from EU countries who live here; and what he is doing to mitigate the impact.
- Ethnic Minority Communities: To ask the Minister for Social Development what action his Department is taking to protect ethnic minority communities.
- Racist attacks against ethnic minorities: To ask the Minister of Justice what his Department is doing to monitor racist attacks against ethnic

minorities; and what systems are in place to encourage victims of racist attacks to report incidents to the PSNI.

- To ask the Minister for Social Development what training and monitoring systems are in place to ensure that staff respect and understand people from an ethnic minority background.
- Benefits: To ask the Minister for Social Development to outline his plans to streamline the procedures for benefit claimants from other countries.
- National Insurance numbers: To ask the Minister for Social Development what advice his Department can give to workers arriving from Romania, Bulgaria and Hungary on the attainment of National Insurance numbers, schooling and basic health support.

Ethnic Minority Community Groups Presentation to APG

The following Ethnic Minority Community groups were invited to give short presentations on their work at the APG in this period:-

- Polish Abroad;
- Barnardo's Tuar Ceatha

Other Presentation to APG

The following Department/Agency/organisation/individual made presentation to the APG:

- UKBA on SERCO procurement
- Department of Employment and Learning on free English classes for refugees and asylum seekers;
- NI Prison Service on Follow-up recruitment drive;
- Clerk of the Standards and Privileges Committee on APG membership;
- Dr. Robbie McVeigh, independent researcher, on the findings and implications of the Report "Race and Criminal Justice in Northern Ireland";
- Joseph Rowntree Foundation on "Poverty and Ethnicity" Research Report;
- NI Statistics and Research Agency on 2011 Census data.

Events organised by the APG

- Human Rights, Procurement and Accountability Seminar, 22 October 2012 (25 in total);
- Chatham House Rule Human Trafficking Roundtable (jointly organised with NICEM), November 2012 (8 in total);

- Questions that Matter outreach event: Mid-Ulster in Craigavon on 12 April 2013 (34 in total);
- Questions that Matter outreach event: North West in Derry/Londonderry on 26 April 2013 (15);
- Questions that Matter outreach event: North East in Ballymena on 19 June 2013 (postponed to 18 September 2013) (46)

1.4 UN Convention on the Elimination of Racial Discrimination (CERD) Benchmarking report

The Policy team continues to build upon the extensive work done in relation to 2011's examination of the UK Government by the Committee on the Elimination of Racial Discrimination. Based on the UN Committee's Conclusion Observation in 2011 and updated all relevant data we published the first "The Elimination of Racial Discrimination in Northern Ireland: the Baseline Report" in December 2012 alongside our paper "Using CERD to benchmark the Elimination of Racial Discrimination in Northern Ireland". The CERD Benchmarking report continues to be updated and the next report will be published in December 2013.

1.5 UN Convention on the Elimination of Discrimination Against Women (CEDAW)

Due to the examination of the UK government with regards to their 7th report to the Committee on the Elimination of Discrimination Against Women extensive work around the CEDAW convention has taken place. This work was comprised of a range of components; community engagement, research and lobbying on corresponding policy recommendations and engaging with the committee to further the findings obtained from the grass roots levels. We successfully applied to the OFMDFM MEDF fund at tier 1 in order to cover costs for research and to enable a number of grassroots participants to attend the hearing in Geneva.

Community Engagement

Meetings, information & awareness raising sessions & evidence gathering through focus groups & discussions took place with the following organisations, forums & groups.

- Springwell Mother and Toddler Group-14 January

- Chrysalis Women's Centre-22 January
- Shaftesbury Community Center-6 March
- Windsor Women's Center-7 March
- International Women's Day March & Mayor's lunch-Leaflet distribution-8 March
- Greenway Women's Centre-21 March
- Worldwide Women of North Down- 22 March
- Nigerian Women-28 March
- Falls Women's Centre-11 April
- Barnardos Ethnic Minority mother and toddler group-1 May
- Armagh Travellers Support Group-1 May
- An Crushan Munia Traveller Group-8 May
- Falls Women's Centre-9 May
- Wishing Well Family Centre-10 May
- Windsor Women's Centre multicultural group -15 May
- Islamic Centre Women's Group-17 May
- Full day CEDAW Training session with 20 BME female participants-18 May
- Windsor Women's Centre-20 May
- Islamic Centre Women's Group-20 May
- CEDAW Focus Group to discuss violence against BME women -20 May
- Inter-Ethnic Forum Ballymena-22 May

Research prepared for CEDAW

The Tier 1 OFMDFM application assisted in the publication of 2 key pieces of research which informed the writing of the CEDAW submission;

a)The Protection and Rights of Black and Minority Ethnic Women Experiencing Domestic Violence in Northern Ireland

The first piece of research was a scoping study looking at Domestic Violence against BME women in NI, this was overseen by Professor Monica McWilliams and was informed by existing statistics and case studies from our advice/development work, in addition 19 interviews were undertaken by the researcher to inform the work. Following the launch we met with Professor McWilliams to talk about key findings and devise a strategy for advancing the recommendations of the work, during this meeting it was clearly identified that a more in depth piece of work with interviews with victims was required. Future funding will be sought to enable this and meetings will be arranged with key agencies including the DOJ and the DHSSPSNI as well as the Junior Ministers.

b) The Experiences of Ethnic Minority Women in Northern Ireland

This piece of research was focused more broadly on all of the articles of CEDAW in order to build a holistic picture of the experiences and needs of ethnic minority women in NI, it was informed by questionnaire based research disseminated across NI. Over 450 BME women participated in this work.

The 2 pieces of research along side NICEM's CEDAW submission and the accompanying executive summary with details of the delegation were launched at an event in the Long Gallery at Stormont at the beginning of July, over 90 people participated in this event including politicians, policy makers and a diverse extensive number of ethnic minority women. The importance of this work and the need for its continuation was emphasised by attendees at this event.

CEDAW delegation, attendance at the hearing and follow up work

A delegation of 5 women from a range of diverse backgrounds were selected to attend the hearing in Geneva; including a member of the Traveller community, a member of the Muslim community, a member of the Polish Community, a member of the refugee community and a researcher of Indian origin who has worked extensively at the grass roots with the Roma community. These women participated in 4 training sessions prior to this, at these training sessions they were trained in Human Rights and how the CEDAW convention impacts upon their lives, who the committee members are and techniques for targeted lobbying. Participants were also assisted to write a statement on issues that they would like the committee to address in preparation for the informal NGO hearing. At the launch of the CEDAW submission each delegate introduced themselves and said a few words about their hopes for their involvement in the process.

The group worked closely together during the hearing, they attended the open and closed NGO hearings, an informal meeting with the Rapporteur, fringe events in connection with CEDAW including an issue briefing with the committee and an exhibition launch and the full day hearing itself. They also participated in direct corridor lobbying with Committee members, they also wrote blog posts and took photographs and video footage of the proceedings. They also developed supplementary questions and contributed to the NI NGO follow up document for the Committee after the hearing.¹

¹ Details of the CEDAW hearing and lobbying could be download from the following link page:
<http://nicemwomenbreakout.wordpress.com>

The next edition of Minority Rights Now (September 2013) will be a special edition documenting much of this work and the impact it has had. The team will continue to edit audio and visual recordings and these will shortly be available on the website.

Following the hearing the CEDAW committee published their Concluding Observations in late July, many of the issues raised by the delegation were featured, NICEM published a press release in light of this. On the 13th August a facilitated planning meeting with the delegation was held, at this meeting it was decided that a network of BME women should be created in order to monitor the implementation of the CEDAW observations but also to develop a programme of work with grass roots leaders to raise awareness of issues of Ethnic Minority Women's Human Rights. The group felt it was important not to lose the momentum generated by the CEDAW process, they wanted to create a sustainable network to further the rights of BME women.

A follow up meeting of the network is scheduled for September and an event in the Long Gallery is scheduled for late September for all those who took part in the research, focus groups and related CEDAW work to look more closely at the Concluding Observations and next steps, the CEDAW focused edition of Minority Rights Now will also be launched at this event.

1.6 Human Trafficking

NICEM Commissioned Dr Tom Obokata to write a briefing paper containing an analysis of current responses to Human Trafficking in Northern Ireland. The recommendations of which were presented to the Justice Minister in September 2012, after considering the issues the Minister prepared a response, as a result NICEM was invited to present evidence to the DOJ committee on implications contained within the Criminal Justice Bill.

Parallel to the process NICEM and the APG on Ethnic Minority Communities jointly organised a Chatham House Roundtable on 14 November 2012 at Stormont Hotel. The Roundtable discussion is based on the Recommendations from Dr. Obokata's paper "Analysis of Current Responses to Human Trafficking in Northern Ireland". We secured most of the political parties and independent MLAs, as well as key officials from DOJ at the roundtable which was Chair by Aidan McQuade, the Director of Anti-Slavery International in London.

NICEM continues to be a member of the DOJ's NGO engagement group on Human Trafficking and the related subgroup on Awareness Raising. NICEM has commented on the DOJ's action plan on Human Trafficking and met with the Minister in July 2013 to discuss concerns in light of the Private Members Bill on Human Trafficking.

In May 2013 a presentation was made to the PILS stakeholder forum in light of NICEM's work on Human Trafficking, at this meeting strategies for advancing this work were discussed. NICEM also presented findings and concerns at a meeting organized by Joseph Rowntree looking at Legal Responses to Forced Labour and the need for related research and policy work in this area.

1.7 Equality Coalition

As a founding member, NICEM continues to play an active role in the Equality Coalition. The Legal Policy Officer is the main representative at this forum. In addition to the monthly meetings in the reporting period, NICEM has attended quarterly engagement meetings with the Equality Commission and Government Departments, including the OFMDFM, DHSSPS, DE and DEL.

NICEM also met NI Commission for Children and Young People on the implementation of children's rights, particularly the rights of BME children. NICEM has also attended a roundtable event to discuss the Equality Schemes and Action Plans of the Policing and Community Safety Partnerships. As part of the Coalition, NICEM also attended a meeting with a representative of the Swedish Government to discuss the application of section 75 in Northern Ireland and senior officials from OFMDFM on Delivering Social Change and the Programme for Government.

1.8 The Revised Racial Equality Strategy

In this reporting period there have been 3 meetings of the Racial Equality Panel of which NICEM is a member. Since the meeting in February 2011 which set out the agenda and process on the revised Racial Equality Strategy, the OFMDFM has not yet finished a full document for consultation. The officials have only produced the first three chapters of the draft document in details and a very brief Chapter 4 and 5 for Panel members' comment so far.

NICEM has prepared our comments and papers in this important piece of policy work. However, the two years delay raises the fundamental questions concerning how seriously racial equality is seen as a priority within the

OFMDFM. NICEM also has serious concerns regarding the contents of the revised Strategy. The draft chapters received so far did not capture the most significant research reports and policy papers over the last five year period, this undermines the principle of evidence based policy. Moreover, we still do not know what each department and their next step agencies will do to determine the proposed Action Plan and what indicators they will employ and how they will be implemented, including indication of what resources they will have and the monitoring mechanism that will be put in place.

Recently the Equality Commission published a document “Racial Equality Policy: draft priorities and recommendations” for consultation. The documents captured the most updated evidence based research to argue for advancing racial equality in Northern Ireland. NICEM will lobby for the OFMDFM to incorporate it in the revised Strategy.

1.9 Agency Workers protection and the formal complaint to the European Commission

In light of the findings of NICEM’s research work in to the experiences of the Filipino Community in Northern Ireland, in February 2013 a complaint was made to the European commission, this complaint stated that Northern Irish anti-discrimination legislation infringes relevant EU law by excluding (1) agency workers and self employed persons and (2) certain seafarers from its scope.

A response was received in August 2013, the Commission stated that in their view the Racial Equality Directive was properly implemented in Northern Ireland and the complaints were not upheld. We will continue to pursue the matter by looking at the EU Charter of Fundamental Rights as the UK government bound by the Charter when it implements the Union law.

As result of our lobbying following on from our Filipino Research Report looking at discrimination and abuse faced by the Agency Worker, we continued the debate by organising a joint Seminar on “Agency Worker Protection” with the UK Race European Network (UKREN) on 17th January 2013 at Wellington Park Hotel. Speakers included Professor Mark Bell of the University of Leicester; Conor Brady of the Department of Employment and Learning, Wilf Sullivan of the Trade Union Congress (TUC) in London; and Pamela Dooley of the Irish Congress of Trade Union.

Recently the Department of Employment and Learning in response to our concerns had contracted out a big piece of research on Agency Workers in Northern Ireland. We expected the Report will be published by the end of this year.

1.10 Welfare Reform Bill

NICEM was one of over 40 community and voluntary sector organisations to submit written evidence to the Committee for Social Development when it began its scrutiny of the Welfare Reform (Northern Ireland) Bill 2012 in October 2012. When giving oral evidence to the Committee, NICEM highlighted the difficulty in commenting on specific provisions since the nature of social security law is such that the Welfare Reform (Northern Ireland) Bill 2012, as an enabling piece of legislation, is quite vague. NICEM also highlighted the inherently discriminatory approach in the draft legislation, which would, if passed, provide for the differential treatment of EEA nationals, which was picked up by the media and appeared on BBC's website. In addition, NICEM referred to barriers to access entitlements with specific reference to case studies from the Belfast Migrant Centre.

At the hearing NICEM supported the setting up of a special committee to examine the Bill's conformity with equality and human rights requirements and the following month such a Committee was set up and NICEM was requested to give evidence. In this hearing, NICEM focused on the incomplete and insufficient Equality Impact Assessment, which had been carried out by the Department for Social Development and presented the Committee with expert evidence from the AIRE (Advice on Individual Rights in Europe) centre's on the EU law implications and the approach that has been followed in England and Wales. NICEM's concerns were reflected in the Committee's final report but that report was voted against by the NI Assembly due to the fact that the report found there were no significant equality and human rights impacts, which many MLAs disagreed with. The Bill has now gone back to Committee Stage and NICEM will continue to engage in the debate when the opportunity arises.

NICEM has played a crucial role to request the DSD Committee to invoke the Standing Order to set up an Ad-hoc Committee to examine the Welfare Reform Bill to assess whether they are human rights & equality compliant. With the request the DSD Committee are using our submission to reflect their views to the DWP's consultation on EU migrants under Welfare Reform Bill which we concluded that the Bill is discriminatory against EU migrant and in breach of EU law.

1.11 The Transparency of lobbying, Non-party campaign and Trade Union administration Bill

NICEM has serious concern of the proposed Bill which will curtail the campaign role of the voluntary and community sector on policy areas that the sector has both expertise and non-party politics. The original idea of the Bill is to regulate professional lobbyist as result of numerous scandal on the cosy relationship between the lobbyist who represents the interests of big corporations in the business world, and the politicians in order to influence law and policy. Now the Bill extends to the civil society at large which will be in breach of the freedom of expression under the Human Rights Act 1998.

Our concerns are echoed by NICVA, whose Chief Executive Seamus McAleavey stated "charities are already bound by charity law and therefore cannot be party political. However if the proposals included in the draft Bill were to become law then many charities would be curtailed from getting involved in campaigning and advocacy work on issues that are important to the people they work with."

The proposals contained within the Bill are exceedingly broad and not well-defined. Below, we outline some of our key concerns and indicate where they can be found within the Bill.

- The Bill will regulate spending on a much wider list of activities that could be deemed to be 'for election purposes' or 'in connection with' election purposes (Clause 26). This could include charity manifestos; NICEM produced one of these in conjunction with the last election. Staff costs are also included in the spending limits.
- The definition of 'for election purposes,' as mentioned above, could mean that activities that are not intended to influence an election, party or candidate, could constitute promoting electoral success, enhancing or undermining the standing of a party or candidate without any express mention being made of the name of the party or candidate (Clause 26).
 - o An example from NICEM's work: We booked the Long Gallery to launch our submission to the Committee for the Elimination of Discrimination Against Women. Anna Lo, MLA (Alliance) sponsored the event and gave a brief introduction. If her support for women's rights positively or negatively impacted her or Alliance at the next

election, we could be seen to be supporting them and those activities could be subject to regulation.

- The Bill will reduce the financial threshold at which a third party campaigner must register with the Electoral Commission (Clause 27). Under the new rules, if a third party plans to spend £2,000 or more in the year leading up to the General Election, on this newly broadened range of activities, they must register with the Electoral Commission.
 - This is a unique problem for charities, many of whom hold events at the Long Gallery in Stormont on particular issues, for example children in care, cancer awareness-raising or women's rights. These events are very costly, and it is highly possible for a charity to spend £2,000 or more in the year before an Election, without purposely seeking to enhance one candidate over the other.
 - Registering with the Electoral Commission at the low threshold will create disproportionate administrative burden on charities and regulatory bodies
 - The limit will also apply to partnership working. For example, if two charities work together on a single-issue campaign and one spends £2,500 and the other spends £2,500, they both have to report expenditure of £5,000; this is nearly half of the limit of £11,000 in Northern Ireland.
 - Significantly, it will become a criminal offense to exceed a spending limit.

As result we wrote to all MPs and some Peers in Northern Ireland to raise our concern and requested to remove this part of the Bill. We also wrote to the Shadow NI Secretary and the Labour Policy led of this Bill, as well as our contact in the Lords, both cross-bench and across all parties. We had a positive feedback from these interventions and will keep an eye on the Committee Stage of the Bill.

1.12 Research in to Race and the Criminal Justice System in Northern Ireland

Dr Robbie McVeigh was commissioned to do a follow up report to his 2006 research report “The next Stephen Lawrence”. Due to lack of cooperation by officials we could not get any monitoring data, thus significantly delaying the research. The research was completed in October 2012 and the original launch was scheduled for 4th December. Due to the two main speakers, Ms. Doreen Lawrence and Imran Khan not being able to make it at the last minute the launch was postponed to January. The Report was eventually formally launched at a conference in early 2013, there was significant representation from high level officials within the Justice system, including the Justice Minister. A number of actions have arisen as a result of this initiative, including a formal meeting requested by the Department of Justice Community Safety Unit.

1.13 Research on the BME Health and Social Wellbeing, and Access to Health and Social Care Services

The Project started in June 2012 with the involvement of the five Health and Social Care Trusts focusing on the proposed questionnaires. There were a few amendments that based on the requested change from the five Trusts by the Researcher. Most of the questions in the original draft were from UK standard health questions.

At the same time the Transform for Your Care consultation coming out which identified the 5 key services that delivered to the public. As result and with the support from the Trust we managed to put a new draft mirrored the 5 core services. We also started to invite the key health authorities to form the Research Liaison Group, including the Department, Public Health Agency, OFMDFM and the Business Service Organisation of the Health and Social Care Board.

Based on the draft questionnaire agreed with the Trust, positive and negative comments received from this new group prior to the formal meeting. Despite our attempts to amend the proposed questionnaire, there are fundamental differences such as resources available (we asked for funding from various health agencies without success) to conduct their way of thinking. As a small NGO, not government agency, we could only work with the available resources to maximise the result. At the end two agencies withdrew from the Liaison Group. In viewing the situation there is insufficient buy in from the statutory health sector. As result the Committee decided, based on the suggestion from

the Executive Director, to suspend the Project and will tender the research in the near future.

1.14 Mental health and wellbeing in ethnic minorities in Northern Ireland Research

This research is collaboration with QUB School of Sociology, Social Policy and Social Work & UKCRC Centre of Excellence for Public Health (NI). The original idea was that QUB invited NICEM as Project Partner on a research grant investigating mental health and wellbeing of the Polish people in Northern Ireland in October 2012. Due to NICEM's health research priority also on mental health, we suggested at the meeting to extend to all ethnic minority communities. And NICEM will assist to identify other research grants to pull resources together.

As result the proposal has been written and sent to the Department of Health and the OFMDFM, as well as the Regional Mental Health Forum which composes of the 5 Trusts. We were rejected one by one due to scarce of resources in this point of time.

We also passed it to the Public Health Agency for consideration in March 2013 and met the Health Intelligence Manager with full discussion on the proposal. We need additional funding to carry out this big piece of research work. The tendering process will be in autumn this year. So far there is no tender when we complied this Report.

In the short-term the QUB has applied for interim funding through the Social and Economic Research Council for a small grant which will place the researcher in NICEM to work with individuals and groups on mental health training. This is also a joint partnership programme with NICEM in-kind to support the proposal. The proposal had submitted and awaiting the result.

1.14 CEDAW Research

We commissioned Professor Monica McWilliams to investigate the experiences of the black and minority ethnic women in domestic violence in Northern Ireland. We also commissioned Sarah Isal Williamson to investigate the experiences of ethnic minority women living in Northern Ireland. Both reports was published and launched at the Long Gallery on 1 July 2013 (details see the CEDAW section above).

1.15 Northwest Regional Office Action Research: the impacts of economic downturn towards migrant communities

In light of persistent issues presented at the N/W clinic with regard to unemployment and poverty. Action research in to the specific implications of the economic downturn on the Migrant Population was undertaken. A questionnaire was developed and based on census data targets were set for regional populations. Today we received over 160 responses and set the deadline by the end of November. Analysis of completed questionnaires will begin in December with publication scheduled for spring 2014.

1.16 Mid Ulster and Down Regional Office Action Research: Childcare Needs of BME communities

The Mid Ulster Development Officer has launched action research into the childcare needs faced by BME communities. This research is working in partnership with Barnardo's Tuar Ceatha. The childcare needs research has been piloted with BME parents and was launched in eleven languages with a target of 500 responses. A research steering group composed of local Health Trust and community members has been established and has met to assist with the research. Over 350 responses were received and the researcher is now analyzing the data set. A number of focus groups, both for parents and the children and young people, will be organised in November and December. The research report has been scheduled to launch in March 2014.

1.17 NICEM Policy Magazine "Minority Rights Now!"

The Parliamentary and Campaigns Officer has reconstituted the Editorial Board with a variety of experts and activists with a strong interest in human rights and racial equality, including expertise in trafficking, social policy, ethnic profiling and community development. The board has had 4 meetings in the current reporting period.

The following issues were published in this report period:

- "Agency Worker" launched on International Migrants Day on 18 December 2012;
- "Race and Criminal Justice: How far have we come?" March 2013;
- "What is Citizenship?" June 2013;

- “CEDAW: The hero women deserve” in September 2013

In addition to the physical magazine, a blog function to complement the magazine was developed and launched on the website in order to encourage debate and reaction to articles. This aspect of the magazine will continue to be developed, with a view to sustainability and fully engaging communities, as well as making high-level policy issues real to lived experiences.

In June 2013, there was a ‘re-launch’ event to accompany the Citizenship edition of *Minority Rights Now*, the aim of this event was to reinvigorate community engagement with the publication. The event was well-attended by community members. A video put together by a volunteer featuring community members was screened at this event. A facilitated panel discussion with a range of community members also took place.

1.18 Consultations and Submissions

In this Report period we submitted the following responses on various consultation papers:

- Public Prosecution Service Northern Ireland consultation on prosecution of Human Trafficking (August 2012)
- NI Assembly Committee Good Relations Strategy (August 2012)
- Belfast City Council Cultural Framework (September 2012)
- Department of Education Consultation on the Provision of Performance and Other Information About Pupils and Schools (September 2012)
- Office of the First Minister and deputy of First Minister (OFMDFM) Minority Ethnic Development Fund (September 2012)
- UK Commission on a Bill of Rights: A Second Consultation (September 2012)
- Department of Health, Social Service and Public Safety (DHSSPS) Fit and Well Consultation (October 2012)
- Department of Education review of the Common Funding Scheme (October 2012)
- Lord Morrow MLA’s consultation on a Private Members Bill (Human Trafficking and Exploitation (Further Provisions and Support for Victims) Bill 2012) (October 2012)
- Department of Education "Priorities for Youth" Consultation (December 2012)
- Department of Social Development's consultation on 'Facing the Future: Housing Strategy for Northern Ireland 2012 - 17' (December 2012)

- Department of Education Traveller Education Action Framework (December 2012)
- Department of Justice Consultation on Victims and Witnesses Strategy (January 2013)
- DHSSPS 'Transforming Your Care' (January 2013)
- Northern Ireland Housing Executive's consultation on changes to the Housing Selection Scheme (January 2013)
- Westminster All Party Parliamentary Group on Migration - Inquiry into new Family Migration Rules (January 2013)
- Social Security Agency on *Maximising Incomes and Outcomes: A Plan for Improving the Uptake of Benefits* (February 2013)
- Submission to OFMDFM on *Towards a Childcare Strategy* (February 2013)
- Consultation on the Draft Action Plan for the CYPSP BME Children and Young People's Sub Group (April 2013)
- Submission to Department of Health, Social Services and Public Safety Consultation on The provision of health services to persons not ordinarily resident regulations (Northern Ireland) 2005 (April 2013)
- Submission to the NI Housing Executive Supporting People: Housing Related Support Strategy 2012-2015 (May 2013)
- Submission to the UN Committee on the Elimination of All Forms of All Forms of Discrimination Against Women on the UK's 7th periodic report (June 2013)
- Submission to the NI Assembly Committee for Social Development in relation to the Joint Call for Evidence on Free Movement of Persons from the Department of Work and Pensions and the Home Office (July 2013)
- Comments submitted to the DHSSPSNI and PSNI in light of the draft update paper on the forth coming Sexual and Domestic Violence Strategy (July 2013)

EU submissions

- NICEM letter of complaint to European Commission in relation to non-compliance with Racial Equality Directive in respect of agency workers (February 2013)

Written submissions to NI Assembly Committees

- NICEM submission to Justice Committee Criminal Justice Bill 2012 (August 2012)
- NICEM submission to Committee for Social Development on the Welfare Reform Bill (October 2012)

- NICEM submission to the Ad Hoc Committee on Conformity with Equality Requirements, Welfare Reform Bill 2012 (December 2012)
- NICEM submission to the Committee for the Office of the First Minister and Deputy First Minister (January 2013)

Oral Submissions

- Oral submission to Ministerial Advisory Group on Shared Education
- NICEM oral submission to Justice Committee Criminal Justice Bill 2012 (August 2012)
- NICEM oral submission to Committee for Social Development on the Welfare Reform Bill (October 2012)
- NICEM oral submission to the Ad Hoc Committee on Conformity with Equality Requirements, Welfare Reform Bill 2012 (December 2012)
- NICEM oral submission to the Committee for the Office of the First Minister and Deputy First Minister (January 2013)

1.19 Representation of the sector on various policy working groups.

Members of the Policy Team have been engaged actively in the following working groups:-

- Northern Ireland Migration Advisory Committee Stakeholders Forum (Home Office);
- Gender Advisory Group (OFMDFM Gender Unit);
- Racial Equality Panel (OFMDFM Race Unit);
- Racial Equality Forum Sub-group on Immigration;
- BME Housing Forum (Northern Ireland Housing Executive);
- Hate Crime Thematic Group (Belfast City Council);
- Housing Executive Forum on Equality;
- Belfast City Council Consultative Forum
- Belfast City Council Tension Monitoring Group
- DHSSPS and PSNI Regional Strategy working Group on Domestic and Sexual Violence
- NIHRC consultative stakeholder Group on Hate Crime Investigation
- South Belfast District Policing and Community Safety Partnership
- DOE Equality Forum
- Intercultural Arts Programme Steering Group (Arts Council NI)
- Foyle Multi-cultural Forum
- East Belfast Ethnic Minorities Network
- North Belfast Ethnic Minorities Network
- UPR Stakeholders Group (OFMDFM Equality and Strategy Directorate)

- All Party Working Group on Ethnic Minority Communities
- All Party Working Group on Human Trafficking
- British Medical Association Patient Liaison Group;
- DOJ NGO engagement Group on Trafficking;
- ECNI consultative Group on CEDAW
- Women's Aid BME Domestic Abuse Working Group (Craigavon, Banbridge, Armagh)
- South Eastern Education and Library Board BME Youth Advisory Committee (Lisburn and Castlereagh)
- Southern Health and Social Care Trust Race Forum
- EU Fundamental Rights Agency's Fundamental Rights Platform
- PSI Homelessness Partnership
- Housing Policy Forum
- NIHE Consultative Forum on Equality
- Welfare Reform Working Group (Northern Ireland Committee of the Irish Congress of Trade Unions)
- FRA's Fundamental Rights Platform
- OFMDFM Holocaust memorial advisory group
- Human Rights Consortium Steering Group on a festival of Human Rights
- Fundamental Rights Platform of the EU Fundamental Rights Agency, focus on hate crime and victim support, violence against women and EU anti-discrimination law and policy
- ABC (Armagh, Banbridge, Craigavon) Community Network
- Down Diversity in Action Forum
- Craigavon and Banbridge Inter-Agency BME Forum
- Language Strategy Working Group
- Cohesive Communities Forum, LORAG

2. Public Awareness on Racism and Multiple Discrimination

2.1 Anti-racism and Equality Training

We continue to provide awareness raising sessions and workshops to help groups implement good practice around Anti-Racism and Equality issues. The training was delivered to local groups as well as NICEM member groups. The following groups participated in these sessions over the past year. The total number of people who participated in the training was 163. This also includes groups that participated in our one-day Anti-Racism and Equality training.

- Strabane Community Workers hosted by SECA (12)
- Belfast Youth in the Arts (30)
- PSNI Training for Trainers (24)
- Strabane Community Workers hosted by SECA (12)
- Belfast Youth in the Arts (30)
- PSNI Training for Trainers (24)
- OCN Equality and Diversity training funded through Lisburn City Council's Good Relations Programme (18)
- One-day Leadership and Racial Equality Training – Lisburn (8)
- One day Leadership and Racial Equality Training – Lurgan (5)

The training with Belfast Youth in the Arts gave us the opportunity to work with young people from the two main communities from the most deprived areas of North Belfast. The training was comprised of four sessions and was tailored to the needs of the group. Due to the intense resources needed to develop this we were able to bring on four BME individuals from our member groups who helped develop the training programme and delivered it to the young people. This was a valuable experience as it gave members of the BME community the skills and experience to develop and deliver equality and diversity training.

3. Capacity Building Black and Minority Ethnic communities

3.1 Direct Support BME groups

During 2012-13 we provided direct support to the following BME organisations in the areas of advice and guidance on completing funding applications, advice and guidance on organising their internal activities and programmes for members and support on reviewing internal financial and human resources.

The groups receiving direct regular support included:

Northern Ireland Council for Refugees and Asylum seekers

Al-Nisa Association NI

Sikh Cultural Centre (Derry Gudwara)

Strabane Ethnic Community Association

3.2 NICEM Regional Offices

In order to build a sustainable BME communities NICEM using the model in Belfast evidence based research; advocacy, advice and support services to vulnerable BME people; and capacity building to BME groups and individuals. Previously we never had such resources to support local BME and the new emerging groups as result with the final agreement with Atlantic Philanthropies.

The establishment of the new offices has enabled greater resources for capacity building of new and existing groups. The facilitation of this process is essential for creating sustainable communities with accountable leadership empowered to participate at all levels of decision-making.

We set up three regional offices by June 2012. They are Northwest Regional Office (N/W) based in Derry/Londonderry; Mid-Ulster and Down (MU/D) based in Lurgan and Belfast and Northeast (B/NE) based in our Belfast office. In each office we have one Development Officer and a part-time Adviser to deal with casework (except Belfast). The advice clinic is now have 5 sessions per week. They are Belfast Monday (9:30am to 1pm) and Thursday (6:00 to 8pm); N/W Wednesday in Coleraine (5:30 to 8pm) and Thursday in L/Derry (5:00 to 8pm); and MU/D Thursday (5:30 to 8pm).

The aims of the Regional Offices are as follows:

- Provide direct advice and support to local BME and new emerging groups;

- Develop the local BME and new emerging groups through capacity building programme and governance monitoring;
- Provide advocacy, advice and support services to vulnerable ethnic minority individuals and their family;
- Identify local and/or individual community issues through evidence based action research and or specific policy research;
- Facilitate local collective action and participation from within the local BME and new emerging groups; and
- Develop a local support and action network on racial equality.

3.3 Broadening Local Advocacy

We now have 4 dedicated Development officers who provide advice, information and development and support to local BME and new emerging groups. The establishment of the new regional offices has enabled greater resources for capacity building of new and existing groups. The facilitation of this process is essential for creating sustainable communities with accountable leadership empowered to participate at all levels of decision-making.

In this report period, the development officers have provided advice, assistance and support with events, lobbying and research opportunities for the following groups:

- Thai Northern Ireland Community Group
- Indian Community Centre
- Turkish Welfare Association
- Migrant Worker Social Group (Downpatrick)
- Sikh Women and Children's Group
- Nigerian Association Northern Ireland
- Balmoral Filipino Group
- Congo Support Project (NI branch)
- Egyptian Society NI
- Tuesday Multicultural Group Craigavon (formerly NASZ CZAS - Polish Mother Support Group)
- Splash SureStart - Polish Family Support Workers
- Alliance of Filipino Communities NI
- Fajar Pagi
- Craigavon Traveller Support Committee,
- Springwell Centre Lurgan
- Wah Hep Chinese Group
- The Welcome House
- Polish Abroad (L/Derry)

- EEMA (Empower Ethnic Minorities Association) in Coleraine
- Northern Ireland Community of Refugees and Asylum Seekers (NICRAS)
- Shakthi NI (Indian women's group)
- Taiwan NI
- World Wide Women @ North Down
- Counselling All Nations Service
- Indonesian Association of Northern Ireland
- Ivory Coast Association NI
- Somali Association NI
- Sikh Belfast
- Russian Speakers NI
- Omagh Ethnic Communities Support Group
- Armagh Traveller Support Group
- An Crushan Munia Traveller Group
- Craigavon Filipino Community Support Network
- Muslim Association of Craigavon
- Unconstituted Lithuanian, Romanian, Guinea-Bissau and East Timorese community groups in Mid-Ulster area.
- Ards Borough Council Minority Ethnic Communities Project
- Traveller and Gypsy Network

3.4 Training for local BME and new emerging Groups

All of the policy team staff has undergone externally delivered 'training for trainers' and had been accredited by the Open College Network in this reporting period. The Project Manager in conjunction with the manager of the Belfast Migrant Center (BMC) have also delivered training for trainers on the NICEM's existing developed course on Equality and Human Rights. Sessions have been scheduled for 2013. This will enable Development Officers to meet the training needs to communities in their areas with regard to Human Rights and Equality. Specific training will be delivered in conjunction with the CEDAW process (see above).

All of the policy team staff have now completed externally delivered 'training for trainers' and have been accredited by the Open College Network, the MU/D Development Officer has been delivering Equality and Diversity Training in the Lisburn area, more training sessions are scheduled for Autumn 2013.

In this reporting period the N/W Development Officer Mental health awareness training sessions were delivered to 2 BME groups; Polish Abroad in L/Derry (8 people) and EMEA in Coleraine (10 people). The MU/D Development Officer also delivered Mental health awareness training sessions to East Timorese

community and the Multicultural Women's Group. At the request of Taiwan NI, sessions on employability including an Interview Skills for Jobs workshop was organised for members of Taiwan NI. The Belfast development officer also delivered training on Equality and Diversity to Youth in the Arts.

The MU/D Development Officer also delivered two Leadership and Racial Equality training in both Lisburn in March 2013 and Lurgan in July 2013 with total 13 people. He also delivered media awareness training in August 2013 with 5 participants which is tailor-made training for the grassroots as part of the empowerment process on the Childcare Action Research.

3.5 Immigration Seminars

Due to limited human resources to provide immigration casework support we develop a new strategy to inform the migrant community of the latest policy for settlement, work permit and visa extension through seminar. Development Officers identified specific training needs within their areas, as a result a series of regional immigration seminars delivered by our immigration advisor were organized.

The N/W office hosted 2 immigration seminars, one in L/Derry (April 2013) and one in Coleraine (February 2013) in partnership with a new member organization (EMEA), both events were well attended and highlighted the need for advice services in the areas and future information events.

The B/NE Development Officer organized 2 Immigration seminars in partnership with various organizations. The first seminar took place in October 2012 in Downpatrick. The seminar was organized in partnership with Down Diversity Forum and 30 ethnic minority individuals registered to attend. The seminar was also a good opportunity to build relationships in view of setting up the Migrant Workers Social Group in the Down area, as there is currently no support structure for Ethnic Minorities in the area. The second seminar took place in November 2012 and was organized in partnership with the Thai Northern Ireland Support Group. The seminar took place in Belfast with over 35 people attending. Discussions are now taking place regarding a follow-up event.

The MU/D Development Officer also organized two immigration seminars in Craigavon and Lisburn. The Craigavon was on 12 March 2013 with 9 participants. The Lisburn one was on 7 June 2013 with 11 participants. These sessions will be tailored as a response to development work with the Romanian communities in the Lurgan and Portadown area, and from engagement with the Craigavon Muslim Association and Egyptian Society NI.

3.6 PQASSO training programmes for BME groups

The N/W Development Officer is mentoring Polish Abroad to ensure good models of practice and all their policies and procedures are in place for a more efficient running of the group. The Belfast Development Officer organised a Data Protection and Governance training in December 2012. Representatives from various BME groups took part in it (NICRAS, Congo Support project, World Wide Women @ North Down, the Pakistani Cultural Association NI / NI Muslim Family Association and the Thai NI Community group. The Belfast Development officer has also provided additional mentoring to groups individually: NICRAS, Taiwan NI, Shakthi NI and Counselling All Nations Service.

The Belfast Development officer continues to provide additional mentoring to NICRAS and Taiwan NI. Governance training sessions with the Lithuanian community are scheduled for Autumn 2013.

3.7 Community Development training

In July 2012 Ashok Ohri, a veteran community worker and racial equality champion delivered 3 full day community development workshops in each of the regions. Fifty-five community members from a wide range of groups attended, and the evaluation was very positive. Ashok has now become an informal mentor for the project and more community development sessions are planned for 2013.

In June 2013 Ashok Ohri and Wendy Davis delivered another 3 full day community development workshop in each of the regions. 30 participants in total attend the full day event targeting anti-racism and cultural awareness issues. They will come back again in 2014.

3.8 Human Rights and Equality Booklet Series

In order to reinvigorate the use of section 75 and equality mainstreaming as a means to scrutinize government policy and practice, NICEM commissioned their former Policy coordinator to build upon previous work and produce a series of easy to use booklets. Two expert advisory groups (one based in GB and one in NI) were convened to oversee and advise on the process. The booklets were launched at the NICEM AGM in November 2012, at which Barbara Cohen of the Discrimination Law Association spoke alongside other equality experts. The booklets have been disseminated widely and they will be incorporated into NICEM's accredited Equality and Diversity Training Programme.

3.9 Public Interests Law Toolkit

We commissioned Professor Gordon Anthony, Professor of Constitutional and Public Law of QUB, to write a simple language toolkit for NGOs on Public Interest Law. The purpose of the toolkit is to encourage more grassroots groups using legal means, the Public Interests Law concept, to redress social injustice on one hand, change government law and policy through legal process on the others. The Public Interests Law Toolkit was formally launched at NICEM's 15th Annual Human Rights & Equality Conference in September 2013.

3.10 Revised Racial Equality Audit

The NICEM Racial Equality Audit was originally published in 2002 to assist public authorities to promote racial equality in Northern Ireland. The Audit is a self-assessment tool which covers 5 key areas, namely: Policy Planning, Policy Development, Community Participation, Workplace Practice and Communication.

Since the original Audit was quite a substantial document, it was not user-friendly, in particular for NGOs. As the new revised Racial Equality Strategy is on the way, we commissioned two external consultants in this field, Sheila Rogers and Geraldine Scullion, to rewrite a simplified version in to a booklet format akin to the Section 75 Booklets. This project involves training for both NGOs (how to use the Audit to monitor racial equality) and the government departments (how to promote racial equality). The revised Racial Equality Audit was formally launched at NICEM's 15th Annual Human Rights & Equality Conference in September 2013.

3.11 CONNECT-NICEM

3.11.1 Service delivery

CONNECT NICEM operates the contract to provide minority language interpreters to the criminal justice sector in Northern Ireland, on a 24/7 basis. We work to continually improve our services to customers, and work closely with customers to ensure that their needs are met in continually changing environments. We provide high quality audit trails for customers and we offer interpreters registered with our service opportunities to continually improve their skills and knowledge. The overall aim is to realise the rights under Article 6 (the rights to a fair trial) of the European Convention of Human Rights and

Fundamental Freedom and to prevent miscarriage of justice due to poor quality of interpretation.

3.11.2 Training for new interpreters

Development for existing interpreters – NICEM delivered 5 accredited training courses during 2012-13. With 61 learners completing a range of OCN qualifications at levels 4 in Community Interpreting, Further Skills in Community Interpreting and Interpreting within the Criminal Justice Sector.

The training was delivered both in NICEM and in Queen's University Belfast, as an optional module within the university's MA in Translation.

Learners and additional new interpreters were recruited from the following language groups to join our register of interpreters: *Arabic, Bulgarian, Czech, French, German, Hungarian, Latvian, Lithuanian, Mandarin, Nepali, Portuguese, Romanian, Russian, Spanish, and Turkish.*

Gender breakdown for learners during 2012-13 was as follows:
49 Female, and 12 Male.

3.11.3 Continuing Professional Standard and Training Development 2012-13

In this reporting period, NICEM once again continues to innovate and has designed and delivered a Level 4 course accredited by the Open College Network on Further Skill for Interpreters. This course is specifically targeted at those interpreters who qualified a number of years ago at Level 3 or with other training providers, but who now wish to broaden their knowledge and skills to a higher level, equivalent to the skills and knowledge tested at OCN level 4 Interpreting qualifications.

This course is designed to fill the knowledge and skills gap between the level 3 OCN interpreting qualification and the more recent OCN level 4 qualification. CONNECT-NICEM aims to ensure that all those interpreters with level 3 OCN qualifications will have the opportunity to raise the level of their qualifications to Level 4 and that this should be the future minimum standard for interpreting with public sector organisations in Northern Ireland.

Future training programmes covering other specialist training programmes for interpreters, qualifications in specialist advice services, and further Equality and Diversity programmes will be rolled out through 2014.

3.11.4 Review of entry criteria for CONNECT-NICEM

CONNECT-NICEM has conducted the annual review of membership of the register and of the entry criteria based on the current learning and qualifications environment in Northern Ireland. New entry criteria have been issued and recruitment is currently in a list of specific languages in order to balance demand and recognise the experience of existing interpreters.

CONNECT-NICEM recognises that in the current interpreting environment it is vitally important that a balance must be struck in the field of interpreter provision, in order to maintain an experience and well qualified pool of interpreters for the criminal justice sector. While there must be opportunities for new interpreters to join the pool particularly in rarer languages, there remains the problem that with a rise in the number of organisations delivering accredited training programmes, there is a danger of over supply of interpreters in particular languages leading to few opportunities for work and therefore potential loss of experienced interpreters from the market place.

3.11.5 Bursaries for Interpreters undertaking Masters Qualifications in Interpreting.

CONNECT-NICEM continues our relationship with the School of Languages, Literatures and Performing Arts at the Queen's University of Belfast by awarding bursaries to new students for the 2012-13 academic year. The range of languages now accepted for the Masters Programme has expanded over the past three years to incorporate languages including, Mandarin, Portuguese, Czech, Slovak, Lithuanian and Polish.

3.11.6 CONNECT NICEM and ESOL

CONNECT-NICEM was successful in applying for funding from the OFMDFM Minority Ethnic Development Fund, in order to undertake a piece of research on the provision of English as a Second or Other Language (ESOL) across Northern Ireland. The research aims to:

- Produce an overview of the accredited and non-accredited provision of ESOL programmes across the public, private and voluntary sector.
- Provide information on the different levels and qualifications offered, whether these fit the needs of learners and employers and how these can be understood within current qualifications frameworks.
- Examine gaps in provision, standards required for tuition and current ESOL funding policy and practice.

The Researcher has almost finished the interview with the current ESOL providers. The Report will be expected to launch in Spring 2014.

3.11.7 NICEM ESOL delivery

NICEM is a National Open College Network Centre for the delivery of nationally recognised qualifications. This includes ESOL Skills for Life programmes from Entry level 3 through to Level 2.

3.11.8 CONNECT-NICEM Interpreting Provision 2012-13

LANGUAGE	PERCENTAGE
Polish	30.04%
Lithuanian	21.73%
Mandarin	9.61%
Portuguese	7.11%
Russian	5.01%
Latvian	4.97%
Romanian	4.43%
Slovak	4.05%
Hungarian	2.22%
Arabic	1.61%
Cantonese	1.60%
Tetum	1.47%
Czech	1.44%
Bengali	1.13%
Bulgarian	0.44%
German	0.37%
Urdu	0.28%
Farsi	0.25%
Somali	0.23%
Spanish	0.23%
Yoruba	0.21%
Albanian	0.20%
Estonian	0.20%
Turkish	0.18%
French	0.14%
Thai	0.14%
Italian	0.13%
Tagalog	0.13%
Hindi	0.08%
Gujarati	0.07%
Ukrainian	0.07%
Punjabi	0.06%
Hakka	0.04%
Malayalam	0.04%
Dutch	0.01%
Japanese	0.01%
Nepali	0.01%
Shona	0.01%
Vietnamese	0.01%

4. Support Vulnerable Groups in our Society

4.1 Belfast Migrant Centre

4.1.1 Background

The Belfast Migrant Centre (BMC) was established as a vital support centre for people from ethnic minority communities in Belfast and Northern Ireland. Originally established through a consortium of UNISON, Irish Congress of Trade Unions, The Polish Association and NICEM under the Welcome House Project.

It became an independent charity in March 2012 and has a separate board of directors. NICEM currently provides a management support to the BMC and the Executive Director is the Chair. The overall objective of the BMC is to tackle racism and eliminate barriers against new and settled migrant communities in Northern Ireland. The BMC is the only one of its kind in Northern Ireland providing a one-stop shop services with bi-lingual staff and deploy interpreters to eliminate language barriers.

4.1.2 Casework support

Over the past year we had 734 clients walk through our doors in the regions and opened 1,352 cases. We continue to strive to cope with the demand and ensure that we meet our service users needs. We currently carry a caseload of 784 between four part-time advisors and three volunteer advisors across Belfast, Lurgan and Derry/Londonderry office.

The cases cover a wide range of issues. Highest demand for advice remains in the category of Welfare Benefits and Rights with 610 cases opened over the past year. Over the past funding year we have achieved a benefit maximisation of **£329,857.30**. Many of the issues in this area stem from delayed benefits and tax credit appeals.

The following is a breakdown of cases that we have dealt with over the past year:

Nature of case:

Careers Advice	1
Clinical Negligence	1
Community Care	3
Consumer/general contract	1
Counselling and Psychotherapy	1
Debt	12

Domestic violence	7
Education	28
Employment	138
Family	21
General	210
Housing	91
Immigration	111
Mental Health	7
Money Guidance	3
Personal Injury	1
Public law	3
Racial Harassment/Discrimination	102
Welfare Benefits/Rights	610
Not Specified	1
Total:	1,352

Case Study 1

A Roma family. The grandfather and son-in-law are self-employed. However, the grandfather's two daughters and one of the daughter's sons are deaf/mute. The family is all living together and struggling financially. The two daughters did not have national insurance or any income/benefits or a GP. Another difficult aspect of this case is that the daughters and the little grandson cannot read, write or sign in any language!! However, this family made contact with us through our Romanian volunteer. As there are many issues involved, there is much work to be done. However, we have been successful in helping this family to get national insurance numbers for both women. One of the women has started receiving DLA and her son will receive a decision soon.

Case Study 2

Three Polish clients who were employed by the same employer and went on sick leave around the same time. The employer refused to pay any sick pay as they did not believe they were truly ill. Over the following nice months, with the help of ICTU, we wrote many letters, filled in many forms and made many phone calls to try and obtain the client's sick pay. Finally, through HMRC, all men were paid (two received their full sick pay and one received part of his sick pay). However, we are currently in the process of taking these cases to the Employment Tribunal for unfair dismissal.

4.1.3 Support victims of racial hate crime

Our work supporting victims of hate crime continues to grow. We are dedicated to delivering a comprehensive support service to victims to ensure that they are supported and are empowered to make decisions after the trauma. In this reporting period, we provided to 102 victims of racist harassment and violence. We have two bilingual advocates that cover the entire region of Northern Ireland and provide advice and advocacy on a range of issues from liaising with the PSNI, re-housing needs, employment issues as well as helping people with compensation claims. We are currently working with the PSNI (funders of the bilingual advocate) and Victims Support as part of a hate crime partnership to ensure the sustainability of the services.

Case Study 1:

African woman, single mother with two children under 16. She was living in the Lisburn Road area when her car was vandalised and sprayed with racist graffiti. She did not want to leave her home and it was close to the children's school but the family was afraid to sleep at night. She came to us for help and support. We discussed her options and helped her with liaising with police. We were able to get increased patrols in the area and link her in with a support group. She felt less isolated after being involved in the group and the increased patrols gave her the confidence to stay in the area.

Case Study 2:

An Egyptian family was threatened in their home. They fled from the area as they feared for their safety leaving behind their home and business. They came to us as they didn't know what their options were or what was happening with the investigation. They were staying with friends and did not know what they were going to do as they couldn't go back to their home or business. We supported the family in going to the Housing Executive and getting assessed for emergency accommodation. We then spoke with the local residents association to determine what support was available in the community. We also liaised with the PSNI to determine what was happening with the investigation. The family was able to get re-housed and had a much better understanding of what was happening with the case, which increased their confidence in the police. They were also able to start attending counselling sessions to deal with the trauma they had experienced.

4.1.4 Crisis situation

We continue to support people in crisis situations and do work around emotional and mental wellbeing. In this reporting period we have seen an increase in issues around depression and an increase in substance abuse. This continues to be an issue that we are trying to address in terms of identifying gaps in the

current health system and current obstacles around people accessing support for these issues. We are also addressing issues that arise after relationship breakdown as we are seeing an increasing number of relationships under strain due to job losses, depression and alcoholism. We now host a bilingual counsellor who volunteers her time to provide sessions. Our other notable work in this area is our work around supporting a Mental Health Practitioners Group. This group consists of BME practitioners and those who work with the BME and migrant populations. The group aims to develop good practice and develop strategies to address current service gaps. This work is also in line with the current BME strategy for the Trust. There are currently 12 members of this group.

Case Study:

Polish victim of domestic violence. We have been providing her with support, advice and advocacy from the day that the incident happened. She has a 9 year old son. Ex-husband has been very problematic to both – client and their son. We have taken client to Women's Aid one-stop-shop to get legal advice. We have arranged a meeting with WA with our interpreter to provide emotional support for client as she was suffering from depression and anxiety. We have arranged medical appointments. We have sorted all benefits issues such as: ne Tax Credits claim, dealing with Tax Credit overpayment on joint claim, Child Benefit, Jobseeker's Allowance, Housing Benefit as well as child maintenance. We have contacted police on client's behalf on numerous occasions. We have also arranged for the housing association to remove ex-husband from the tenancy, which enables the client to request a transfer (in the bid to stop harassment from ex-husband). We have also been working with social services in order to provide all required support to client and her son.

As a result client is now leading a much more stable life and is slowly regaining confidence and independence and her son is able to continue his education in a local primary school.

4.1.5 Immigration Advice Services

NICEM provides immigration advice and representation services through the Belfast Migrant Centre at the Office of Immigration Service Commissioner (OISC) Level 3. This has involved assisting clients with a variety of immigration applications, ranging from Points Based System work permits, spousal visas, EEA applications, British citizenship applications, and assistance with travel documents. Our Immigration Advice Officer also represents clients at the First Tier Tribunal and Upper Tribunal, with successful outcomes.

Our Immigration Advice Officer utilises external expertise to assist clients of

Belfast Migrant Centre. This has included liaising with a solicitor to bring a judicial review against the unlawful detention of an asylum applicant who was later granted refugee status on consideration of her application, and working with a barrister to assist a migrant student to bring a successful claim for breach of contract against a recruitment agency that failed to provide her with a work placement as agreed. Our Immigration Advice Officer also works on immigration policy issues, in particular those specific to migrants living in Northern Ireland.

Belfast Migrant Centre is now training a second advisor to OISC Level 2 in order to undertake immigration casework.

Case Study:

Administrative error. The client who is Australian has resided in the UK since March 2010, on a Tier 1 visa, valid from 16 February 2010 to 16 February 2013. On 6 February 2013, she submitted a postal application to the UK Border Agency, to switch into the Tier 2 category. She received confirmation of the receipt of her application from UKBA. Several weeks later, she was sent a letter from UKBA informing her that her application was being treated as invalid due to insufficient funds in her account to make the payment of £561 for the application.

With supporting document of bank statement confirmed that she had sufficient funds in her bank account during this period for the payment of £561 to the UK Border Agency. Her bank also issued a letter to confirm that her bank has no record of any payment request from UKBA, or any payment rejections.

The Upper Immigration Tribunal, in **Basnet**, held that: “Validity of the application is determined not by whether the fee is actually received but by whether the application is accompanied by a valid authorisation to obtain the entire fee that is available in the relevant bank account.” It further held that the treatment of postal applications “has every appearance of substantive unfairness”, and should be immediately reviewed, stating that if measures recommended in Paragraph 32 were not adopted, or cogent reasons as to why they cannot be adopted were not given, this: “may well result in a determination that the consideration of the application has been unfair and therefore not in accordance with the law”

The measures recommended at Paragraph 32 are:

- *The fee is processed immediately on receipt of the application and before an acknowledgment letter has been sent.*

- *The standard letter is amended so that it constitutes an acknowledgement that a valid application has been made.*
- *In cases of a failure to collect the fee in an application made in time, there is prompt communication with the applicant to afford an opportunity to check or correct the billing data.*
- *In cases where the accuracy of the billing data is critical to the success of the application and the existence of a right of appeal, the original application form is securely retained along with the processing report, and is produced to the judge in the event of a challenge by way of appeal or by determination of a preliminary issue.*

As result the client has the right to re-submit a new application.

4.1.6 Volunteering

Our work with volunteers continues to be a cornerstone of our services. In our partnership with Volunteer Now we continued to run information and taster sessions. Over the past year we ran three information sessions and three taster sessions. The information sessions allowed different organisations to present to potential volunteers and gave participants opportunity to register with Volunteer Now.

The taster sessions gave participants the chance to experience volunteering for a day at different locations. This year the taster sessions took place at the Storehouse, Cat Protection and the Leonard Chesire Trust. Overall we had 22 participants attend the information sessions and 19 participants attend the taster sessions.

Along with our external volunteering work we have internal placements. There are volunteers that help with advice, general administration and policy development. Over the past year we have had several internal volunteer placements it is also notable that three of our volunteer advisors have gone on to obtain employment. We also continue to host international interns through our partnerships with universities in the USA, Hong Kong and Spain.

4.1.7 English Classes

Over the past funding year we ran two cycles of English classes each lasting 15 weeks. In the Autumn cycle we ran our first OCN accredited classes, which were successfully completed by 12 students. The classes were the ESOL Skills for Life Entry Level 3, which is the level needed to pass when applying for

citizenship. We also ran two Beginners classes, two Intermediate classes and one Upper-Intermediate classes. There were a total of 55 students for the fall cycle.

In the Spring cycle we had one Basic Beginners, two Beginners, one Intermediate and one upper intermediate. We did not do the accredited courses in the Spring semester as we did not have the administrative resources to run it twice. We based the need of the second cycle on the waiting list we had in the autumn. We formalised the structure of the registration and had over 100 people go through the process though not all of them stayed to completion. We had a total of 68 participants for the Autumn cycle of English classes.

Due to change in direction and the limitation of resources we will no longer be doing English classes. However, we are continuing to help with research into language needs and support people with finding and accessing English language classes.

4.1.8 Other Development Work

We continue to work closely with the trade unions to promote employment rights and keep the migrant community active in trade union activities. This year we helped organise a group to attend the Protest against Welfare Reform. We continue attend the UNISON Race Group monthly meeting and also provide immigration advice at their clinic. We also organised a seminar with NICEM on “Agency Workers’ Rights and Protection”. We partnered with the Belfast Employed Resources Centre to hold another May Day Family Event.

Further to the awareness raising work we continue to work closely with the ICTU Migrant Support Project. They provide clients with representation in the workplace and help negotiate with employers to retain employment or come to an agreeable settlement. We referred 99 cases to them over the past funding year. It is notable that there remains a gap in representation for employment tribunals. This is a constant obstacle that both ICTU and us continue to lobby for and highlight as there continues to be issues around discrimination and dismissal.

4.1.9 Future Directions

We are now entering a year of many changes. We have developed a new operational plan that focuses our services around advice, advocacy and volunteer development. The demand for these services has increased in the past year and with the coalition government initiatives around Welfare Reform we do not see this demand waning.

We continue to develop and learn around the delivery of our advocacy and advice services. While we are a generalist advice agency, except our immigration works, we work with a specialist population with very specific needs. There continues to be a gap in mainstreaming services to provide these needs and we strive to continue our work in this area to ensure that no vulnerable individual is left without the help and support they need.

We are also very excited as the advice work continues to grow in our regional offices in Lurgan and Derry/Londonderry. We now have three evening clinics in these areas and have been able to respond to a need for these services that had not been met previously.

It is our hope that we can continue to serve the migrant and BME communities within Northern Ireland and ensure that no one is deny access to advice and advocacy services when they are in need.

5. Networking and Partnership Building

Networking and partnership building have become one of NICEM's core functions along with promoting activities which pursue collective action on racial justice and equality. We actively use good practice to bring knowledge and experience to Northern Ireland and, at the same time, share our unique experiences and struggles. Networking also forms the basis of collective action through partnership building. Through our involvement and contribution, NICEM plays a significant role in networking and partnership building in the UK, on the island of Ireland, in the European Union and the Council of Europe.

5.1 UK Network

NICEM works in partnership with the key Black and other campaign organisations in the UK focusing on human rights, race equality and capacity building. Our strategic concern relates to the following issues: Single Equality Act 2010, in particular public sector duty; UK Bill of Rights Commission and the Human Rights Act, austerity cut on legal aid, limit the appeal rights for immigration cases, in particular failed asylum seekers, limit the use of judicial review to challenge the wrong doing of the government, new immigration bill, etc.

In this Report we are particularly to highlight the follow-up work on CERD with the Anti Caste Discrimination Alliance in which they have started the campaign and lobbying with the support from Lord Avebury. We attended their first meeting at Lords Committee room in November 2012 with the peers from the mainstreaming UK political parties to find a solution that could invoke the power under section 9(5) of the Single Equality Act. Now the Coalition government agreed to invoke the power which is now under Enterprise and Regulatory Reform Act 2013, Section 97, but outline a two years timetable with 2 consultations which is ridiculous. Moreover the Commission for Equality and Human Rights had published their research report "Caste Discrimination and Harassment in Great Britain" in 2010.

On the Single Equality Act and austerity cuts, we work closely with the Discrimination Law Association (DLA) and the Equality and Human Rights Commission. On the legal aid, appeal rights and judicial review we will work with the Public Law Project. On the Bill of Rights Commission and the Human Rights Act 1998, we work closely with British Institute of Human Rights and Justice. On the new immigration bill we are part of the UK campaign Movement Against Xenophobia (MAX) to stop the immigration bill which is coordinated Joint Council for the Welfare of Immigrants.

On austerity cuts and poverty we will work in collaboration with the Joseph Rowntree Foundation and other key Black organisations in this field. NICEM is also part of the UK wide Migrant Rights Network which is an off-shoot project of the UK Race Europe Network. The Migrants Rights Network is leading the whole campaign on migrant rights in which the Belfast Migrant Centre is represented.

Recently NICEM joins the Runnymede Trust campaign “End Racism This Generation”. The aims of the campaigns are:

- 1) raising awareness that racism and racial inequality are still a big problem in the UK
- 2) demonstrating that everyone has a role to play in eliminating the problem and encouraging individuals, organisations and businesses to make changes to the way they operate to help end racism and racial inequality
- 3) asking people to not just take action but also spread the word about it, to shine the spotlight on examples of best practice and inspire more people to do similar activities - for this our website www.end-racism.org will be a crucial platform to capture "pledges" of actions to end racism and inspire further pledges

NICEM is also the Steering Group Member of the UK Race Europe Network (UKREN).

Our partners in UK are as follows:

Commission for Equality and Human Rights
Discrimination Law Association
UK Race Europe Network (UKREN)
Equanomics UK
Runnymede Trust
Operational Black Vote
Monitoring Group, UK
UNISON
Kanlungan
Migrant Rights Network
Joseph Rowntree Foundation
Joint Council for the Welfare of the Immigrants
British Institute of Human Rights
Justice
Coalition for Racial Equality and Rights (Scotland)
Just West Yorkshire
Cambridge Ethnic Community Forum

5.2 Irish Network

The North-South dimension is a key strategic consideration for campaigning for anti-racism on the island of Ireland. Due to limited staff and resources we were prevented from developing our work plans efficiently in the Republic of Ireland. Instead we focused on responding to certain needs that we had identified.

We continue to work in partnership with the Irish Council for Civil Liberties on DG Justice open bid programme, in particular racism and human trafficking.

5.3 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 human rights and racial equality.

The Ministry of Interior of Finnish Government, the Ministry of Employment of Swedish Government and NICEM were successful bidding a EU Transnational Project “Good Relations”. The role of NICEM is to act as an external consultant to evaluate the Project, as well as to provide consultancy, advise and expertise to the Project. The Project has been running from November 2012 to October 2014. Recently we just submitted the Interim Evaluation Report for the Project. We host the first Seminar in Belfast in February 2013 inviting the key officials in OFMDFM to share their experience on Good Relations, as well as groups that representing the black and minority ethnic communities.

We also received a positive result of another EU Transnational Project “Integration on the Ground” in which NICEM is the Lead partner. This project is part of the work of ENAR which develops a toolkit on integration and the project is to test the toolkit on the ground. We have another four partners, namely the KISA Action for Equality, Support and Anti-racism in Cyprus, Citizens for Europe in Berlin, the Radio Afrika in Vienna and the Association for Integration and Migration in Prague. At the moment we are awaiting for the Grant Agreement from the DG Justice of the European Commission. The Project is 18 months from 1 December 2013.

The Executive Director attended the ENAR General Assembly in May 2013 and NICEM had nominated Mrs. Sarah Isal Williamson who represented NICEM to contest to the Chair position. And Sarah was duly elected with a very large margin. We congratulated Sarah and through her we will have more involvement at the EU level.

We continue work in partnership with the following organisations:

European Commission against Racism and Intolerance (ECRI)
Framework Convention Secretariat, Council of Europe
Human Rights Directorate of the Council of Europe
Special Envoy on Roma, Council of Europe
EU Fundamental Rights Agency
Northern Ireland Executive Office in Brussels
European Network Against Racism (ENAR)
European Roma Rights Centre
European Roma Information Centre
Denmark Documentation Centre on Racism
Open Society Justice Initiative
Minority Rights Group International
Latvian Centre for Human Rights
KISA – Action for Equality, Support and Anti-racism, Cyprus
People for Change Foundation, Malta

5.4 Northern Ireland

NICEM has established strategic partnerships with organisations across the sectors in order to promote human rights and equality in Northern Ireland, covering issues such as Section 75, the Single Equality Bill, a Bill of Rights for Northern Ireland, racial violence, asylum seekers and refugees, Irish Travellers and Roma, etc. These organisations include:

All Party Assembly Group on Minority Ethnic Communities
Northern Ireland Human Rights Commission
Equality Commission for Northern Ireland
Northern Ireland Commissioner for Children and Young People
Committee on the Administration of Justice
Irish Congress of Trade Unions
UNISON
Equality Coalition
Human Rights Consortium
Disability Action
Coalition on Sexual Orientation
Age NI
Women's Support Network
Women into Politics
Save the Children

Children's Law Centre
Law Centre (NI)
Childcare NI
Youthnet
Northern Ireland Youth Council
Association of Independent Advice Centres
Community Change
Community Place
Northern Ireland Council for Voluntary Action
NIACRO
Northern Ireland Housing Executive
Red Cross (NI)
St. Vincent de Paul

6. Organisational Development

6.1 Media and Communication Work

6.1.1 Combining media to increase efficiency

Combining old media and new media has proved to be a highly effective way of disseminating information in real time, improving lobbying activities, networking, promoting news stories, and managing urgent communications. Most press releases led to follow up media work. NICEM's strategy of using 3 complementary social media tools (website, Facebook page and Twitter) has proved successful as statistics show that more people now visit the site via Facebook. An increasing number of new visitors is proof of social media synergy.

6.1.2 Website

NICEM recently we tendered the design of our website. And now the new company is prepared a new design on the current website which will have a new outlook by the end of the year.

6.1.3 Pro-active media coverage

NICEM, apart from actively reacting to media stories, have also actively participated in creating stories, to promote its achievements and flag up issues. A sign of success and efficiency is that NICEM is now requested to contribute to main media audio and TV programmes, local and national: The Nolan Show, BBC Radio 4, BBC live (TV) and UTV Live (TV), internet radios.

6.1.4 Media Training

Staff underwent social media training in this period. The training was conducted by Davy Sims, formerly of the BBC and currently Head of Social Media at Public Achievement, coordinating the WIMPS project. The training has led to an increase in competency among staff when it comes to social media and the internal communications policy has been updated to include a social media component

After a initial needs analysis it was decided that greater preliminary research was needed in order for social media training to be delivered in a tailored capacity to groups, the parliamentary and campaigns officer is currently putting together a plan to address this.

6.2 Annual Review and Planning

The Policy Team ran their planning day on 24 January 2013 at Lower Crescent Arts Centre. The Belfast Migrant Centre ran the same in October 2012 with the external consultant Joe McVey. The CONNECT-NICEM had similar exercise to explore the new business and model.

6.3 NICEM Internal PQASSO quality task group

NICEM uses the PQASSO system as a tool for improving governance of the organisation. PQASSO provides a mechanism for internal assessment of an organisation against a set of nationally recognised standards for the management of voluntary sector organisations.

PQASSO enables organisations to tackle issues such as planning and development, staff and volunteer management and financial management in a structured way. This allows the organisation to work toward quality improvement at a pace which suits its own capacity.

Within NICEM we have five trained PQASSO mentors and three qualified peer reviewer who are licensed by the Charities Evaluation Service to assess organisations that have applied for the PQASSO Quality Mark. The Quality Mark is officially recognised as a stamp of quality by the Charities Commission for England and Wales.

The internal PQASSO Quality Task Group has undertaken a fully comprehensive mock audit in line with the PQASSO Quality Mark standards. Gaps identified in the process are now being addressed through an action plan which is 93% completed. The PQASSO Quality Mark is the externally assessed

award for PQASSO users, which demonstrates achievement of the PQASSO quality standards. This nationally recognized award offers both users and funders/commissioners external verification of the quality and credibility of an organization, once the remaining 7% of the plan is complete NICEM will apply for the standard.

6.4 Staff training and development

In this reporting period staff have undergone a range of training including attendance at conferences on Equality, Human Rights, Employment law, social security law and Judicial Review, as well as training on social media and OCN accreditation to update on the latest developments. Staff also collectively completed training on working in challenging situations as part of a community development based planning day in late June 2013.

NICEM EXECUTIVE COMMITTEE (2011-2013)

Chair: Dr. Wasif Naeem
Northern Ireland Muslim Family Association

Vice-chair: Mr. Bobby Rao
Strabane Ethnic Community Organisation

Secretary: Ms. Monica Yang
Mandarin Speakers Association

Treasurer: Zeshan Zafar
NI Multi Cultural Association

Other members:
Jason Braga
Alliance of Filipino Communities in NI (resigned in late
November 2012)

Clea Devlin
Portuguese Speakers Association

G S Sandhu
Northern Ireland Sikh Association

Dana Bruno (co-opted member)

Joe Ifediora (co-opted member)

Advisory members: Ms. Eddis Nicholl
Ms. Dawn Purvis
Ms. Tansy Hutchinson
Ms. Sheila Rogers
Professor Colm Campbell
Professor Tom Obokata
Dr. Sirin Sung
Dr. Onder Bakircioglu
Mrs. Sarah Isal Williamson

NICEM Staff List (September 2012 to August 2013)

Central Administration Team

Executive Director	Patrick Yu
Finance/Administration Manager	Nuala Moynagh

Policy Team

Strategic Advocacy Manager	Helena Macormac
Legal Policy Officer	Karen McLaughlin
Parliamentary & Campaign Officer	Elizabeth Nelson
Development Worker <i>March</i> <i>(Belfast & Northeast)</i>	Sophie Romantzoff <i>(maternity leave</i> <i>to September 2013)</i>
Development Worker <i>(Belfast & Northeast)</i>	Felice Kiel <i>(maternity cover</i> <i>March to August 2013)</i>
Development Worker <i>(Mid Ulster & Down)</i>	Mark Caffrey
Development Worker <i>(Northwest)</i>	Max Petrushkin
Development Worker (Immigration Policy)	Lume Podrimaj
Bi-Lingual Advocacy Support Worker <i>Northwest (Part Time)</i>	Agnieszka Luczak <i>(from</i> <i>November 2012)</i>

Belfast Migrant Centre

Advocacy & Advice Manager	Jolena Flett
Bi-Lingual Outreach Worker <i>Job Share</i>	Marzena Graham
Outreach Worker <i>Job Share</i>	Roisin O'Connor (<i>to August 2013</i>)
Outreach Worker <i>Mid Ulster & Down Part Time</i>	Liz Connor-Kerr
Bi-Lingual Outreach Worker	Alicja Matwiejczuk (<i>from January 2013 on long term sick leave</i>)
Bi-Lingual Outreach Worker	Lukasz Karpinski (<i>long term sick Part Time leave cover from July 2013</i>)
Bi-Lingual Administrator	Agnieszka Wlodarska (<i>to August 2013</i>)
Immigration Advice Officer <i>Part time</i>	Ayesha Christie
Bi-Lingual Advocate	Aleksandra Lojek-Magdziejczak (<i>from May 2013. Maternity leave from July 2013</i>)
Bi-Lingual Advocate	Joanna Kuberczyk (<i>Maternity cover from August 2013</i>)
Bi-Lingual Advocate <i>Part Time</i>	Agnieszka Luczak (<i>from April 2013</i>)

CONNECT-NICEM

Executive Director of CONNECT	Gabrielle Doherty
Bookings Manager	Aruna Djalo

Finance Manager	Stewart Robinson
Development Manager	Sarah Maitland
Administrator - Bookings	Katarzyna Gelger
Administrator – Bookings	Ano Mario Vaz
Administrator – Bookings	Dominic O'Neill (<i>leave December 2012</i>)
Administrator – Bookings	Ruairi Moynagh (<i>From December 2012</i>)
Administrator – Finance	Claire Choulavong
Reception/Finance Administrator	Chris Newell (<i>leaver August 2013</i>)
Administrator – Out of Hours	Rumena Kostadinova McCabe
Administrator – Out of Hours	Tanja Tierney

Volunteers (General):

Aldona Cyranska (Belfast)
 Monika Harasim (Belfast)
 Pondai Bamu (Belfast)
 Viktoria Strain (Belfast)
 Anna Studenka (Belfast)
 Livia Plesa (Lurgan)
 Francesca Pagliaro (Northwest)
 Jenny McCurry (Policy Works)
 Meriem Naili (Policy Works)
 Paul Shannon (Policy Works)

Work Placement/Internship:

Ana McCready (GAP programme)
 Nadine Wallace (GAP programme)
 Danielle Frempong (QUB)
 Esther Wong (Hong Kong Polytechnic University)

Daniel Wong (Hong Kong Polytechnic University)
Taylor Holland (Northwestern University, USA)
Jacob Kostrzewski (Northwestern University)
Laia Coll Gregori (Spain)
Ariadna Guell (Spain)
Julia Bouchet (Université Pierre Mendès France, Grenoble)
Milos Hric (Steps to Work)
Kaijie Chen (University of Hong Kong)
Andrew Yeung (University of Hong Kong)

Volunteer Advisors:

Beata Posochow (Lurgan)
Kasia Pranke (Lurgan)
Slavka Smith (Belfast)
Nadine Wallace (Belfast)

Policy Sub-Committee (to August 2013)

Ms. Eddis Nicholl (Chair), Ms. Tansy Hutchinson, Professor Colm Campbell, Ms. Sheila Rogers, Dr. Sirin Sung and Dr. Onder Bakircioglu.

Belfast Migrant Centre Board

Ms. Pamela Dooley (UNISON), Kevin Doherty (Irish Congress of Trade Union), Patrick Yu (NICEM), Kanlaya O’Kane (Thai NI Community Group), Arfawn Yasin (Advice NI), Gerard Morgan (East Belfast Independent Advice Centre), Wei Xia (Mandarin Speakers Association) and Lyochen Kunjomon (UNISON Race Group)

NICEM MEMBER GROUPS (2012-2013)

Afro Community Support Organisation Northern Ireland
Alliance of Filipino Communities Northern Ireland
Al-Nisa Association NI
An Munia Tober
Barnardos Tuar Ceatha
Craigavon Filipino Community Support Network
Craigavon Traveller Support Committee
Empower Ethnic Minorities Association

Guru Nanak Dev Ji Sikh Community Association
Indonesian Association Northern Ireland
Indian Community Centre
Ivory Coast Association NI
Mandarin Speakers Association
Muslim Association of Craigavon
Nigerian Association NI
Northern Ireland Muslim Family Association
Northern Ireland Community for Refugees and Asylum Seekers
Northern Ireland Multicultural Association
Northern Ireland Pakistani Cultural Association
Northern Ireland Sikh Association
Polish Abroad
Portuguese Speakers Association
Oi Yin Women's Group
Omagh Ethnic Communities Support Group
Thai Northern Ireland Community Group
Strabane Ethnic Community Association
Windsor Women's Centre Multi-cultural Group
Women of the World, Enniskillen
World Wide Women at North Down

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