



# **Annual Report**

## **2013-2014**

## **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” (BME) 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.*

## **Contents**

Vision and Mission	p. 2
Strategic Priority 2010-2015	p. 4
Work in Progress	
1. Mainstreaming human rights and racial equality into government policy and practice	p. 5
2. Public Awareness on Racism and Multiple Discrimination	p. 17
3. Capacity Building Black and Minority Ethnic Communities	p. 19
4. Support Vulnerable Groups in our Society	p. 27
5. Networking and Partnership Building	p. 34
6. Organisational Development	p. 37

## **Appendix**

Executive Committee 2009-2011	p. 39
Advisory Committee	p. 39
Staff Members	p. 40
Interns and Volunteers	p. 42
Policy Sub-committee	p. 43
Belfast Migrant Centre Management Board	p. 43
Member Group	p. 44

## **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

The AP Project Manager is a non-executive director of the Human Rights Consortium, and in this period has been engaged in lobbying on related issues. NICEM staff also regularly attended the monthly meetings and events, including the steering group which will build upon the consortium's previous work to develop a "Festival of Human Rights". NICEM contributed to the writing workshop for the Festival Cabaret and organized an event looking at the portrayal of ethnic minorities in the media.

At the August 2014 members meeting NICEM presented on the Racial Equality Strategy, specifically highlighting the fact that many Human Rights obligations were missing from the final document. Consequently the Consortium issued a special "call to action" for members to encourage them to respond. NICEM put in a submission to the Panel of Parties in the Executive chaired by Richard Haas, emphasizing that in order to tackle

sectarianism racism must also be addressed in the context of the Bill of Rights for Northern Ireland, a meeting was requested but unfortunately was not arranged.

## **1.2 Annual Human Rights and Equality Conference**

Due unforeseen circumstances the keynote speakers were not available in November for our 15<sup>th</sup> Annual Human Rights and Equality Conference in 2014. This is now postponed to early next year as part of the 20<sup>th</sup> Anniversary celebration.

## **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. From September 2013 to August 2014, the Group met 7 times. The March 2014 meeting was suspended as all MLAs were in the Chamber debating the Local Government Bill. The Chair of the first six months was Colum Eastwood, MLA (SDLP) and the second six months was Anna Lo, MLA (Alliance Party). The issues discussed on the agenda included:

- Consultation Review on the Common Funding Formula for schools
- Review of Race Relations legislation
- The Racial Equality Strategy and Ethnic Minority Development Fund
- Immigration Bill
- Access to healthcare for non-EEA nationals
- Upsurge of Racial Hate Crime and Operation Reiner
- March Against Racism

### **Actions Taken:**

#### **(1) Letters written:**

- To DOJ & PSNI on NI Human Rights Commission Racist Hate Crime Report recommendations
- To OFMDFM on Together: Building a United Community Programme; Racial Equality Strategy and Minority Ethnic Development Fund
- To the Equality Commission on 'Bangor Extra' advertisement on job for locals only

## **(2) Press Release:**

- Statement on upsurge of racist attacks in Belfast

## **(3) Assembly Written Questions (AQWs)**

- OFMDFM: Racial Equality Strategy  
Minority Ethnic Development Fund
- DE: Review on Common Funding Formula
- DOE: Ethnic minority composition in the new Super Councils
- DOJ: NI Human Rights Commission Racist Hate Crime Report

## **(4) 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:-

- Horn of Africa People's Association Northern Ireland
- Traveller and Gypsy Network

## **(5) Other Presentation to APG**

The following Departments/Agencies/Organisations/Individuals made presentations to the APG:

- Equality Commission on Racial Equality Policy Position Paper and Racial Equality Law Reform
- Barnardo's NI and NICEM on 'Believe in Childcare?' Research Project
- Department of Justice, Police Service NI and Northern Ireland Human Rights Commission on Hate Crime
- CONNECT-NICEM on interpreter training and qualifications in criminal justice system
- Department of Health, Social Services & Public Safety and UK Border Agency on access to health care for non-EEA nationals
- OFMDFM on Minority Ethnic Development Fund
- South Tyrone Empowerment Project
- Movement Against Xenophobia (MAX) on the Immigration Bill
- Vote! You are at Home campaign
- PSNI, NI Alternatives on upsurge of racial hate crime
- Dr. Tareen, Chair of the Belfast Islamic Centre on the Islamophobic remarks made by Pastor McConnell
- Ms. Virginia McVeigh, Director of the NI Human Rights Commission on Racist Hate Crime Report update

## **(6) Events organised by the APG**

- Seminar on Charity Law on 12 November 2013

### **1.4 Black and Minority Ethnic Parliament**

NICEM delivered the first Black and Minority Ethnic Parliament initiative in Northern Ireland. Its aim is to further build upon NICEM's grassroots community development and advice work to embed ethnic minority issues at Stormont. It consisted of a Study Visit (21 and 25<sup>th</sup> January); three regional workshops in Belfast, L/Derry and Craigavon (February to March); and the final Parliament event on 30 April 2014. The final event brought the Minister for Employment and Learning and the Minister for Justice to the Senate Chamber to answer questions from BME community members. Over 90 participants attended the event, and several follow-up events have already been planned. The event was presided over by the Principal Deputy Speaker of the Assembly McLaughlin, MLA as well as with the DOJ Minister Ford, MLA and DEL Minister Farry, MLA; and has already gained widespread support from politicians and community members.

### **1.5 UN Convention on the Elimination of Racial Discrimination (CERD) Benchmarking report**

NICEM continues to build upon the extensive work done in relation to the 2011 examination of the UK Government by the Committee on the Elimination of Racial Discrimination. The CERD Benchmarking report continues to be updated. Due to staff changes the publication of the report was delayed until 17 June 2014. The launch was very successful with Junior Minister Jennifer McCann, MLA delivering the opening speech and then the Director of the NI Human Rights Commission, Virginia McVeigh and Professor Colin Harvey of the Law School at QUB addressing the international human rights standards. A plenary session with questions and answers was conducted with over 60 participants and media.

### **1.6 UN Convention on the Elimination of Discrimination Against Women (CEDAW) follow-up and the set up of the BME Women Network**

NICEM continues to lobby on the concluding observations provided by the Committee in Summer 2013. They have informed several of the key policy

responses listed above and provide the basis for the policy work undertaken by our BME Women's Network. The aim of the Women's Network is to develop the capacity of ethnic minority women so that they can support and assist their communities in accessing services, furthering their human rights and developing community based leadership. The Network have held 5 meetings with the following issues discussed and/or identified:

- United voices on BME women's issues;
- DOJ presentation on "Stopping Domestic and Sexual Violence and Abuse" Strategy;
- Issues and complications due to vulnerability of those subject to immigration control;
- No recourse to public funds and implications for individuals and families
- Dependency on spouse for immigration and financial security;
- Lack of awareness on domestic violence among BME women;
- Lack of accessible services for victims of domestic violence and human trafficking;
- Victims turning to substance/alcohol abuse;
- Men and women experience violence differently
- Government failing to record ethnic breakdown of statistics and the resulting lack of planning appropriate services
- Violence experienced by BME women goes beyond the mentioned in the strategy
- Lack of link with government strategies
- Isolation of BME women
- Lack of recognition of human rights law and standards

## **1.7 Human Trafficking**

NICEM continues to be a member of the DOJ's NGO engagement group on Human Trafficking and the related subgroup on Awareness Raising. NICEM continues to engage with the Justice Committee in relation to Lord Morrow's Private Member's Bill. In this reporting period NICEM has met with a variety of key stakeholders to discuss provisions within the Private Member's Bill, as well as the Modern Slavery Bill and the DOJ's proposed guidance on Human Trafficking.

NICEM continues to engage with the Joseph Rowntree Forced Labour and Migration Group, which is looking at co-ordinated legal responses to forced

labour and the need for related research and policy work in this area and the links that it has with human trafficking.

## **1.8 Equality Coalition**

NICEM continues to regularly attend the Equality Coalition's monthly meetings. NICEM attended the Equality Coalition's Roundtable on Defining Good Relations in March 2014 and have collaborated closely in outlining the shortcomings in OFMDFM's Together: Building a United Community which neglects the needs of BME communities and perpetuates an exclusionary 'two communities' approach. NICEM also hosted the Equality Coalition in June 2014 and attended a follow on meeting with the Equality Commission which addressed delays in the release of the Racial Equality Strategy and disparities in ethnic monitoring in Northern Ireland and Great Britain. In August 2014, NICEM shared its briefing paper and consultation response to the Racial Equality Strategy to mobilise members of the Equality Coalition to respond to the public consultation process.

Throughout its engagement, NICEM have continued to highlight unresolved socio-economic inequalities experienced by ethnic minorities and areas of racial discrimination and harassment, identifying and raising the visibility the adverse implications of legal and policy developments on ethnic minorities. NICEM have also ensured the Coalition is apprised of our ongoing research and invited the Equality Coalition to attend the launch of research into the differential childcare needs of BME communities in March 2014, our report on the impact of the economic downturn on BME communities in the North West region and the Annual Human Rights and Racial Equality Benchmarking report in June 2014. We have also circulated a broad range of our policy submissions and resources on the Racial Equality Strategy. As result the Coalition used NICEM's submission as the basis to make their own submission and also mobilize the members of the Coalition into doing the same.

There has been renewed momentum within the Coalition to explore strategic enforcement mechanisms to ensure the proper application of Section 75, these including the use of judicial review proceedings, freedom of information requests, press interventions and requests for investigation under paragraph 11 by the Equality Commission NI into breaches of Equality Schemes (i.e. with particular reference to a failure of DSD to screen housing policy reforms). NICEM have supported this process through our active contribution to the Enforcing Equality and Equality Schemes event jointly hosted by the Equality

Coalition and UNISON in April 2014.

## **1.9 The Revised Racial Equality Strategy**

Following extensive lobbying and heightened political, media and social pressure (see March Against Racism section) the Racial Equality Strategy was published in June 2014. NICEM launched a briefing paper in July and a substantive response in August. Both documents have been disseminated widely and have formed the basis of many other groups and organizations responses. NICEM was also a key member in respect to the CRC's "Common Platform" initiative which sought broad political and civil society responses to the strategy. Our key partners, the Equality Coalition and the Human Rights Consortium, used NICEM's submission and briefing paper to make their submission and also mobilised their members to do the same which is the most effective lobbying on the changes of the Revised Racial Equality Strategy.

NICEM staff attended external events on the strategy to inform debate, including OFMDFM organized consultation meetings across NI. NICEM also organized a series of events, seminars and one on one discussions with community groups to ensure a broad based response was achieved, these included:

- Human Rights Consortium
- Equality Coalition
- NICEM BME Women's Group
- NICEM Mid-Ulster and Down
- NICEM North West
- NICEM Belfast and North East
- Joint event with NICVA, ECNI and NICEM
- Dedicated All Party Group meeting

NICEM staff also assisted the BME groups/organizations by facilitating planning sessions and drafting their submissions for them.

## **1.10 The March Against Racism**

Following Islamophobic comments by Pastor McConnell and the subsequent comments by the First Minister in Spring 2014, NICEM issued press releases

and responded to press inquiries. In our responses we called for condemnation of Islamophobia, strong political leadership and the publication of the Racial Equality Strategy Consultation.

In early June, in conjunction with ICTU and Amnesty International we organized a March Against Racism. Over 8,000 people attended the march including many ethnic community members, church leaders and community organisations despite dismal weather. In NICEM's speech, delivered by Dr Khan, a prominent Cardiologist and member of the Islamic Community in NI, we called for the urgent publication of the Racial Equality Strategy. Two weeks later a "Rock Against Racism" concert was proposed and organized by the Limelight nightclub in support of NICEM. Over 700 people attended the event and all proceeds went to NICEM.

We believe that the march and related initiatives and events not only helped to publically send a strong message that racism is not tolerated in NI but that it also assisted in securing the publication of the strategy consultation in June 2014.

### **1.11 Immigration Bill**

NICEM worked closely with the coalition group Movement Against Xenophobia (MAX) in lobbying members of the House of Lords on the Immigration Bill which was brought to the Parliament in October 2013. NICEM also lobbied Northern Irish peers with NICEM's briefing on the NI-specific aspects of the Bill, supported the All Party Group on Ethnic Minority Communities to lobbying Peers as well, and monitored the amendments and debates in the House of Lords.

The Bill very unfortunately became law. Although there were some concessions from Government, NICEM feels this did not go far enough. We will continue to monitor the impact of the Bill; particularly in terms of landlords checking immigration status for tenancy as one amendment in the Bill provided that this would be a pilot provision due for review in two year's time.

### **1.12 North West Regional Office Action Research: the Impact of the Economic Downturn on BME communities**

In light of persistent issues presented at the North West clinic with regard to unemployment and poverty, action research into the specific implications of the economic downturn on the BME communities was undertaken. A questionnaire was developed and based on census data, targets were set for regional participation. Over 160 responses were received, data was analysed and the drafting reporting process was started. The Research Report was launched in June 2014 with the Deputy Mayor of the Derry City Council making the Keynote Speech which highlighted the significance of the first piece of research on BME people in North West informing future development and planning of services. The launch was held in conjunction with the Community Relations Week activities in Derry. Presentations on the research findings were delivered to the voluntary and community sector organisations in the North West region.

### **1.13 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 was developed in partnership with Barnardo's NI. The childcare needs research was piloted with BME parents and then launched in eleven languages with a target of 500 responses. A Research Advisory Group composed of local Health Trust and community members was established to assist with the research. A number of focus groups, both for parents and the children and young people, were organised in November and December 2013.

353 responses were received from families. 6 focus groups were carried out with 42 parents in total. Two focus groups reached 9 children. The report was formally launched in March 2014 by Junior Minister McCann MLA, the Southern Trust and a number of parents who were engaged in the Research Advisory Group responding to the findings and recommendations of the research. A working group was established with the Southern Area Health Trust to action specific recommendations. Dissemination and lobbying activities with research partner Barnardo's NI continues; including representation on advisory panel for NI Childcare Strategy, lobbying through BME Parliament and APG on Ethnic Minority Communities; presentations at international conferences and symposia at Queen's University.

Another major follow-up of the research report was the submission of a Stage One application to the Big Lottery on the setting up of a BME Family Support Centre in Mid-Ulster. We were successful on the Stage One application and it is

now in preparation for the Stage Two application in partnership with community, voluntary and statutory bodies as well as BME community representatives.

### **1.14 ‘Voices for Change’ - mapping the views of black and minority ethnic people on integration and their sense of belonging in Northern Ireland**

NICEM conducted a NI-wide mapping exercise in April and May 2014 which obtained the views of 650 BME respondents on integration, with a further 72 people contributing to regional focus groups. Based on EU indicators, integration was measured by answers on questions relating to employment; education; social inclusion; active citizenship; welcoming society. The report, and a separate report that examines 151 responses from the Irish Traveller community, will be launched at NICEM AGM in November 2014 and in December as part of the Human Rights Festival. The Report data will be very useful to inform the issues and assist the prioritisation of developmental and capacity building programmes for all 3 regional offices since the report includes detailed analysis by region.

### **1.15 NICEM Policy Magazine “Minority Rights Now!”**

Four editions of the magazine were published: How the recession is affecting ethnic minorities (December 2013); *Young Futures: Promoting the Voices of Minority Ethnic Young People* (March 2014); *United Against Racism: Northern Ireland’s Message of Support for Ethnic Minority Participation* (June 2014) and a special edition *7 years on: Where is the Racial Equality Strategy?* (June 2014). The next edition, to be published will be a 20<sup>th</sup> anniversary celebration of the founding of NICEM.

The magazine is now in electronic format only, which we hope will establish its ongoing sustainability. It continues to be disseminated widely amongst community members, practitioners and decision-makers.

### **1.16 Consultations and Submissions**

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

- Submission to Joint Consultation on the Domestic and Sexual Violence and Abuse Strategy 2013-2020 (April 2014)
- Briefing and suggested amendments to Immigration Bill submitted to the House of Lords
- Briefing on Immigration Bill on behalf of All Party Group on Ethnic Minority Communities (APG on EMC) submitted to NI Peers in the House of Lords
- Submission to Joint Consultation on the Domestic and Sexual Violence and Abuse Strategy 2013-2020 (April 2014)
- Submission to DSD on Housing (Anti Social Behaviour) Bill 2014
- Submission to DOJ Consultation on Human Trafficking (April 2014)
- Submission to DOJ Consultation on engagement in relation to human trafficking (June 2014)
- Submission to the DOJ on the Review of the National Referral Mechanism (July 2014)
- Submission to NI Housing Executive Community Safety Strategy 2014-2017 (July 2014)
- Submission to OFMDFM Active Ageing Strategy (July 2014)
- Submission to OFMDFM Child Poverty Strategy (July 2014)
- Submission to OFMDFM on Racial Equality Strategy (August 2014)
- Submission to OFMDFM on Racial Equality Strategy (Ethnic Minority Women's Network) (September 2014)
- Submission on DOJ Victims Charter Consultation (September 2014)
- Submission to DEL on Zero Hour Contracts (September 2014)

### **1.17 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
- Foyle Multi-cultural Forum (until it dissolved in January 2014)
- East Belfast Minority Ethnic Forum
- UPR Stakeholders Group (OFMDFM Equality and Strategy Directorate)
- All Party Working Group on Ethnic Minority Communities
- All Party Working Group on Human Trafficking
- DOJ NGO engagement Group on Trafficking
- DOJ NGO engagement Group on Trafficking subgroup on awareness raising
- ECNI consultative Group on CEDAW
- Steering Group for Arts Council 'Intercultural Arts Programme'
- 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)
- OFMDFM Holocaust memorial advisory group
- Human Rights Consortium Steering Group on a festival of Human Rights
- ABC (Armagh, Banbridge, Craigavon) Community Network
- Down Diversity in Action Forum
- Craigavon and Banbridge Inter-Agency BME Forum
- LORAG Strategic Networking Forum
- East Belfast Ethnic Minority Support Network
- North Belfast Ethnic Minority Support Network
- NI Anti-Bullying Forum
- The Derry City Council group on BME people
- Waterside Neighbourhood renewal partnership
- NI Asylum forum chaired by the Home Office

- Immigration Practitioners meetings at the Law Centre NI.
- NI Childcare Strategy Stakeholder Advisory Group

## **2. Public Awareness on Racism and Multiple Discrimination through Good Relations and Integration**

Over the last 12 months we have started a new integrated approach to tackling racism and awareness raising on migrants through a successful project called “Belonging” which was delivered through the Belfast Migrant Centre.

The Belonging project aims to develop empathy, within the community, towards migrants in Northern Ireland by telling the stories of individual migrants through a variety of channels. We aim to celebrate diversity while simultaneously highlighting the similarities we all share as human beings. Migrant peoples are not a cohesive group; they are individuals with distinct identities regardless of their country of origin, their skin colour, or the religion they practice.

We hope to encourage the general public to identify with migrants on a human-to-human level rather than through a “them and us” mentality after engaging with the Belonging project. We aim to create more cohesive communities through the workshops and learning to be shared at the roundtable by facilitating the engagement of local communities with migrant communities in a safe and energetic environment. Along with this we endeavour create long lasting relationships between local communities and migrant communities by fostering an environment of understanding developed through the visual presentations and stories of the migrant communities throughout Northern Ireland.

This project is delivered in partnership with photographer Laurence Gibson. He works with our intern to set up photo shoots with ethnic minority individuals around Northern Ireland wherein they bring an object that reminds them of their migration journey and they give an interview telling their story. The photos are then exhibited at different locations as well as audio recordings of each person’s story. This allows the viewers to have a multimedia experience that enhances their understanding of migration and diversity.

Our successful partnership with LibrariesNI and generous funding from the Arts

Council and Belfast City Council has ensured that the Belonging Project has toured across Northern Ireland with mayors and politicians attending launch events.

The reaching out exhibition was launched on 12 December 2013 at the Belfast Migrant Centre with the following schedule that had done this year:

March: Fall Road Library from 1 March  
April: Ardoyne Library from 1 April.  
May : Junior Ministers launch at Shankill Road Library on 1 May  
June: Derry Library on 17 June  
July: Welcome House Project in Lisburn on 24 July  
August: Hollywell Community Partnership in Derry on 10 August

Linenhall Library on 3 October and the Long Gallery at Parliament Buildings on 20 October with the two Junior Ministers officiating at the event.

We also hosted a roundtable event in May 2014, wherein over 70 members of the public attended and engaged in a discussion with a panel that included the photographer, a member of the Asylum Seeker/Refugee community and a researcher from the University of Maynooth. In addition, each exhibition is accompanied by a series of workshops that explore issues of identity, integration and diversity. School groups, 50+ groups and members of the public who have dropped in to see the exhibition, have attended these. The workshops have allowed us to interact and interface with members of the public who may have never been able to dialogue about these issues in a safe and informative environment. We have received very positive feedback and are excited about the future directions the project will take.

This is a very exciting area of our work and it would not have been possible without the vision and dedication of our interns from Northeastern University. We would like to note a big thanks to Taylor Holland, Sonia Banacyzk and our current intern Kendall Bousquet, whose term will finish in December 2014.

### **3. Capacity Building Black and Minority Ethnic communities**

#### **3.1 Broadening Local Advocacy**

The regional Development officers continue to provide advice, information and development and support to local ethnic minority organisations. 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 the current period, the development officers have provided advice assistance with events, lobbying and research opportunities for the following groups;

- 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)
- Arke, Blossom, Splash and Dungannon SureStart groups
- Alliance of Filipino Communities NI,
- Craigavon Traveller Support Committee
- Springwell Centre Lurgan
- Chrysalis Women's Centre
- Polish Abroad (L/Derry)
- Dialogue for Diversity
- EEMA (Empower Ethnic Minorities Association) in Coleraine
- Unconstituted East Timorese Community Group in Mid-Ulster
- Northern Ireland Community of Refugees and Asylum Seekers (NICRAS)

- Shakthi NI (Indian women's group)
- Taiwan NI
- World Wide Women @ North Down
- Indonesian Association of Northern Ireland
- Ivory Coast Association NI
- Somali Association NI
- Sudanese Community Association NI
- Sikh Association 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,
- Guinea-Bissau community in mid-Ulster
- Romanian Roma community in mid-Ulster.
- Ards Borough Council Minority Ethnic Communities Project
- Traveller and Gypsy Network
- North West Filipino group
- North West Indian group
- First Steps Women's Centre (Dungannon)
- Dungannon Youth Resource Centre
- Gay Ethnic Group at the Rainbow Project
- Newry Advice Centre
- Ameera Muslim Women's Group
- Thai Northern Ireland Community Group
- Gurdwara *Guru Nanak* Sikh Community Association *Belfast*
- Bulgarian Association NI

## **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. This was possible through Atlantic Philanthropies for two years expiring in March 2014.

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 which are North West 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 clinics 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 Wednesday (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.

## **3.2 Training**

### **3. 3.1 Immigration Seminars for community groups**

Following on from regional immigration seminars in the last reporting period, In this reporting period 2 immigration seminars were organized in Omagh.

### **3.3.2 Other training**

In this reporting Race Equality Legislation training was delivered to the Derry City Council Staff and also a group of solicitors. The N/W office also facilitated ESOL accredited classes (20 students in 3 separate levels) which are now complete, with 6 students entered for accreditation.

### **3.4 PQASSO training programmes for BME groups**

The North West Development Officer continued PQASSO training with the Polish Abroad (NICEM member group) in the North West and attended a residential programme to discuss organisational changes in July 2014. Work also continues with EMEA in Coleraine to develop governance and weekly advice clinics.

The Foyle Multicultural Forum has dissolved, NICEM will create a new governance structure to form North West Race Equality Network.

The Belfast Development officer has been mentoring the Ivorian Community of Northern Ireland and provided support on funding applications for the group to celebrate Ivory Coast Independence Day on 16<sup>th</sup> August 2014. She has enabled the organization to become an officially constituted group with banking facilities etc.

The Belfast Development Officer has provided ongoing governance support to the Thai Community Group of Northern Ireland group. As part of our assistance in 2014, we provided support in setting up a "Saturday School" for the children (venue, funding, training, insurance etc.) The Belfast Development Officer has been liaising with the Polish Saturday School to share their experience and venue for the school.

We have provided ongoing support to Taiwan NI with respect to help on governance issues and organising events. NICEM is providing ongoing support to NICRAS on governance.

### **3.5 Development of BME Women's Network**

Following the formal establishment of the ethnic minority women network, over 100 women have shown interest and asked to be included in the database. At the first meeting, a steering group was nominated (7 women) and has met twice in this reporting period, the network itself has had 5 meetings and submitted 2 policy responses. Thematic discussions at meetings have included the proposed Domestic and Sexual Violence Strategy, the Racial Equality Strategy, the gender Equality Strategy and Human Trafficking. Terms of Reference for the network were drafted along with a constitution. In September 2014 a facilitated discussion on governance, the constitution and conflict of interest was hosted by Hannana Siddiqui of the Southhall Black Sisters.

We were successful in obtaining funding from Joseph Rowntree Charitable Trust for a part time women's development worker, the position will commence in Autumn 2014. The role will enable a dedicated worker to build upon and further the work of the network.

### **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. 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.

### **3.7 CONNECT-NICEM**

#### **3.7.1 Service delivery**

CONNECT NICEM operated the contract to provide minority language interpreters to the criminal justice sector in Northern Ireland, on a 24/7 basis until September 2014. 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 right 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.

### **3.7.2 Training for new interpreters**

Development for existing interpreters – NICEM delivered 3 accredited training courses during 2013-14. 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.*

### **3.7.3 Continuing Professional Standard and Training Development 2013-14**

In this reporting period, NICEM once again continues to innovate and has designed and delivered 3 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.

### **3.7.4 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.

### **3.7.5 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.

Due to late response and other logistic arrangement, the drafting has been delayed as result. The final draft of the Report is almost done. The Report will be expected to launch in early 2015.

### **3.7.6 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.

### **3.7.8 CONNECT-NICEM Interpreting Provision 2013-2014**

NICEM had provided the interpretation services for the criminal justice since 2004. Unfortunately CONNECT was not successful in the recent tendering process for these services. The new contractor has taken up the service since 18 September 2014. As result CONNECT-NICEM will no longer provide the service. We thank the staff team of CONNECT who were so dedicated over the last decade in providing the public service at such a high standard and had an excellent reputation. We also thank the interpreters who were so dedicated in providing a high quality public service. We also thank the criminal justice agencies over their support and professional working relationship over the last 10 years.

Currently we are planning for the future roles of CONNECT and will inform our stakeholders on the new areas of work and services.

## 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. In this reporting period, the BMC became totally independent after the Big Lottery funding which was managed by NICEM, finished in July 2014. In the future NICEM continues to provide a management support (finance and administration) to the BMC and the Executive Director continues to be the Board member after his Chairmanship expired in November 2014. 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 671 clients walk through our doors and opened 1,022 cases. While the numbers are lower due to the cessation of our generalist and immigration advice services the demand increased. The cases cover a wide range of issues. Highest demand for advice remains in the category of Welfare Benefits and Rights with 404 cases opened over the past year. Over the past funding year we have achieved a benefit maximisation of **£279,582.86**. 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:

<b>Case Matter Category</b>	<b>Details</b>	<b>Case Count</b>	<b>Details Number of Cases</b>
[Not Specified]		3	
Actions Against the Police		1	

Consumer/General Contract	2
Debt	3
Discrimination	4
Domestic Violence	9
Education	17
Employment	82
Family	25
General	13
Hate Crime	142
Housing	71
Immigration - Asylum	80
Mental Health	3
Miscellaneous	155
Money Guidance	1
Personal Injury	4
Public Law	3
Welfare Benefits	404

### **CASE STUDY 1:**

Clients are Polish. He works full time and she is a stay at home mum to their daughter and 4 stepchildren. When we took the case on the family was living in a very small 2 bed privately rented property that was in a poor state. At the time children were aged 6 months to 12 years old. There was damp in the house and it had a very bad influence over one child in particular as he suffers from asthma. There was a lot of complaint from children's school that they are always tired in school and are not paying attention. School nurse had actually visited the family in the flat and was appalled by the living conditions. The family had been on a waiting list for a social house for 4 years when we took the case. Together with Housing Rights Service and the school nurse we tried to get NIHE to relocate the family. There were issues with the Environmental Health Agency and with the landlord which made it impossibly difficult. In the end the family made an agreement with the landlord to move out but into one of his other properties. This wasn't ideal as they had a lot of issues with him but clients had no choice as NIHE only awarded them 24 points and the mother developed depression. She is still on medication.

## **CASE STUDY 2:**

Client is a Polish national. He came to Belfast to work and develop his career. A car hit him on his way to work, which had disastrous consequences. He has no short-term memory above many other issues. He is on very strong anti-depressants and under psychiatric care. He lives his life day by day; everything has to be written on little notes, he can't cook as he forgets to switch the hob/oven off; he has sleeping difficulties and anxiety; he is terrified of meeting new people because there is a possibility that he met them before but just doesn't remember; he goes to the shop but forgets what he needs and forgets to look into his pocket for the note; he sometimes finds himself on the street not knowing where he is or where he is going. And yet he doesn't give up.

## **CASE STUDY 3:**

Client came to us after he and his family went to a well known bank to ask for a loan for their holiday. The cashier they spoke to said they couldn't apply, but they insisted on speaking to the loan advisor. They perceived that she had a very bad attitude and kept asking them why they were taking such an expensive holiday, paying £3000 and taking out a loan for it. She was speaking down to them the entire time. She told them that they could take a loan for a holiday, but would have to pay it back in a year. She suggested that they take a cheaper holiday and asked how many people were going. She then asked the daughter if the dad could speak English, the daughter explained that he could speak some, but not certain words. The family then asked if they could make an appointment to apply for a loan, but the loan manager said no, because the dad wouldn't understand the terms. The daughter offered to interpret, but the loan manager said that would not be sufficient. When the dad started speaking some English, the loan manager became more hostile. They then offered to bring a sworn interpreter, but the loan manager still said no, because she couldn't trust the interpreter and then walked away. We worked with the family to submit a complaint to the bank and then ensured that there was a meeting with an interpreter at the bank's expense to resolve the issue.

### **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. Over the past year we provided support to 142 victims of racist harassment and violence. We have two part time 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, rehousing needs, employment issues as well as helping people with compensation claims. We are currently working with the PSNI (funders) and Victim Support as part of a hate crime partnership to ensure the sustainability of the services.

Additionally, this year we were fortunate enough to secure funding from the PSNI for a part time development worker for South and East Belfast. This worker will develop the services in these areas to ensure a strong infrastructure which has a partnership of BME and local groups and individuals as its cornerstone. The work will include developing emergency response plans, media strategies, awareness raising of the services available to individuals within the communities and training. This work will be done with a view to set the foundation for a more strategic response to hate crime in these areas. However, the continuation of this work will depend on the available resources after March 2015.

### **Case Study 1:**

Hungarian couple attacked in their house twice within 2 days. They were forced to move out and problems with the landlord who refused to pay their rent back. The client received service from NI Housing Executive which was unfriendly and had negative comments about their English level and was unwilling to use interpreting services. The couple felt lost and left without any support. Due to their strong distress and low performance at work as result, they are now in doubt as to whether they will stay in Northern Ireland.

### **Case Study 2:**

Polish male, assaulted by a drunk female neighbour who had previously verbally abused him on many occasions. Ashamed to report the incident to the police, a bystander witnessed the situation and reported the case to the PSNI. The client had been diagnosis to have strong psychological distress and PTSD (post traumatic stress disorder) and transferred to the psychiatric unit with pharmacological treatment. As result the client was unable to work and forced to move to another town. He still feels shame and feeling of humiliation and anger.

### **Case Study 3:**

A Somali family with 5 children whose home has been targeted on a daily basis by local youths do not allow their children to go out to play. They stay at home after school and have no contact with their peers from the local area. They are just imprisoned at their own home and close all windows and the front door. At the same time their neighbours have no response to this daily intimidation. The family has not been here long and have a lack of knowledge about local community groups and where they could get help.

#### **4.1.4 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. In this reporting period we provided support to 80 service users.

In this reporting period we had been successful challenging the UK Border Agency contractor Capita who provided inaccurate information over 3 separate cases. We were also successful challenge a few local solicitor firms who were either provided inaccurate information and/or advice as well as delay payment of client's money.

#### **4.1.5 Volunteering**

Unfortunately due to the funding situation our work with volunteers was dramatically reduced. Despite a high demand and usage of the programme we were running for external volunteers we had no choice but to stop offering this service as we did not have the capacity to continue it.

We continued to host volunteers as bilingual advisors as their invaluable contribution enabled us to meet the demand for services. We worked to place any internal volunteers with outside placements and were successful in placing one of our most dedicated volunteers in the East Belfast Alliance offices. We have also been able to offer one of our long term volunteers paid work to continue the advice clinic and a limited outreach service in the Mid-Ulster and

Down area. Unfortunately, we were not able to continue hosting our volunteer counsellor due to capacity issues. However, she is able to continue her work independently and we continue to refer to her as necessary.

We also continue to host international interns through our partnerships with universities in the USA, Hong Kong, France and this year the new addition of Germany.

#### **4.1.6 English Classes**

As we continue to focus our work and change in capacity we have moved on from work we had done in our initial funding stage. Both of these areas were able to continue independent from our work, therefore we did not contribute to these areas over the past year in a formal sense. However, we did continue to work with the community development workers within NICEM to promote capacity and leadership within the Black and Ethnic Minority community.

#### **Belfast Migrant Centre Future Directions**

This year has been a challenge to the BMC as we have had a variety of changes in funding and thus our capacity. While there has been a drastic reduction in the staffing of the Belfast Migrant Centre, we remain hopeful that we will be able to continue our valuable and important contribution to the welfare of the migrant community in Northern Ireland.

We continue to look for funding strands that will allow us to meet the need of migrants who continue to struggle with access to health, welfare, education and housing. While our generalist services are not currently available we continue to recognise this as a priority area of work. We have done our best to ensure that any clients we had or potential clients are signposted and have awareness of possible alternative advice providers. However, we also continue to note that there are still no other providers that have funding to provide interpretation or bilingual staff for this area of advice. We continue to lobby the government to recognise the need for specialised knowledge and resources to deliver the correct and appropriate advice and advocacy for generalist needs of the migrant population.

We also remain encouraged by the successful funding partnership we are engaged in through the European Commission. This funding will begin in December 2014 and will continue until December 2016. This funding will allow

us to continue developing services to support victims of racist hate crime by continuing to fund a part time manager post and two part time support workers to cover Belfast and Mid-Ulster and Down. This not only enhances our capacity to support victims but also ensures that we are established in Europe as a model of good practice and will enhance our understanding and ability to deliver on the new EU victim's directive through training we are developing in partnership with the PSNI and NICEM. We also hope this will allow us to secure future funding from the DOJ to maintain the sustainability of our advocacy services in the area of race hate crime.

We also continue to look for funding for our volunteer development programme. This was an invaluable source of support from the bilingual community to deliver advice and advocacy. We also recognised it as an excellent way to develop leadership and skills within the migrant community. Additionally, being able to place bilingual volunteers in external placements ensures that we are able to embed a legacy that encourages learning and knowledge exchange with other advice and advocacy providers.

It is our hope that we can continue to serve the migrant communities within Northern Ireland and ensure that no one is denied 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**

#### **5.1.1 Movement Against Xenophobia (MAX)**

In this reporting period NICEM joined the Movement Against Xenophobia (MAX) in November 2013, a campaign aimed at countering the vicious anti-immigrant discourse of mainstream politics in the UK as result of the Immigration Bill 2013. MAX's members, including NICEM, spent most of the time in early this year to lobbying the peers with proposed amendment in a number of key clauses. Although the Bill had passed by the Parliament, there were a number of amendments to make concession in order to pass the Bill.

MAX is coordinated by the Joint Council for the Welfare of Immigrants (JCWI). We had invited the Policy Director of the JCWI to make a presentation to the All Party Group on Ethnic Minorities in April 2014. The current work of MAX is building a coalition of organisations and inform people on the issues around immigration in the forthcoming General Election in 2015, particularly the successful European Election and the recent two Parliaments by-election of the UK Independent Party which used immigration issues as a platform which is racist and xenophobic. Currently MAX has 110 organisational members and NICEM is the member of the Steering Committee.

#### **5.1.2 UK Race European Network (UKREN)**

NICEM was the founding member of UKREN and working with other UK organisations lobbying for more change in European law and policy on racial equality. Recently the Executive Director was elected as the Vice-Chair of UKREN. In viewing our current active roles in EU through a number of EU Transnational Project, UKREN is our key partner to that end.

## **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.

In March 2014 the Executive Director made a keynote speech to the launch of the Racist Incident Referral and Support Service for Co. Sligo which was organised by the Sligo Family Support Services. We also lined up with a Polish group, Polska Szkoła w Dundalk, in partnership for the application of the EU Transnational project “Free Movement Now”. Unfortunately we did not get the funding.

## **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. In this Reporting period, we have engaged with the following projects:

### **(1) Good Relations Project**

The project was almost finished as the last activity, the Closing Conference, was organised in September 2014 in Helsinki. The Ministry of Interior of Finnish Government is the Lead partner and other key partners are the Ministry of Employment of Swedish Government and NICEM. 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. The Executive Director will submit his Final Good Relations Project Evaluation Report to the partnership in October 2014.

### **(2) Integration on the Ground (INTEGRO)**

NICEM are the lead partner in a European Commission funded project ‘Integration on the Ground’. A consortium representing Northern Ireland, Germany, Austria, the Czech Republic and Cyprus, guided by the ENAR Toolkit on Integration. 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 through bottom up approach from grassroots migrants. The Commission’s call is particularly focus on the Third Country Nationals which means those non-EEA nationals.

We have another four partners, namely the KISA Action for Equality, Support and Anti-racism in Cyprus, Citizens for Europe in Berlin, Radio Afrika in Vienna and the Association for Integration and Migration in Prague. Partners have met twice in January 2014 and July 2014 to develop pilot projects in their respective countries that examine the integration realities of Third Country Nationals. After consultation with relevant stakeholders, the NICEM project will target employment and employability issues through conference and workshop seminars with a variety of stakeholders including BME community groups, civil society, statutory and government stakeholders. The project will run until April 2015.

### **(3) Good Practice Plus**

In August 2014 we were offered the Grant Agreement on another EU Transnational Project “Good Practice Plus” subject to the final documentation. The project aims to develop a EU model of good practice to tackle increasingly racial and religious hate crime and hate speech and to address effective reporting system on hate crime through capacity building to both the law enforcement agencies and ethnic minority communities; victim support programme in order to build the community confidence on hate crime reporting and exchange of good practice at EU level to addressing hate crime, hate speech and effective reporting system.

NICEM are the lead partner and other partners are the Ministry of Interior of Finland, Police Service NI, Belfast Migrant Centre and the UKREN (through Migrant Rights Network). The project will start in December 2014 for two years.

## **6. Organisational Development**

### **6.1 Post-Atlantic, Big Lottery funding and the closing of the CONNECT-NICEM Interpretation services for Criminal Justice system**

In September 2014 we wound up the project “Strategic Advocacy” which was funded by the Atlantic Philanthropies since January 2009. The second phase of the AP project had started from April 2012 which focused on sustainability by setting up the Regional Offices in North West, Mid-Ulster and Down and Belfast and North East.

We have achieved all the tasks as listed in the application but more importantly our Regional Offices, which were funded for the first two years, can now be sustained in Year 3 and beyond. Now the Regional Offices play a vital role in the local support and services to all the local ethnic minority communities and/or groups.

The end of the Big Lottery Funding in July 2014 for Belfast Migrant Centre (see p.32 Future Development) saw the end of generalised advice services in July 2014. We achieved all the targets with more demands from the communities facing the extended economic recession. The loss of these services highlights the future gap of advice services following the Migrant Centre closure of the general advice services. Individuals are finding difficulty accessing alternative services since the mainstreaming advice sector did not provide interpreters for enquiries.

CONNECT-NICEM has closed the interpretation service for the criminal justice agency once the current contract finished on 18 September 2014. We had provided the services for the last ten years and establishing the professional standards in conjunction with the Article 6(3)(f) requirement of the European Convention for Human Rights and Fundamental Freedom. CONNECT also worked closely with Queen’s University Belfast in the establishment of a Masters qualification in interpreting.

All these changes mean that large staff cuts occurred in NICEM and the Migrant Centre. Although some of the changes are well planned, some are not, in particular the new contract for CONNECT. As an organisation we will seek alternative sources of funding and the positive note is that our Regional Offices are still running. The lost of income from CONNECT has serious implications for NICEM, however we will identify alternative sources of income.

As the scaling down process is now completed we will now focus on our future role and work alongside the planning process to develop the next Strategic Plan for 2015-2020 in the context of the revised Racial Equality Strategy 2015-2025.

## **6.2 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.

## **NICEM EXECUTIVE COMMITTEE (2013-2015)**

Chair: Ms. Monica Yang  
Mandarin Speakers Association

Vice-chair: Mr. G.S. Sandhu  
NI Sikh Cultural Centre

Secretary: Ms. Joan McGovern  
Barnardos Tuar Ceatha

Treasurer: Ms. Clea Devlin  
Portuguese Speakers Association

### Other members:

Mr. Justin Kouame  
NI Community for Refugees and Asylum Seekers (NICRAS)

Dr. Mohammad Yusuf Khatta  
NI Muslim Family Association

Mr. Michael O Abioma  
Nigerian Association NI

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 2013 to August 2014)**

### **Central Administration Team**

Executive Director	Patrick Yu
Finance/Administration Manager	Nuala Moynagh

### **Policy Team**

Strategic Advocacy Manager	Helena Macormac
Legal Policy Officer	Karen McLaughlin ( <i>until Oct 2013</i> )
Legal Policy Officer	Paul McGlinchey ( <i>from Nov 2013</i> )
Parliamentary & Campaigns Officer	Elizabeth Nelson ( <i>until June 2014</i> )
Development Worker ( <i>Belfast &amp; North East</i> )	Sophie Romantzoff ( <i>to Dec 2013</i> )
Development Worker ( <i>Mid Ulster &amp; Down</i> )	Mark Caffrey
Development Worker ( <i>North West</i> )	Max Petrushkin
Development Worker (Immigration Policy)	Lume Podrimaj
Bi-Lingual Advocacy Support Worker <i>North West (Part Time)</i>	Agnieszka Luczak
Bi-Lingual Advocacy Support Worker <i>North West (Part Time)</i>	Agnieszka Pikulicka ( <i>from Dec 2013</i> )

Bi-Lingual Advocate Part Time	Aleksandra Lojek-Magdziarz ( <i>Maternity leave from July 2013</i> )
Bi-Lingual Advocate Part Time	Joanna Kuberczyk ( <i>Maternity leave cover to 31 March 2014 and from April onwards</i> )
Bi-Lingual Advocate <i>Part Time</i>	Agnieszka Luczak
Community Development Officer (Part Time)	Aleksandra Lojek-Magdziarz ( <i>until August 2014</i> )

### **Belfast Migrant Centre**

Advocacy & Advice Manager	Jolena Flett
Bi-Lingual Outreach Worker	Marzena Graham ( <i>until July 2014</i> )
Outreach Worker <i>Mid Ulster &amp; Down Part Time</i>	Liz Connor-Kerr ( <i>until July 2014</i> )
Bi-Lingual Outreach Worker Part Time	Alicja Matwiejczuk ( <i>until November 2013</i> )
Bi-Lingual Outreach Worker Part Time	Lukasz Karpinski ( <i>until July 2014</i> )
Volunteer Coordinator	Agnieszka Wlodarska ( <i>until January 2014</i> )
Volunteer Coordinator	Sophie Romatsoff ( <i>from January to July 2014</i> )
Immigration Advice Officer <i>Part time</i>	Ayesha Christie
Bi-Lingual Administrator	Renata Rychter ( <i>from September 2013 to July 2014</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>Left December 2012</i> )
Administrator – Bookings	Ruairi Moynagh ( <i>From December 2012</i> )
Administrator – Finance	Claire Choulavong
Administrator – Finance	Denise Dos Santos
Reception/Finance Administrator	Chris Newell ( <i>Left August 2013</i> )
Administrator – Out of Hours	Rumena Konstadinova McCabe
Administrator – Out of Hours	Tanja Tierney

### **Volunteer Advisors:**

Slavka Smith (Belfast)  
Nadine Wallace (Belfast)  
Beata Posochow (Mid-Ulster and Down)  
Aldona Cyranska (Belfast)  
Monika Harasim (Belfast)

### **Other Volunteers:**

Anna Studenka (Belfast)  
Luke Kelly (Policy Work)  
Gerard Stewart (Social Media)

### **Work Placement/Internship:**

Sonia Banacyzk (Northwestern University, USA)  
Kendall Bousquet (Northwestern University, USA)  
Eva Berchtold (QUB, LLM Human Rights)

### **Policy Sub-Committee**

Ms. Eddis Nicholl (Chair), Ms. Tansy Hutchinson, Professor Colm Campbell, Ms. Sheila Rogers, Dr. Sirin Sung, Dr. Onder Bakircioglu, Ms. Dawn Purvis, Justin Kouame, Dana Bruno, Michael Abioma and Dr. Mohammad Yusuk Khatta.

### **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 (2013-2014):**

African and Caribbean Community Support Organisation Northern Ireland  
Alliance of Filipino Communities Northern Ireland  
Al-Nisa Association NI  
Barnardos Tuar Ceatha  
Bulgarian Association NI  
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  
Kenyan 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

Northern Ireland Council for Ethnic Minorities  
(NICEM)  
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