



Annual Report

2014-2015

Vision & Mission

Our vision is of 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. 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.

Aim

Promote good race relations and to endeavour the elimination of racial discrimination and the promotion of racial equality.

Objectives

1. Identify and respond to the needs of black and minority ethnic communities;
2. Defence and promote the rights of black and minority ethnic communities;
3. Represent and promote the black and minority ethnic sector;
4. Provide support and leadership to black and minority ethnic communities;
5. Raise public awareness and understanding of racism, particularly institutional racism¹; and
6. Provide training for potential leaders from within black and minority ethnic communities.

In this document “black and minority ethnic” (BME) which is a political term that has an inclusive meaning to unite all minority community to fight against racism whether they are settled ethnic minority (including Travellers, Gypsy and Roma) or settled religious minority (non-Christian faith), migrants (EU, non- EU), asylum seekers and refugees or other immigration status. It also addresses intersectionality between race and gender, disability, sexual orientation, age, etc. multiple forms of discrimination and social disadvantage. We use BME interchange with ethnic minorities or vice versa.

¹ The Stephen Lawrence Inquiry Team defined ‘institutional racism’ as “The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantage minority ethnic people.” (Macpherson 1999, para 6.34)

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Strategic Priorities 2010-2015

1. To sustain growth and change in 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 Consultation document “A Sense of Belonging: Delivering Social Change through the Racial Equality Strategy for Northern Ireland 2014-2024”

On 7th June 2014 NICEM, the Irish Congress of Trade Unions and Amnesty International Northern Ireland jointly organised the March Against Racism, with over 8,000 people participating in response to the upsurge in racist attacks in early 2014, which involved both Loyalist paramilitaries and locals. We also lobbied for the publication of the new Racial Equality Strategy as soon as possible. We believe that the March and extensive lobbying and heightened political, media and social pressure not only helped to publically send a strong message that racism is not tolerated in Northern Ireland, but also assisted in securing the publication of the draft Strategy for consultation.

On 19th June 2014, the Office of the First Minister and deputy First Minister published the consultation document “A Sense of Belonging: Delivering Social Change through the Racial Equality Strategy for Northern Ireland 2014-2024” (the “Strategy”) and started a long consultation process that we have been awaiting for years.

In leading civil society to respond to the consultation document, NICEM prepared a briefing paper in July highlighting the followings key issues that we need to tackle in the new “Strategy”:

- The Ministerial Forward was too weak and showed no political leadership on eradicating racial inequalities, including the spiral of racist attacks in Northern Ireland;
- No recognition of the positive contribution of the BME people to our economy and in enriching diversity in terms of language, culture and religion in our society;
- Insufficient evidence base on the nature, scale and severity of racial inequalities in Northern Ireland in the consultation document;
- Failure to adequately consider binding obligations under international human rights and racial equality standards;
- Shortcomings in the monitoring and accountability mechanisms attached to the Strategy, which must be strengthened as a matter of priority;
- Scarcity of commitments to practical actions to implement the strategy, including the urgent need to introduce timetabled reforms to the current Race Relations (NI) Order 1997 and subsequent Regulations;
- Failure to take into account crosscutting Departmental issues and issues of intersectional identities and multiple discrimination;
- Lack of commitment to introducing an adequately resourced and robust thematic action plan;
- Failure to renew commitments to the appointment of Departmental Racial Equality Champions or institute specific affirmative action measures or Departmental targets;
- No framework has been set up on Action Plans to ensure full implementation of the 6 Aims of the Strategy by each Department and their next step agencies;

- “Good Relations” agenda continues to marginalise the needs of ethnic minorities by focusing on good relations from an exclusionary ‘two communities’ approach; and
- The approach adopted under the Delivering Social Change Framework and Together: Building United Communities (TBUC) fails to prioritise compliance with human rights standards or make a robust and consistent commitment to tackling racial discrimination and inequalities in Northern Ireland.

NICEM also organised our local consultation events through the three regional offices in the North West on the 28th of August 2014, Mid-Ulster and Down on the 27th of August and Belfast on the 8th of September 2014. We worked in partnership with NICVA, organising another consultation event for the voluntary and community sector on the 11th of September 2014 at NICVA. We also organised events for the BME Women’s Network on the 21st of August 2014 and for the Muslim community on the 21st of September 2014.

The Executive Director was also invited to speak at the consultation events organised by the Afro Community Support Organisation NI on the 4th of October 2014 and the Chinese Welfare Association on the 7th of October 2014. Our staff in the three regional offices attended the official consultation events organised by the Office of the First Minister and deputy First Minister across Northern Ireland, in order to highlight identified key issues as our contribution to the wider discussion and debate on racial equality in Northern Ireland. Our staff also provided support to our member groups by making draft submissions for them, based on their issues and concerns raised during discussion in their own consultations or at the aforementioned consultation events in order to encourage more participation.

Our briefing paper and submission had been disseminated widely and had formed the basis of many other groups and organisations’ responses. 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 was the most effective form of lobbying on the changes to the revised Racial Equality Strategy.

NICEM is also a key member in respect to the “Common Platform” initiative coordinated by the Community Relations Council, which sought broad political and civil society responses to the Strategy. During this reporting period, NICEM participated in the following events on lobbying for a comprehensive and effective Strategy:

1. Common Platform with NICEM Oral Briefing to the OFMDFM Committee on the 18th of March 3.00pm in Parliament Buildings.
2. The Executive Director chaired one of the workshops of the Common Platform “Racial Equality Strategy Implementation Event” on the 16th April 2015, on the topic of “Coordination and Accountability Mechanisms including governance across the Departments, Racial Equality Panel and the link to Together Building a United Community (TBUC)”
3. At the Common Plan event on the 16th of April 2015, the Director of Good Relations, Ms. Lindsey Farrell, made the following update on the Strategy to the audience:
 - 97 written responses
 - 303 ‘round-robin responses’ mainly in relation to the Traveller and Gypsy Network NI

- 49 online responses

Key issues from the Response

- Need for (timetabled) legislative reform
- Baseline assessment on scale of challenge
- Racial Equality Champions
- Title of Strategy
- 'Stronger' Ministerial foreword
- Essential contribution of BME community
- Refugee Integration Strategy
- Roma/Traveller Strategy
- Adequate/ring-fenced funding
- Clearer links with T:BUC/DSC
- Oversight structures weaker than T:BUC
- Action Plan
- Multiple Identity

Headlines – Written Response:

- 51.5% - reform of Race Relations (NI) Order 1997
- 37.1% - baseline assessment
- 32% - accompanying action plan
- 34% - clearer links with T:BUC
- 37.1% - ring-fenced funding

Headlines – Online Response:

- 80.4% - agreed with approach
- 95.2% - underpinned by international human rights standards
- 97.8% - language barrier/lack of information/staff training needs/cultural needs
- 97.3% - framework for tackling minority faiths inequalities
- 84.4% - content with vision
- Agreement – shared aims

4. The Executive Director was invited to have a meeting with the DUP Junior Minister Michelle McIlveen, who invited a group of key stakeholders to brief her on the racial equality issues on the 12th of June 2015 at Stormont Castle. The Minister said that she received the draft Strategy last week to sign off on. As a new Junior Minister she needed to be well briefed on the issues that were the reason for the meeting before signing off the document.
5. NICEM participated in the Racial Equality Strategy Awareness Day: One Year On 16th June 2015 events organised by the Common Platform:

- Action before the Parliament Buildings with MLAs, trade unions, BME sector, releasing the balloons that signified our wishes to publish the final Strategy as soon as possible;
 - Seminar for Political Party on their position on the Strategy, which was fully represented by the Democratic Unionist Party, Sinn Féin, Ulster Unionist Party, Social Democratic and Labour Party and the Alliance Party. All parties supported having the new Strategy and expressed that it should be released as soon as practicable.
6. The Detail, an online magazine on investigative journalism outlined the leaked document on the draft Strategy on the 17th of June 2015:

“.....The 68 page draft seen by The Detail is entitled ‘A Sense of Belonging: A Racial Equality Strategy for Northern Ireland 2015 – 2025’. It maps out plans for a series of actions, including:

- A review of the current Race Relations (NI) Order 1997 and relevant aspects of other legislation, “with a view to new legislation being in place by the 2017-2018 Assembly Session”.
- A review of Fair Employment legislation.
- Plans to put in place measures to effectively tackle racist bullying in schools.
- Work with Department of Justice to develop the approach to tackling racist hate crime.
- Examine where ethnic monitoring should be introduced.
- Establish a new Racial Equality subgroup under the Ministerial Panel working on the shared future strategy ‘Together: Building a United Community’, which was previously produced by the Office of First Minister and deputy First Minister (OFMDFM).
- Identify Racial Equality Champions in all Stormont departments.
- Work to identify regional needs in the development and implementation of UK immigration policy.

It also interviewed the Executive Director in response to the leak document, who stated that: "We welcome the pledge to review the current race law, as the document highlights, 'with a view to new legislation being in place by the 2017-18 Assembly Session'. We welcome that there is a timetable to achieve the change of the current law in order to have the same equal protection here as in Great Britain and in the Republic of Ireland. We also welcome plans to amend the current Fair Employment Law to designate race as a ground for ethnic monitoring requirement."

7. The Executive Director was part of the Common Platform delegations meeting with Alliance Party Leader, Mr. David Ford MLA, on the 2nd of July 2015 on the Strategy, in particular on the issue of hate crime.
8. Anna Lo MLA of the Alliance Party confirmed at the Common Platform meeting in July that the Executive Ministers received the draft Strategy for comment before summer recess.
9. From September onward, there was only one meeting in the Executive as result of the current Stormont crisis. As a result, the draft Strategy is now delayed until the Executive

returns to business and rubber-stamp the final stage of the draft Strategy. It might be beyond this year and possibly after the Assembly Election next year. We must wait and see the outcome of the current Crisis Talk.

1.2 NICEM 20th Anniversary in conjunction with the 15th Annual Human Rights and Equality Conference

This special occasion brought us together with our key partners in England, Wales and Scotland to share experiences and expertise, with a common theme of **“The journey to Racial Equality in the United Kingdom and Northern Ireland in the last decade, what lessons have we learnt?”**

The Director of the Runnymede Trust, Mr. Omar Khan, delivered a keynote speech for the Conference. His message is very simple. The challenge for today is because of absence. It is not the absence of racism and inequality, but rather the absence of any discussion of racism, still less any solutions by policymakers to respond to it. The main reason this absence has emerged is simply that people have come to believe that racism has been overcome and that the popular press, our political leaders, and indeed public debate all affirm this obviously false proposition.

2015 is also a year of anniversaries: the 800th anniversary of the Magna Carta and the 50th anniversary of the first Race Relations legislation in the United Kingdom. He used these anniversaries to move the way forward by summarising the following 3 key directions:

1. Rights and legislation are obviously crucial for enshrining key principles to guide society. When democracies pass legislation, these principles are also those that a society collectively agrees and that everyone should affirm.
2. Legislation or rights by themselves do not always lead or lead to social change necessary to make the values underpinning that legislation a reality.
3. Rights and legislation are not simply granted by politicians from above, but claimed by mobilised groups from below.

The Executive Director, in his opening speech, highlighted the following challenges ahead:

- How long do we still need to wait to have a new legal framework to outlaw racial discrimination?
- How long do we still need to wait for the revised Racial Equality Strategy? How far does the revised one have the blueprint that will deliver the outcomes and impacts on racial equality? Do we have a ring-fenced budget to deliver the racial equality agenda?
- Power of influence and the issue of equitable redistribution of resources for everyone in the society in the wake of the Stormont House Agreement and the acute austerity cuts in the next five years;

- The lack of political leadership on racism and racial equality - shall racism and the racial equality agenda be monitored under the new arrangement of the Stormont House Agreement by the two government's quarterly monitoring meeting?;
- How and to what extent the Together: Building a United Community (TBUC) will work hand in hand with the Race Equality Strategy? How far TBUC enhances better good relations amongst all groups within the community, without diminishing the equality agenda? How far the principle of equality could accommodate and enhance better good relations?
- How can we transform the tick-box exercise culture into equality outcomes from the Section 75 processes? When will we have monitoring data across all groups in each Department and their next step agencies, in order to ascertain the negative impact on policies? How effective are screening and equality impact assessments without monitoring data? Can we have legal redress if certain public authorities fall below the standards? Can we streamline each Department and its next step agencies under one single Equality Scheme, as we argued in 1998.
- How do we address the issues and needs of the second generation black and minority ethnic children and young people? Do we need to develop the second generation leadership within the community? How do we develop a role model for black and minority ethnic young people?
- How best can the sector work together and create a united voice? Are we divided on the basis of funding and the 'small p' politics? What sort of professional standards do we need within the sector? How can we improve it? These all link into the wider issue of governance and accountability for the long-term sustainability of the sector.

1.3 INTEGRO – Integration on the Ground Project in Northern Ireland

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. The INTEGRO Project in Northern Ireland was specifically focused on the employment and employability of the third country nationals (non-EEA nationals).

In 2014, the Project worked hard to involve grassroots groups and people in scoping an identifying issues related to employment and employability through questionnaires and focus group meetings conducted by the two external consultants in the three regional offices. The research report "Voices for Change – Mapping the Views of BME people on Integration and their Sense of Belonging in Northern Ireland" was published and launched at our Annual General Meeting in November 2014 and the findings were used to develop the Pilot Project for their implementation in Northern Ireland. The proposed Pilot Project had been consulted upon with those groups involved in the processes and finally adopted for implementation for 6 months in Northern Ireland.

The aims of the Pilot Project - Employment, Employability and Workplace Discrimination were as follows:

1. To raise awareness, with statutory and non-statutory organisations, of the institutional barriers to full participation in the labour market faced by third country nationals; and
2. To raise awareness, with employers and employee bodies, of workplace discrimination experienced by migrant workers.

A Stakeholder Advisory Group was set up to inform and to support the implementation of the project with the following membership:

- Department of Employment and Learning
- Northern Ireland Committee – Irish Congress of Trade Unions
- UNISON Migrant Workers Project
- Race Equality Unit – Office of the First Minister and deputy First Minister
- Northern Ireland Strategic Migration Partnership
- Derry City Council Community Good Relations Unit
- Newry and Mourne District Council
- Belfast City Council Good Relations Unit
- GEMS NI

The Stakeholders Advisory Group met three times over the duration of the project. The Pilot Project organised three regional roadshow events across Northern Ireland, ensuring geographical spread and opportunity for wide participation. The events were:

1. L/Derry – 21 February 2015 on “Glass Ceiling for Ethnic Minorities”

12 participants (due to heavy snowing on the day), with an opening address from the Deputy Mayor of Derry City and speakers from NICEM

2. Craigavon – 4 March 2015 on “Working Conditions”

38 participants, with facilitation from NIC-ICTU, UNISON and NICEM

3. Belfast – 7 March 2015 on “Recognition of Qualifications and Work Experience”

42 participants, with an opening address from the Deputy Lord Mayor of Belfast and speakers from NICEM, Volunteer Now and employer All State NI

Following the regional roadshows, the project organised the INTEGRO National Policy Seminar with a target audience of 29 participants. The two keynote speakers were the Chief Executive of the Equality Commission, Dr. Evelyn Collins CBE, and Mr. John McKeown, Head of the Employment Relations Policy and Legislation Branch within the Department of Employment and Learning.

Following the National Policy Seminar, another key aspect of the INTEGRO programme was the capacity building undertaken within the community, which was delivered in partnership with stakeholders. Mediation Training was organised through a residential in Seagoe Hotel, Portadown, on 21st to the 22nd of March 2015 with 19 participants and their families. The theme was “Challenging Racism, Promoting Rights”. The speakers included

NIC-ICTU, the Department of Employment and Learning, UNISON, NICEM, Equality Commission and Trademark.

The Pilot Project also organised an outreach and dissemination programme, targeting a wide range of harder to reach stakeholders:

- **41** people engaged through the Saint Vincent de Paul faith-based charitable association, Belfast and Ballymena (15th January 2015, 21 participants), Engage with Age's elderly community forum (13th January, 2015, 18 participants), Queen's University's Women's Common Room Club (19th November 2014, 16 participants), and the University of Ulster (Integration Researcher and Open University
- **28** people through the Jobs and Benefits Office - DEL Staff Team, Shaftesbury Square Belfast, (14th May 2015)
- **23** members of the Sudanese Community Association (18th April, 2015)
- **3** employers: Emerson's (Mid Ulster), All State Northern Ireland and Four Seasons Health Care Northern Ireland (7th March, 14th April, 19th May 2015)
- One-to-one follow up with the Manager of Advisory Services from the Equality Commission Northern Ireland (21st May 2015)

(112 additional stakeholders in total)

Finally, the key grassroots people from the three regional offices attended the INTEGRO Project Policy Conference in Nicosia, Cyprus in May 2015, sharing our experiences and practice in the areas of employment, employability and workplace discrimination. They were Sylvia Ogonda of the Kenyan Association NI, Jetopher Tirol of the Alliance of the Filipino Community in Northern Ireland and Alexander Jude Patrick of Coleraine.

NICEM is continuing INTEGRO, as the project expired in May 2015, by setting up a local INTEGRO Forum across our three regional offices. It had meetings in each of the regions between August and September and agreed to monitor the implementation of the recommendations in the "Voices for Change" Research Report.

1.4 Voices for Change: Mapping the views of BME people on Integration and their Sense of Belonging in Northern Ireland" Research Report

The report was launched at our AGM Seminar on the 28th November 2014 and these important issues were hotly debated on the day. The report had made very substantial recommendations to those Departments and agencies concerned. Anna Lo MLA, then Chair of the All Party Group on Ethnic Minority Communities, made the opening speech at the launch. The two authors, Sheila Rogers and Geraldine Scullion, highlighted those interrelated and interlinked issues through the integration indicators of 'employment', 'education', 'social inclusion', 'active citizenship' and 'welcoming society'. The full report can be downloaded via this link:

<http://nicem.org.uk/wp-content/uploads/2015/01/VOICES-FOR-CHANGE-NICEM-2014.pdf>

1.5 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 2014 to August 2015, the Group met 10 times. The Chair for the first six months was Anna Lo MLA (Alliance Party) due to the Green Party being unable to take the Chairmanship, which was thus redesignated to Anna Lo. For the second six months, the Chair was Claire Sugden (Independent). The issues discussed in the agenda included:

- **Racial Equality Strategy Consultation and draft Motion;**
- **Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Act 2014 and Compulsory Registration of Charities in Northern Ireland from December 2013;**
- **No Recourse to Public Funds;**
- **Sexual and Domestic Violence against BME women; and**
- **Minority Ethnic Development Fund.**

Actions Taken:

(1) Letters written:

- To OFMDFM about the delays in renewing the MEDF
- To the Northern Ireland Ombudsman on administration of the MEDF
- To OFMDFM requesting a meeting with the First and Deputy First Ministers to discuss the administration of the MEDF
- To the Minister for Education on the South Belfast primary school merger

(2) Consultation submission:

- To the Education Authority on the proposal to merge three primary schools in South Belfast

(3) Assembly Written Questions (AQWs)

OFMDFM: Crisis Fund; Vote! You are at Home Campaign; Minority Ethnic Development Fund and Racial Equality Strategy

(4) Statements

A statement on the failure of OFMDFM to respond to six AQWs presented by the Chair of the APG.

(5) Ethnic Minority Community Groups Presentation to APG

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

- BME Women's Network on the role and work of the Network; and
- BME Women's Network on domestic violence and No Recourse to Public Funds.

(6) Other Presentation to APG

The following Departments/Agencies/organisations/individuals made presentations to the APG:

- Equality Commission on Racial Equality Strategy Consultation;
- Northern Ireland Human Rights Commission on Racial Equality Strategy Consultation;
- Electoral Commission on Transparency of Lobbying, Non-Party Campaigning and Trade Union Administration Act 2014;
- Charity Commission on Compulsory Registration of Charities in Northern Ireland from December 2013;
- BBC Children in Need on Funding opportunities for BME groups;
- Common Platform on the Racial Equality Strategy;
- NICRAS on No Recourse to Public Funds and other related immigration issues;
- Home Office on Assisted Voluntary Return of failed asylum seekers, overstayed immigrants or visa holders and undocumented persons;
- Geraldine Scullion, independent consultant, on Voices for Change Research Report: barriers to integration for third country nationals;
- Police Service of Northern Ireland on domestic and sexual violence; and
- The Chair of the Board of Governors for Fane Street Primary School on the proposed merger of three primary schools in South Belfast.

(7) Events organised by the APG

- Seminar on Charity Law on the 12th of November 2013

1.6 Equality Coalition & Human Rights Consortium

Due to shortage of staff we prioritised our work with both the Equality Coalition and the Human Rights Consortium. As a result, NICEM was no longer on the board of the Human Rights Consortium. We also selected to attend crucial meetings for joint campaign and important issues, such as on the Stormont House Agreement and the forthcoming UK hearing under the Economic, Social and Cultural Committee in 2016.

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 of the adverse implications of legal and policy developments on ethnic minorities.

1.7 NICEM Policy Magazine “Minority Rights Now!”

Due to the shortage of staff, we only published one issue for the period, which was the special issue on the 20th Anniversary of NICEM. The magazine is now in electronic format only, which we hope will establish its ongoing sustainability through the new editorial board.

1.8 Consultations and Submissions

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

- Submission to DoJ on a Draft Victim Charter (September 2014)
- Submission to DEL on Zero Hour Contracts (September 2014)
- Submission to DSD on the Provision of Generalist Advice Services (September 2014)
- Submission to Derry City and Strabane District Council on the Equality Scheme for the Derry City and Strabane District Council (October 2014)
- Submission to DoJ & DHSSPS on a Draft Adult Safeguarding Policy (November 2014)
- Submission to the DoJ on the Criminal Law on Abortion: Lethal Foetal Abnormality and Sexual Crime (January 2015)
- Submission to the DOJ on the Law on Unduly Lenient Sentences (February 2015)
- Submission to the Education Authority on the Review of Controlled Education Provision in Blythefield, Donegall Road and Fane Street Primary Schools (May 2015)
- Submission to the DoJ on the Draft Northern Ireland Human Trafficking and Exploitation Strategy (2015/16) (May 2015)
- Submission to OFMDFM on Proposals to Extend Age Discrimination Legislation (Age Goods, Facilities and Services) (August 2015)
- Submission to the Belfast City Council on a Belfast Employability and Skills Framework (August 2015)

BMEWN

- Submission to OFMDFM on Racial Equality Strategy (September 2014)
- Submission to the DoJ on the Criminal Law on Abortion: Lethal Foetal Abnormality and Sexual Crime (January 2015)
- Submission to the DoJ on the Draft Northern Ireland Human Trafficking and Exploitation Strategy (2015/16) (May 2015)

Other Groups

- Submission to OFMDFM on Racial Equality Strategy (Hungarian and Slovakian-Roma Community in NI) (September 2014)

- Submission to OFMDFM on Racial Equality Strategy (Mandarin Speakers' Association) (September 2014)
- Submission to OFMDFM on Racial Equality Strategy (Thai Group) (October 2014)
- Submission to OFMDFM on Racial Equality Strategy (SCANI) (October 2014)
- Submission to OFMDFM on Racial Equality Strategy (Kristyene Boreland) (October 2014)

1.9 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
- DHSSPS and PSNI Regional Strategy Working Group on Domestic and Sexual Violence
- 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
- All Party Working Group on Ethnic Minority Communities
- DOJ NGO Engagement Group on Trafficking
- DOJ NGO Engagement Group on Trafficking, Subgroup on Awareness-Raising
- 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
- ABC (Armagh, Banbridge, Craigavon) Community Network
- Down Diversity in Action Forum
- Craigavon and Banbridge Inter-Agency BME 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 Childcare Strategy Stakeholder Advisory Group
- Southern Childcare Partnership
- Southern Children Service Outcome Group

- Equality Commission Participation in Public Life Steering Group
- Common Platform

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

Over the last 12 months, we have consolidated the Belonging Project through the development of the training toolkits and trained up more grassroots people to conduct the training at a local level.

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 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 interns 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 continued funding from the Arts Council has ensured that the Belonging Project has moved to the next stage of toolkit development and trainers’ training on new toolkits, as well as touring across Northern Ireland.

Belonging Project Activities 2014-2015

October:	Launch and Exhibition at Stormont Intercultural Symposium at the Northern Ireland Arts Council
November:	Presentation “Cultural Beyond Borders” at Queen’s University of Belfast Belonging Workshops and Exhibitions at Skainos, East Belfast
December:	Belonging Workshop for Human Rights Festival

January: Belonging Photoshoot in Newry
 March: Belonging Project Launch and Exhibition at Belfast City Hall
 April: Belonging Workshop at Queen's University of Belfast
 May: Belonging Project Launch and Exhibition at Cookstown Library
 August: Belonging Project Toolkits training for trainers
 September: Belonging Workshop at Colin Glen Library
 Belonging Workshop at Whiterock Library

Other Educational Workshops and Training

October: Two Hate Crime Awareness Workshop for Lagan Village Youth & Community Centre
 November: Hate Crime Awareness Workshop at Queen's University of Belfast
 December: Hate Crime Awareness Workshop for Inner East Forum
 Hate Crime Awareness Workshop for Cara Friend
 Hate Crime Awareness Workshop for Banbridge Polish Saturday School
 January: Hate Crime Awareness Workshop for the Donegal Pass are Elderly Group
 Hate Crime Awareness Workshop for the East Belfast Alternative Youth Group
 Delivered Open College Network accredited Level 3 Equality and Diversity Training for F3-F5 students at Hazelwood Integrated College for 15 weeks
 February: Hate Crime Awareness Workshop for South Belfast Alternative Youth Group
 Hate Crime Awareness Workshop for the advice sector in Belfast (including one from Social Security Office)

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 the 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, and lobbying and research opportunities for the following groups;

- Indian Community Centre
- 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
- Kerala Association (Filipino community in Derry)
- 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
- An Crushan Munia Traveller Group,
- Craigavon Filipino Community Support Network,
- Muslim Association of Craigavon,
- Guinea-Bissau community in mid-Ulster
- Traveller and Gypsy Network
- North West Indian group
- First Steps Women's Centre (Dungannon)
- Dungannon Youth Resource Centre,
- 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 sustainable BME communities, NICEM has started reaching out from Belfast in order to support local BME 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 the 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.

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.

In this reporting period, the three Regional Offices were integrated with the work of the INTEGRO Project, Integration on the Ground (details see section above) and the BME Women Network in order to enable greater resources for the capacity building of new and existing groups.

3.3 Capacity Building and other related Training Programmes

For this reporting period, the following training activities and/or events were organised:

- (i) Community Awareness Event for BME people in the Northwest in November;
- (ii) “Questions that Matter” event with local Super Councillors of the Derry City and Strabane in March;
- (iii) Joint event with the Community Foundation for Northern Ireland on the new Super Council infrastructure to address BME issues in May;
- (iv) New ESOL class from January to April in Lurgan
- (v) Local BME groups meeting with the Mayor of the Craigavon Council on issues and concerns in March;

3.4 PQASSO training programmes for BME groups

For this reporting period the following organisations have been engaged with NICEM on PQASSO support:

- (i) Polish Abroad
- (ii) Kerala Association
- (iii) NICRAS
- (iv) BME Women Network

Assisted to register with the Charity Commission:

- (i) Polish Abroad (successful registration and now applied for HMRC charity number);
- (ii) Kerala Association (in the registration process)
- (iii) NICRAS (in the registration process)
- (iv) BME Women Network (in the registration process)

3.5 Development of BME Women's Network

The new Development Officer was appointed in September and since then the Network has been going from strength to strength. It had recruited over 50 members before the first Annual General Meeting, which took place on the 6th of June 2015 at the Wellington Park Hotel. At the AGM, it elected the first Board members, who come from different regions that could assist the set up of the local BME Women Network. The new Board has also planned ahead to develop their three-year plan with an external facilitator in October 2015.

In this reporting period, the Network organised the following works and activities:

1. Advocacy, Advice and Support

- (i) 13 domestic violence cases were supported and referrals made to specialist organisations and/or agencies by the Development Officer. The Board also provides emotional support and frequent visits to other cases in local areas that did not need to involve the Development Officer;
- (ii) Working with a group of Somali women to facilitate their access to healthcare services in Northern Ireland. Also worked alongside the female leader of the group and the BME sector on awareness raising around Female Genital Mutilation (FGM). As a result, some of the women joined the Network, too;
- (iii) Organised consultation meeting on Department of Justice proposed "Causing or Allowing Serious Physical Harm to a Child and Vulnerable Adult" in November;
- (iv) Consultation seminar on Human Trafficking and Anti-Abortion Law in November;
- (v) Encouraged local women to participate in the INTEGRO project's three regional road-shows on issues affecting third country nationals living in Northern Ireland (for details, see INTEGRO section);
- (vi) The Network was part of the UK Fatima Project (honour based violence through education and dialogue), which is an EU-funded project that could train up BME women in Northern Ireland to deliver education and training programmes on honour based violence.

2. Provide secretariat support to the BME Women's Network

- (i) The Network has held a total of 5 meetings since October 2014. The average attendance of the first 4 meetings was 14.25 and the last meeting was a full board meeting with the newly appointed Advisory Group members;
- (ii) The Secretariat engaged with numerous events from both the statutory and voluntary and community sector, with our Network banner and publicity materials to disseminate information on the services of the new Network;
- (iii) Presentation of the Network to An Munia Tober, Thai Women Group, Somali Women Group, Windsor Women's Centre Multi-Cultural Group, East Timorese Group, Sure Start Bi-lingual Group in Lurgan and Mother and Toddlers Sure Start Botanic.

3. Training and Capacity Building for the Network members and non-members

- (i) In partnership with the Belfast Film Festival, organised a screening of two films – Sisters in Law and Pink Saris – that touched on BME women's issues and were followed by discussions about domestic violence;
- (ii) Working with the Mid-Ulster regional office to provide ESOL accredited training in Lurgan from January 2015;
- (iii) Participated the Belonging Project Photoshoot for the Network on 4 March, adding 30 new portraits and stories to the Belonging Project. Some of the women also participated in the subsequent trainers' training on the new Belonging Project Toolkits for educational purposes.
- (iv) Human Rights training for Network members provided by NICEM in March.
- (v) Anti-racism training for Network members provided by NICEM in May.

4. Policy Work

- (i) Made the following consultation submissions:
 - (a) OFMDFM Consultation on a Racial Equality Strategy
 - (b) DoJ Consultation on a Human Trafficking Strategy
 - (c) DoJ Consultation on Criminal law on Abortion
- (ii) A small sample internal survey from members on domestic violence

5. Events, activities and meetings

- (i) The Network participated in the Reclaim the Night March in October 2014.
- (ii) The Network participated in the International Women's Day March in March 2015, with a member of the Network speaking outside Belfast City Hall and highlighting the issues faced by BME women living in Northern Ireland.
- (iii) The Network met the following organisations:
 - (a) The Law Centre on EU human trafficking law;
 - (b) Women's Resource and Development Agency on their training programmes;
- (iv) Attending Charity Commission event on new Charity Law in November;
- (v) Attending NICEM AGM in November and the launch of the Voices for Change Report;
- (vi) The Network made a presentation at the East Belfast Policing and Community Safety Partnership Event on domestic violence and hate crime in February. Another presentation was made to the North Belfast Policing and Community Safety Partnership in March.

- (vii) In March, the Network organised a seminar on Family Law, which was presented by two practicing lawyers.
- (viii) Attending meeting of the Human Trafficking Engagement Group in April 2015, which is sponsored by the Department of Health and the Department of Justice.

3.6 CONNECT-NICEM

CONNECT-NICEM had ceased activities from October 2014 as result of the unsuccessful bid for the Department of Justice tender on the provision of Face to Face Interpretation Service for the Criminal Justice Agencies.

4. Support Vulnerable Groups in our Society

4.1 Casework

Migrant Centre NI has become an independent organisation from NICEM, whilst sharing our office. This is the model that we developed ten years ago when we set up the Northern Ireland Community for Refugees and Asylum Seekers as an integration project funded by the Home Office. The same thing is now happening to the Board of the Migrant Centre, which has representation from the Trade Unions and the advice sector as well as NICEM.

The Migrant Centre ceased their general advice and immigration works as a result of the expiration of the Big Lottery funding by the end of July and immigration works by the end of September from Atlantic Philanthropy. In December, the Migrant Centre has worked in partnership with NICEM (the lead partner) to deliver the European Commission DG Justice funded Good Practice Plus Project (details see Networking and Partnership Building section under EU projects). As a result the, Migrant Centre continues to provide support to victims of hate crime with two new part-time bi-lingual advocates in addition to two existing part-time bi-lingual advocates. They operate in the Belfast, Lurgan and L/Derry offices.

Our North West regional office continues to provide general advice, as well as advocacy, advice and support to victims of racial hate crime.

In this reporting period, we had 430 new clients using our services, with 504 case files opened. We have achieved a benefit maximisation of **£79,080**. The following is a breakdown of cases that we have dealt with over the past year.

Case Category	Number of Cases	Number of Clients
Careers Advice	1	1

Counselling and Psychotherapy	1	1
Debt	2	2
Discrimination	2	2
Domestic Violence	2	2
Education	11	11
Employment	38	36
Family	5	5
FSS – Planning Ahead	1	1
General	20	20
Hate Crime	146	139
Housing	21	19
Immigration – Asylum	11	11
Mental Health	1	1
Miscellaneous	77	57
Personal Injury	1	1
signposting	1	1
Welfare benefits	163	120

Case Study

In August 2015, the NICEM North West regional office successfully concluded an employment rights case involving a group of 28 Polish workers. The workers were employed by a waste management company in the North West that had its licence for waste management revoked by the Department of Environment in June of 2013. Following that, the workers were temporarily laid off and subsequently made redundant after the company went into liquidation. Although the company promised all employees payment of outstanding liabilities, this proved untrue. We assisted all of the workers with taking their cases to the Office of the Industrial Tribunals and the Fair Employment Tribunal (OITFET), as well as the Department of Employment and Learning (DEL). The case proved to be more complicated than initially thought, as the company was registered in England. The process of getting the liabilities for the clients involved obtaining a High Court ruling from England, a number of case management discussions involving legal professionals and representing clients during the Industrial Tribunal hearings and CMDs over the period of over 2 years. Upon completion of the case, NICEM successfully secured nearly £50k (before Tax) in redundancy payments, pay in lieu of notice and outstanding wages, which the workers would not have otherwise received.

4.2 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, in order to ensure that they are supported and are empowered to make decisions after the trauma. Over the past year, we provided support to 146 victims of racist harassment and violence. We now have one full time and two part time bilingual advocates that cover the entire region of Northern Ireland and provide advice and advocacy on a range of issues, including liaising with the PSNI, rehousing needs and 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 in addition to the EU funding.

Case Study 1:

A lady from Bolivia had issues with her neighbours. Last year, the neighbour's mother shouted at the client "shut up" when she was speaking to her children in her yard because, according to the neighbour "she was speaking too loud in Spanish and it was distressing for her". The same night, the neighbour threw stones at her house. She reported this to the police, but they didn't come that day.

A few days later, when the client's friend came to help her with some house works, the neighbour reported that he had assaulted him. Police came and arrested him the same day. Another day, the neighbour reported around 10 or 11pm that the client's children were putting nails on the road and police arrived straight away in the evening, when the kids were already sleeping.

As a result of the complaints, last year the client received a Police Information Notice that there was an allegation of harassment against her. The Notice apparently has been sent out also to the neighbour. The neighbour also reported to the Social Services that the client was walking around carrying a knife, which resulted in an investigation being carried out by Social Services; social workers were involved and they contacted the school, GP etc. The outcome was that they found out that everything was fine, so the investigation was closed, but it was very stressful for the client.

Furthermore, the neighbour put up cameras that face the client's house and their daughter's bedroom. When the client spoke to the police about this, they said they can't do anything and she needs to look on the internet for some other agencies that she could approach about this. Interestingly, when any of my clients, who are the victims of anti social behaviour or harassment, want to put up cameras, police are very fast and eager to tell them that this is not allowed or warn them that they can't cover anything else but their property.

Case Study 2:

A Sudanese man (B) lives with his wife and two children. When I met him, they were living in a family hostel and having issues with another family. B's son was assaulted and he reported this to the police. Police did not contact him again and he was not updated, even though the staff in the hostel tried several times to contact the police.

I contacted the police and they told me that the PPS made the decision not to prosecute. The client was very dissatisfied with this decision, so I offered to could contact the Victim and Witness Care Unit to find out more about the reasons for this decision. I contacted them and then spoke to the prosecutor, who explained to me why this decision had been made.

I passed this on to the client and explained to him that it was a decision regarding only this one incident and they did not take into consideration previous issues, which had not been reported to the police. I told the client that it is very important to report anything that happens to the police, otherwise they will not be able to do anything about this. I spoke to the staff in the hostel and they helped him to get alternative temporary accommodation, so he moved out from the hostel.

B. told me that several months before the above incident, he was a victim of another hate crime – he was assaulted on the street. He said he did not know what happened with this case and

police did not contact him to update him. B. assumed that nothing had been done and the perpetrator got away with that.

I contacted the police and found out that he was prosecuted and was sentenced to few months in prison for a racially aggravated assault. B. was not aware of this. I contacted the VWCU and we were able to find out that B. was classified as a witness, not a victim, and this was the reason why he did not receive any notification. I asked them to issue a letter to him, which they did. The client was satisfied with the outcome of the case.

5. Networking and Partnership Building

Networking and partnership building have become one of NICEM's core functions, along with promoting activities that 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 through the Council of Europe.

5.1 UK Network

5.1.1 Movement Against Xenophobia (MAX)

In this reporting period, NICEM continues its role on the Steering Committee of MAX. MAX is coordinated by the Joint Council for the Welfare of Immigrants (JCWI). The current work of MAX is building a coalition of organisations and informing people about the issues around biased and racist immigration law and policy. Currently, MAX has 110 organisational members. MAX was instrumental to lead the following works and campaigns across the country:

- Campaign against Immigration Raids and Checks;
- "Right to Rent" campaign on the Landlord Immigration Check Pilot Scheme;
- "Migrants not to blame" campaign during General Election;
- Poster campaign "I am an Immigrant" campaign during General Election; and
- Statement on Calais in the wake of a global refugee crisis.

5.1.2 UK Race European Network (UKREN)

NICEM was a founding member of UKREN, working with other UK organisations to lobby for more change in European law and policy on racial equality. The Executive Director was elected as the Vice-Chair of UKREN. In viewing our current active roles in the EU through a number of EU transnational projects, UKREN is our key partner to that end. The main work of UKREN during the reporting period was its general election campaign on racial equality, immigration and UK opt-in to the EU.

5.1.3 Human Rights Act 1998

NICEM continues to be a member of the Human Rights Alliance of the British Institute of Human Rights against the scrapping of the Human Rights Act 1998. NICEM continues to fight on this important issue of human rights protection for vulnerable groups in our society.

5.1.4 CERD Steering Group

In preparation for the 2016 UN Committee on Racial Discrimination hearing on the UK Periodical Report, NICEM and Runnymede Trust will co-ordinate a national group to prepare a national report through regional consultations and develop an intervention strategy at the UN Committee. A funding application has been made by the Runnymede Trust and it is confirmed that the work will start in the second half of the year.

5.2 Irish Network

Due to the reduced level of staff, we have not done much work with our Irish colleagues during this reporting period.

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) Integration on the Ground (INTEGRO)

NICEM is the lead partner in a European Commission funded project: 'Integration on the Ground'. This involves 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 produced a toolkit on integration; the project is to test the toolkit on the ground, through a bottom up approach from grassroots migrants. The project has both transnational and national (see Section 1 INTEGRO) elements.

In this reporting period, the INTEGRO Project ran the following transnational events:

- 2nd INTEGRO Transnational Workshop 2-13 November 2014 at Vienna, Austria
- Final Policy Conference "Effective Integration of Migrants in the Local Communities" 27-28 May 2015 at Nicosia, Cyprus

(2) Good Practice Plus

In August 2014, we were offered a Grant Agreement on another EU transnational project: "Good Practice Plus". The project aims to develop an EU model of good practice to tackle increasing racial and religious hate crime and hate speech and develop an effective reporting system on hate crime, through capacity building for law enforcement agencies, ethnic minority communities and the victim support programme, in order to build community confidence on hate crime reporting and exchange good practice at an EU level on addressing

hate crime/hate speech and developing effective reporting systems.

NICEM is 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 is running for two years from December 2014.

In this reporting period, the following transnational works have been done:

- Belfast Bespoke Training for Law Enforcement Agencies brought, with police and prosecutors from Finland and Northern Ireland, 33 participants on 27-29 April 2015 at Belfast;
- Hate Crime Training for Law Enforcement Agencies on 28 June to 1 July 2015 in Belfast, with police officers and public prosecutors from 8 EU countries (14 participants in total).
- 6 Action Plans were adopted and now implemented in each country, including one Urban Action Plan and one Rural Action Plan for Northern Ireland, through the support of trainers under the mentoring scheme.
- Planning for the Transnational Seminar on Good Practice Sharing on Hate Crime and Hate Speech in February 2016 in Helsinki.

6. Organisational Development

6.1 NICEM Strategic Plan 2016-2020

In view of the scale down of staff due to the expiration of the Atlantic Philanthropies funding, the new Strategic Plan 2016-2020 has been drawn up and we have consulted our members. A new Strategic Plan 2016-2020 will be adopted at the 2015 Annual General Meeting, which will be used for the future direction of funding applications.

6.2 NICEM Internal PQASSO quality task group

NICEM uses the PQASSO system as a tool for improving the governance of the organisation. PQASSO provides a mechanism for the 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 that suits its own capacity.

Due to the reduced level of staff, the PQASSO quality task group no longer exists. As a result, we will appoint an external consultant to review our policies next year, as planned in the reviewing process.

NICEM EXECUTIVE COMMITTEE (2013-2015)

Chair: Ms. Monica Yang
Mandarin Speakers Association

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

Secretary: Dr. Mohammad Yusuf Khatta (appointed in March 2015)
NI Muslim Family Association

Ms. Joan McGovern (on long term sick leave)
Barnardos Tua Ceatha

Treasurer: Ms. Clea Devlin
Portuguese Speakers Association

Other members:

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

Mr. Michael O Abioma
Nigerian Association NI

Ms. Dana Bruno (co-opted member) who passed away in
December 2014

Mr. Joe Ifediora (co-opted member)

Mr. Tilak Raj Puri (co-opted member)

Advisory members: Ms. Eddis Nicholl

Ms. Dawn Purvis

Ms. Tansy Hutchinson

Ms. Sheila Rogers

Professor Colm Campbell (retired due to moving to
England)

Professor Tom Obokata

Dr. Sirin Sung

Dr. Onder Bakircioglu (retired due to leaving Northern
Ireland)

Mrs. Sarah Isal Williamson

NICEM Staff List (September 2014 to August 2015)

Central Administration Team

Executive Director	Patrick Yu
Finance/Administration Manager	Nuala Moynagh
Finance Administrator	Roisin O Connor (from Dec 14)

Policy Team

Strategic Advocacy Manager	Helena Macormac (leaver Sept 14)
Legal Policy Officer	Paul McGlinchey (leaver Sept 14)
Development Support Worker (Mid Ulster & Down)	Mark Caffrey (leaver June 14)
Development Support Worker (BME Women's' Group)	Claire Choulavong (from Sept 14)
Immigration Advice Officer <i>Part time</i>	Ayesha Christie (leaver Sept 14)
Development Worker/Immigration Policy	Lume Podrimaj (leaver Sept 14)
Development Worker (Northwest)	Max Petrushkin
Bi-Lingual Advocacy Support Worker <i>Part Time (Northwest)</i>	Agnieszka Pikulicka (leaver Dec 14)
Bi-Lingual Advocacy Support Worker 15) <i>Part Time (Northwest)</i>	Bartlomiej Cyprian (Jan 14 to March 15)
Bi-Lingual Advocacy Support Worker <i>Part Time (Northwest)</i>	Agnieszka Luczak
Bi-Lingual Advocacy Support Worker For Victims of Racial Hate Crime and	Agnieszka Luczak

Harrassment
Part Time (Northwest)

Bi-Lingual Advocacy Support Worker
For Victims of Racial Hate Crime and
Harrassment
Part Time (Belfast)

Joanna Kubercyzk (leaver March 15)

CONNECT-NICEM

Executive Director of CONNECT

Gabrielle Doherty (leaver Sept 14)

Bookings Manager

Aruna Djalo (leaver Sept 14)

Finance Manager

Stewart Robinson (leaver Sept 14)

Development Manager

Sarah Maitland (leaver Sept 14)

Administrator - Bookings

Katarzyna Gelger (leaver Sept 14)

Administrator – Bookings

Ano Mario Vaz (leaver Sept 14)

Administrator – Bookings

Ruairi Moynagh (leaver Sept 14)

Administrator – Finance

Claire Choulavong (leaver Sept 14)

Finance Administrator

Roisin O Connor (leaver Sept 14)

Administrator – Out of Hours

Rumena Kostadinova-McCabe (leaver
Sept 14)

Administrator – Out of Hours

Tanja Tierney (leaver Sept 14)

Volunteers:

Luke Kelly (Policy Works)
Gerard Stewart (Social Media)
Kevin Yu (Reception & Administration)

Work Placement/Internship:

Kendall Bousquet (Northwestern University, USA)

Jasmine McGhee (Northwestern University, USA)
Franka Huber and Mirjam Kern (Protestant University of Applied Science in
Ludwigsburg, Germany)
Suzanne Hamilton (QUB, LLM Human Rights)
Owen Lo (Hong Kong University)
Cherry Chiu and Mandy Wong (Hong Kong Polytechnic University)

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), Kasia Gabal (Irish Congress of Trade Union),
Patrick Yu (NICEM), Arfawn Yasin (Advice NI), Gerard Morgan (East Belfast
Independent Advice Centre) and Nathalie Donnelly (UNISON)

NICEM MEMBER GROUPS (2014-2015)

Afro Community Support Organisation Northern Ireland
Alliance of Filipino Communities Northern Ireland
Al-Nisa Association NI
Barnardos Tuar Ceatha
Craigavon Filipino Community Support Network
Craigavon Traveller Support Committee
Empower Ethnic Minorities Association (dissolved in January 2015)
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

Northern Ireland Council for Ethnic Minorities
(NICEM)

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