



# Cultúr

# Annual Report 2017

For the Year Ended December 31<sup>st</sup> 2017

# Cultúr Migrant Centre Annual Report 2017

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## Company General Information:

### Board of Directors:

Evens Shirihuru - Chairperson  
Jennifer McDonagh - Vice Chairperson  
Yemi Adenuga - Treasurer  
Ewa Mackiewicz – HR  
Anton McCabe -  
Berny McMahon - HR  
Theresa Martin  
John O'Dowd

### Cultúr Staff Team & Volunteer:

Tinu Achioya – Programme Manager  
Reuben Hambackachere – Project Worker  
Joanna Fitzsimons – Project Worker  
Pauline Poole – Job Coach  
Sylwia Bronchard - Administrator  
Dorota Sowula - Administrator  
Joanna Cibor – Administrator  
Priscilla Amankwatia – Community Support Worker  
Harifa Daly – Media and Communications  
Kyung – Ja Lee - Support Worker  
Jinnicha Saowaphayodswee

### Registered Office:

Cultúr Migrant Centre, Ground Floor, St Anne's Resource Centre (grounds of St. Marys Church) Railway St, Navan

**Companies Registration Number:** 9644811K

**Charitable Office Number:** 17691

### Company Status:

Company Limited by Guarantee not having a Share Capital with Charity Status

**Principal Bankers:** AIB

## Directors Report For the year ended 31<sup>st</sup> December 2017

### Introduction by Chairperson:

I am pleased to introduce this year again the Annual Report on the activities and achievements of Cultúr Celebrating Diversity.

Cultúr has the mission to promote and advance progress in all fields of empowering immigrants using community work approach to achieve excellence in creating an atmosphere of respect, dignity and equality for all.

This year, there have been a significant number of positive changes within Cultúr. What has not changed however is the unique ability of this organisation to continue to adapt to a society that remains challenging and respond in a manner that reflects our qualities and expertise.

Cultúr is in a strong position, the activities we deliver, the support we provide to migrants still forms the core of our work with a longstanding expertise supporting our wealth of services are the benchmark amongst our daily clients.

With the support of responsive and committed board, staff and volunteers we started the year on a positive note and finished with determination that will promote the organisation further.

I thank you, the funders, for your support and I thank the Board, our staff and volunteers for their hard work and commitment to Cultúr.

Evans Shirihuru

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## Governance Structure:

The organisation is managed by a Board of Directors and is a registered charity. The direction of the work is informed by a strategic plan and the Directors oversee the governance and the strategic direction of the organisation. The Board continues to meet on a monthly basis to oversee and implement the organization's strategic plan.

We submitted our annual report and accounts to the charities regulator for 2016 in 2017 in line with our obligations as a registered charity.

On a day to day basis the project manager is responsible for the management of the organisation, its staff, volunteers, the projects and the implementation of the strategic plan in the form of annual work plans approved by the Board and the internal policies and procedures under the direction of the Board.

The Board operates four sub groups which assist it to carry out its governance function, namely:

- A finance sub group which oversees the financial management of the organisation
- A Human Resources and Internal policies sub group which deals with HR and staffing issues and internal policies.
- A fundraising sub group
- A governance sub group to oversee compliance with legislation and codes and which will oversee the adoption of the governance code over the next 12 months.

**Funding:** The funding environment continues to be challenging and we are ensuring that we not only survive but operate more effectively by strengthening our board and realigning funding strategies in line with new economic realities.

In August Cultúr was successful in applying for a three years core funding & integration project application made to OPMI National Community Strand Integration fund for overheads, a project manager, a part time community worker and delivering integration workshops and to support its activities. POBAL Dormant Account Funds, Meath county council, St Stephens Green Trust, Association of Missionaries and Religious of Ireland (AMRI), the Giving Circle, Columbians Ireland, the Community Foundation of Ireland as well as LMETB also provided the resources for Cultúr to deliver programmes around County Meath, including Mosney Accommodation Centre in 2017.

Cultur was also successful in securing a four year EU funded ESF project on education and training with migrants under the Programme for Employability Inclusion and Learning (PEIL) for 4 years to provide targeted supports to 516 migrants living in Co. Meath who are currently seeking to enter the labour market by enabling them to acquire the required knowledge, skills and experience to access employment, further education and training supports.

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The fund raising subgroup continues to dedicate more time to the sustainability of our future funding and operating requirement.

**Team meetings:** Team meetings with all members of staff including the volunteers take place fortnightly to allow everyone to participate and share information on all activities embarked upon by the organisation.

**Staffing:** A new Job Coach and 5 tutors were recruited in June 2017 to work on the new EU funded ESF project.

Our CE worker, who acts as the organization's administrator, received an extension to finish in February 2018 to further support the organization and also to gain personal training and development in the process. Given the workload of the organisation particularly in terms of raising awareness about events and initiatives we are running, we applied for a new TUS workers to provide extra support for us in the coming year.

**Volunteers:** We continue to be supported by amazing volunteers who support our work across a range of areas including Failte Isteach tutors, volunteers for the Mosney project, volunteer community workers and all migrants who support a wide range of initiatives we are involved with. They continue to be crucial to our work.

**Publicity:** The organisation website got a new look and all our social media pages became more popular and received more attention from a wider audience. Cultúr activities featured in local media and national media which created more awareness about the organisation.

### Cultúr Strategic Plan and Priority Objectives 2017:

The overall goals outlined in the strategic plan guided the organisations actions throughout the year of 2017:

#### **Goal 1: Community Work**

To use a community work approach to engage with and empower ethnic minorities in Co. Meath, building participation and collective action, supporting ethnic minorities as agents for social change on issues identified by ethnic minorities themselves.

#### **Goal 2: Human Rights**

To use a human rights framework to ensure ethnic minorities are aware of and can exercise their rights as equal members of the community and that duty bearers are made aware of their responsibilities in this regard.

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## Goal 3: Policy Work

To influence and contribute to policy development on issues affecting ethnic minorities, facilitating their equal participation and representation in order to address their needs and interests.

## Goal 4: Organisational Development

To continue to develop Cultúr as a valued local community work organisation that has resources, structures and policies to achieve its aims and is accountable to all its stakeholders.

## Objectives & Activities (Our Work):

Cultúr Migrant Centre is a community organisation based in Navan Co. Meath working with migrants, asylum seekers, and refugees by promoting equal rights and opportunities to develop an intercultural Meath. Cultúr's vision is that of an equal and intercultural Co. Meath where ethnic minorities and their families are included and respected. Our aim is to promote the empowerment, participation, self-determination and rights of ethnic minorities who experience or are at risk of poverty, social exclusion and racism. We believe that by working together in solidarity with ethnic minorities and others we can achieve real social change.

We are currently in our fourteenth year working with migrants and ethnic minorities in Co. Meath providing a range of supports and services. In 2017 Cultúr consisted of 7 employees, 10 Volunteers and 8 Board Members. Cultúr uses a community work approach to its work with migrants. Community work seeks to achieve social change through addressing the root causes of inequality and injustice. A community work approach is concerned with developing a critical analysis of society, power within society and the structural nature of inequality and injustice. The manner in which this is achieved is through the participation of migrants who are affected by policy in the decision making process on issues that affect them in order to formulate or influence policy change.

The past two decades have seen significant demographic shifts within Irish society. Many factors have influenced this, in particular the sudden expansion of inward migration since the mid-1990 (*Baseline Study: Co Meath (June 2014)*). Similar trends exist in Co. Meath where 24,164 people identify with an ethnic minority community of migrant background. This brings with it many advantages such as a rich diversity of cultures and a workforce that can speak one or more languages, but alongside that migrants also face many challenges/issues. Through a review of the Baseline study for ethnic minorities in Co. Meath 2014 the following thematic areas were prioritised which currently underpin our strategic plan (2015-2018).

The issues identified in the Baseline Report on Ethnic Minorities reflect many of the key challenges not only facing Meath but Ireland. The most often cited challenges identified by ethnic minorities in the order in which they were most frequently mentioned were: Dissatisfaction with services, Communication and language barriers, Racism and discrimination, Health related difficulties, Cultural boundaries and socio-Cultural relations, and Housing issues. Cultúr Migrant Centre seeks to address

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these issues through offering and providing various projects which address social exclusion, racism, employment, workplace exploitation and risk of poverty.

In terms of achieving our objectives outlined at the start of the year, 2017 was an extremely successful year for Cultúr. Throughout 2017 Cultúr provided a range of supports and programs to migrants living in Co. Meath in line with achieving their vision and mission as outlined about. Projects delivered by Cultúr Migrant Centre in 2017 are as follows:

## Progress on the strategic plan 2017:

### Relevant Goal: Community Work, Human Rights and Policy Work

#### Fáilte Isteach



Cultúr coordinated and delivered “Fáilte Isteach” to over 100 participants in 2017 from diverse communities in Navan Co. Meath. Fáilte Isteach is a community project involving older volunteers, who welcome new migrants through conversational English classes. The classes break down language barriers that migrants and communities face by extending the hands of

friendship and goodwill in a practical, welcoming and inclusive manner. The programme provides more than the transfer of skills and knowledge; it makes a positive difference to everyone involved.

#### The Moving On Project

**THE MOVING ON PROJECT** funded by St. Stephen's Green trust refugee support grants programme worked with over 185people living in Mosney Accommodation Centre in 2017. This project aims to ensure that people transitioning from direct provision in Mosney Accommodation Centre into independent living are socially included and supported to participate equally in their community using a community work model.

Throughout 2017 several meetings where held, i.e. with housing agencies or families and residents in Mosney. Furthermore a sub-group that working on the baseline study has been formed and met regularly. Moreover a template email to potential landlords to address the issue of discrimination from accents has been developed. The two areas the programme addresses are as follows: It develops and



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coordinates a resettlement support model for those leaving Direct Provision for example accommodation, social welfare, education and access to health services. And also it ensures that those affected are part of designing and deciding on what supports they need. In addition to phase 1 of the project objectives, Cultúr also received funding to deliver phase 2 of the project this will run from January 2018 to December 2018 with additional support as follows: Support the provision of preparation for work and education programme-building bridges to support the social integration of asylum seekers in line with their status, due to a possible shift in government policy that will allow asylum seekers the right to access the labour market in the near future. We will design and deliver Ready for Work and Life Skills workshops to 40 participants using information gathered in the baseline study. The programme will ensure those transitioning are supported through an employability skills programme that will increase their and their family's employment opportunities and successful integration into local communities. The project will also provide one-to-one support to families who have lived in Direct Provision for 11months after receiving their status and advocacy work in terms of accompanying residents to meetings, appointments and making calls to potential landlords and service providers who remain in Direct Provision one year or more after receiving their status.

### The Leader in Me Programme



Cultúr delivered **THE LEADER IN ME** "funded by St. Stephen's Green Trust in 2017. This programme aimed to deliver an intercultural youth leaders programme to build the self-confidence, knowledge, analysis and leadership skills of young people living in asylum to engage proactively on the issues that affect their lives with policy makers, service providers and youth organisations and other young people. It comprised of 15 youth work sessions with young people aged 15-17 and 18-21 years of age who are at various stages of the

Irish Government Asylum Seeker programme and are living in direct provision at the Mosney Reception Centre, Co. Meath. 19 people from 5 different countries took part in the project. Cultúr has been providing support to persons living at Mosney Reception Centre since 2004; this project was its first direct youth work intervention. The project provided participants with leadership abilities through experiential personal and group work activities which addressed issues such as inter-culturalism, promotion of human rights and anti-racism. Overall, the participants demonstrated that the project had significantly contributed to their own sense of leadership, intercultural understanding and has greatly increased their knowledge, skills and attitudes.

On 16<sup>th</sup> September 2017, 10 young participants presented a drama piece to over 30 Mosney residents, actors and staff from Abbey theatre Dublin and Mosney management.

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## GAISCE - THE PRESIDENT'S AWARD PROJECT



Cultúr received funding from **GAISCE AWARD** to deliver a self-development programme that encouraged asylum seekers youth living in Mosney Accommodation Centre to find their passion, get active and make a difference in their community. Gaisce is a direct challenge from the President of Ireland to young people aged 15-25 to dream big and realise their potential. There are three levels of Gaisce

– Bronze, Silver and Gold. The Gaisce Project, was a new initiative in 2017 delivered to 12 participants aged 18-25 living in Mosney Accommodation Centre. Cultúr Migrants Centre coordinated this project through the delivery of community gardening, adventure journey which included an overnight stay with the participants and a 22km walk from Rock Farm Slane to Navan and back took place on 18/11/17. and personal development skills. This project contributed to the improved confidence and self-esteem for participants; created a space and opportunity to make new friends and contacts with the aim of increasing community involvement, developed new and enhanced personal skills, knowledge and understanding relating to gardening and also developed a long-term interest in the environment and gardening amongst participants. In recognition of this project President Michael D. Higgins awarded 10 young adults in Mosney with The Gaisce President Bronze level Award in December 2017 This project will run again in 2018 as participants look forward to achieving their silver level Gaisce Awards.

<http://cultur.ie/president-michael-d-higgins-visits-mosney-present-gaisce-awards>.



The **Gaisce Project** benefited over 50 residents in Mosney Accommodation Centre. The activities involved are considered to be highly beneficial to the whole community, for example the community garden gives the young adults a skill and provide vegetables and herbs for their families.

## Young People Intercultural & Integration Project Mosney

Cultur received funding from St Stevens Green Trust to provide resources to support ongoing social inclusion workshops/activities for children, youths and young adults living in Mosney. The project organised three successful trips to the cinemas, with 47 young people aged between 10 and 14 and 6 adult volunteers living in Mosney

It also supported the integration of 11 young people living in Mosney aged between 16 and 21 through creating opportunities for them to meet and interact with their peers outside school settings. We did this by working in collaboration with youth clubs around county Meath. Organised various activities for Mosney youth and their peers living in Navan and Drogheda, delivered 3 intercultural workshops in partnership with Youth work Ireland Meath to over 20 youth from Mosney and wider community.

## IADT RefugeesIN Project

Cultúr worked in collaboration with Irish Institute of Art and Design on a project that offers an innovative cinema-based Pack to encourage intercultural dialogue, combat discrimination against refugees and promote their social inclusion. The project recruited 18 people of different age profiles and gender from Mosney to participate in a desk top research in IADT campus. Participants also attended two full day sessions to watch, review 6 refugee films and were able to select paradigmatic films that addressed refugees' social inclusion



The project used cinema as a tool for breaching stereotypes and portraying actual and inspiring life stories of well included former refugees and having a modelling role for the newcomers' social inclusion. Participants will be supported to participate in final film production in 2018

## Jobs for U Migrants Progressing (JUMP) Programme

Cultúr received a four year funding to deliver the “**Jobs for U, Migrant Progression Programme**” (JUMP) in 2017 under the ESF Programme for Employability, Inclusion and Learning 2014-2020 (PEIL). The JUMP Programme is a **FREE** support and training programme developed to enhance knowledge, skills and experience of over 500 **migrants living in county Meath and the surrounding area** in order to facilitate improved access to employment and training supports.

The programme consists of the following courses coordinated and delivered county wide: Accredited Cambridge Business English courses (3 levels) & Examination, Career Planning Workshops, Work Place Experience Preparation courses & Work Placements and One to One Coaching and Mentoring.



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In October 2017 the **JUMP (Jobs for u, Migrants Progressing)** programme was launched. by Minister Regina Doherty TD (Minister for Employment and Social Protection) and other dignitaries joined the event.

### Meath Migrant Forum

Cultúr facilitates the **Meath Migrants Forum** monthly which provides an opportunity for migrants to receive and share information, form a collective analysis of their experiences and take action on issues affecting their day to day lives. The purpose of this forum is to build solidarity and common ground among migrants of different nationalities on the issues affecting their lives, to provide an information and discussion session on different topics which would be identified by migrants themselves and to support the development of leadership skills among migrants who are interested in voicing the issues that migrants experience. Over 100 migrants from diverse nationalities participated in the form in 2017

### Migrant Women's Group Navan



Cultúr facilitate a **Migrant Woman's Group in Navan** that meets from 10am-12pm every Friday morning in Navan Library. The Migrant Woman's group consists of a combination of issue based training, guest speakers, discussions, various activities facilitated by the women themselves and opportunities for the women to simply chat over a cup of coffee and develop friendships. Cultúr also delivered various courses to the womens group

through the support of LMETB including **Parenting Skills Course** for Migrant Women which was open to all adults who are primary carers to their children up to 12 years of age.

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With the support of MIN and Meath partnership, Cultúr Migrant Centre hosted numerous successful events to raise awareness for key UN recognised days such as Anti-Racism Day, Human Rights and Migrants Day in 2017

Over 150 people attended both events and throughout the event free workshops were held: Anti-racism-Workshop, Rights and Entitlements, Equality Workshop, information stands from various organisations

and service providers and Introduction to Culture and traditions of the Traveller Community. Including activities such as face painting, sports and lego activities. Throughout the day food and music from different cultures was served and played. The event's highlight and raise awareness of the issues and challenges faced by migrants around Human Rights, and also celebrate the diversity and contribution that migrants make to our society.



### Polska Eire Festival 2017

Cultur worked in partnership with Polish Saturday School to organise the Polska Eire Festival in Navan for the first time. The event took place at Claremont Stadium in Navan. Among many other activities Irish and Polish Live Music, Irish and Polish folk dancing and soccer matches were offered. Over 500 people attended including the Mayor of Navan, the Deputy Head of the Polish Embassy in Dublin, local politicians, organisation rep from voluntary & private and families/individuals. 5 community groups and 11 individuals were involved in the event organisation including Polish and Irish



### Sheroes Empowerment Workshop

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Cultúr supported **SHEROES EMPOWERING WORKSHOP**. Over 25 women and youths from different communities took part in the free empowerment training on 7th October 2017 from 10 to 5pm in Cultúr Migrant Centre offices Navan, Co. Meath. All the participants had the opportunity to learn how to make Bag, Shoes, and Wigs.

## Cultur Empowerment Programme

The Cultúr “**Practical Empowerment Programme**”, funded by the Community Foundation of Ireland, through mylotto24.ie The programme will be delivered from November 2017 to October 2018. The programme includes the delivering of four vocational skills programmes to develop and build the capacity of 60 men and women from migrant communities including asylum seekers and refugees to enable equal opportunities and to promote integration In 2017 the project engaged 30



migrant participants in capacity building activities that promotes social inclusion, Migrant entrepreneurship, increased participation in community work practice and enhanced leadership of participants. Cultúr delivered two Jewellery Making Workshops and participants learnt how to remodel existing jewellery pieces, and make custom jewelleries for family, friends and how to generate income from the workshop.



## Relevant Goal: Policy

### Migrant Integration Strategy Monitoring & Coordination Committee

Cultúr has been **ominated** by Department of Justice OPMI to participate in the work of the Migrant Integration Strategy Monitoring & Coordination Committee. We currently sit on the and will meet three times per year over the lifetime of the Migrant Integration Strategy.

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## [Joint Policing Committee](#)

Cultúr has been invited to present at the JPC Sub Committee on Community Safety and Crime Prevention meeting to raise awareness about the current issues affecting migrant communities in county Meath.

## [Language and Migration Research Project](#)

In collaboration with Immigrant Council of Ireland and NUI Galway, Cultúr organised focus group meeting on language and migration which was instrumental in helping to gather the opinion of migrants and analyse linguistic and cultural practices of migrants in Ireland (language learning, translation, speaking, writing, and interpreting). The goal was to determine how people from different linguistic backgrounds interact in Irish society.

The group also took part in the national survey to inform the need for support of community initiatives which allow for opportunities for linguistic exchanges which are valued greatly by migrants.

The report from this research was launched on 7th November 2017 by Minister David Stanton

## [Joint Working with SIPTU](#)

The organisation continues to work with SIPTU to support migrant workers living in County Meath.

## [Meath Integration Action Plan and Meath Intercultural Network](#)

Cultúr continues to coordinate **Meath intercultural Network (MIN)** In 2017 nine meetings were held including subgroup meetings to discuss the role of lead agencies, funding of activities and monitoring & evaluation process to be adopted throughout the plan. During the year 4 new ethnic led organisations joined the network and participated in the implementation of actions in the plan.

The network is currently working with over 20 local community organisations and stakeholders including ethnic minority led organisations in implementing actions on the Meath Integration Strategy.

## [Joint Working with Meath Partnership](#)

Cultúr continues to work with Meath Partnership re SICAP work on migrants for 2017 and to implement some of the actions in the Meath Integration Plan.

## [Local Economic and Community Plan for Co. Meath](#)

Cultúr currently updates Meath LCDC quarterly on progress as the plan has been written into the Local Economic and Community Plan for Meath.

## [Social Inclusion College of PPN](#)

Cultúr is still an active member of the social inclusion college of the PPN and continues to provide expertise on issues affecting migrants in the county.

The organisation made a submission on the **new National Women's Strategy & Action plan 2017-2020**

## Organisation Development

The **Staff Planning & Team Building Day** took place on 22<sup>nd</sup> March where team members reviewed current work plan, developed new work plan and prioritised task/actions for the further year.

The board, staff and volunteers at Cultúr Migrant Centre are committed to the strategic plan and we would assert that based on our direct work with ethnic minorities it is reflective of the real needs and issues on the ground. We know Cultúr can make a real impact in Co. Meath in the coming years towards realising equality and human rights for ethnic minorities and we look forward to playing our part.

