

# Cultúr



## Annual Report



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## Company General Information:

### Board of Directors:

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

### Cultúr Staff Team & Volunteer:

Tinu Achioya – Programme Manager  
Reuben Hambachere – Project Worker  
Joanna Fitzsimons – Project Worker  
Pauline Poole – Job Coach  
Sylwia Bronchard - Administrator  
Dorota Sowula - Administrator  
Joanna Cibor – Administrator  
Priscilla Amankwatia – Community Support Worker  
Nomsa Sibanda – Mosney Youth Worker (Volunteer)  
Harifa Daly – Media and Communications (Volunteer)  
Zkariat Sadig – Support Worker (Volunteer)  
Linda Lafferty – Tutor (Volunteer)

### 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 2018

### Forward by Chairperson:

Today, Cultúr Celebrating Diversity is serving as a desirable model thanks to the skills and commitment of our team, which remains dedicated to providing quality work with participants in 2018.

The main aim of Cultúr is to promote and advance progress in all fields, empowering immigrants through community work and achieving excellence in an atmosphere of respect, dignity and equality for all.

2018 has proven to be a busy and productive year with several positive changes within Cultúr. The organisation has been able to professionally adapt to the challenges of our times while staying attentive to what we do best: contributing to the development of diverse communities locally and nationally.

Cultúr is in a strong position. Through the activities we deliver, the support we can provide to migrants, still forms the core of our work.

I would like to thank, the funders, for their invaluable contribution and encouragement. They are, specifically, Office of Promotion of Migrant Integration (OPMI); POBAL - Dormant Account Funds, Meath County Council; St Stephens Green Trust (SSGT); The Giving Circle; Columbians Ireland, The Community Foundation of Ireland; Louth Meath Education and Training Board (LMETB) and TUSLA Child and Family Agency. We would also like to acknowledge those individuals who have so kindly made donations and voluntary contributions Thank you.

Finally, I want to emphasise the commitment of all our board members, staff and volunteers. Thanks to them, more than 2,000 people have directly benefitted from our projects this year.

Evans Shirihuru

## Introduction

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 in our fifteenth year working with migrants and ethnic minorities in Co. Meath. In 2018 Cultúr consisted of 8 employees, 10 Volunteers, 1 CE, 2 TUS, 1 Intern, 1 Student placement and 6 Board Members.

Cultúr uses a community work approach to its work. Community work seeks to achieve social change through addressing the root causes of inequality and injustice. This 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 also 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 these issues through offering and providing various projects, which address social exclusion, racism, employment, workplace exploitation and risk of poverty.

## Governance Structure:

Cultúr 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 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 and the implementation of the strategic plan. This includes all policies and procedures; staff, volunteers, and projects through annual work plans, which are in turn approved by the Board.

The Board operates four sub-groups, to carry out its governance functions, namely:

- **A Finance** sub-group which oversees the financial management of the organisation
- **A Human Resources and Internal policies** sub-group which deals with staffing issues and internal policies.
- **A Fundraising** sub-group
- **A Governance** sub-group to oversee compliance with legislation and the adoption of the governance code.

## Funding:

Cultúr is currently been funded by OPMI National Community Strand Integration fund for our core funding. POBAL Dormant Account Funds, Meath County Council, St Stephens Green Trust, The Giving Circle, Columbians Ireland, the Community Foundation of Ireland, LMETB and TUSLA This funding enables us to deliver programmes and support to migrants around County Meath, including Mosney Accommodation Centre.

Maintaining sufficient funds to support the current work is constantly a challenge for the Fundraising subgroup and continues to demand more time and dedication to ensure the sustainability of the project work and operating requirements.

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

**Staffing:** Four part time staff and four core tutors continue to work on the various projects. One Community Employment (CE) worker and two TUS (community work placement) workers act as administrators and support various activities delivered in 2018.

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

**Publicity:** Cultúr's website and social media pages have become more popular and received more attention from a wider audience. Cultúr activities continue to feature in the local and national media, which creates more awareness of issues and activities important for an intercultural society.

## Cultúr Strategic Plan and Priority Objectives 2018:

Consultation took place throughout 2018 to develop a new strategic plan for 2019 - 2021. The overall goals outlined in the strategic plan guided the organisation's actions throughout 2018:

### 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.

### 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.

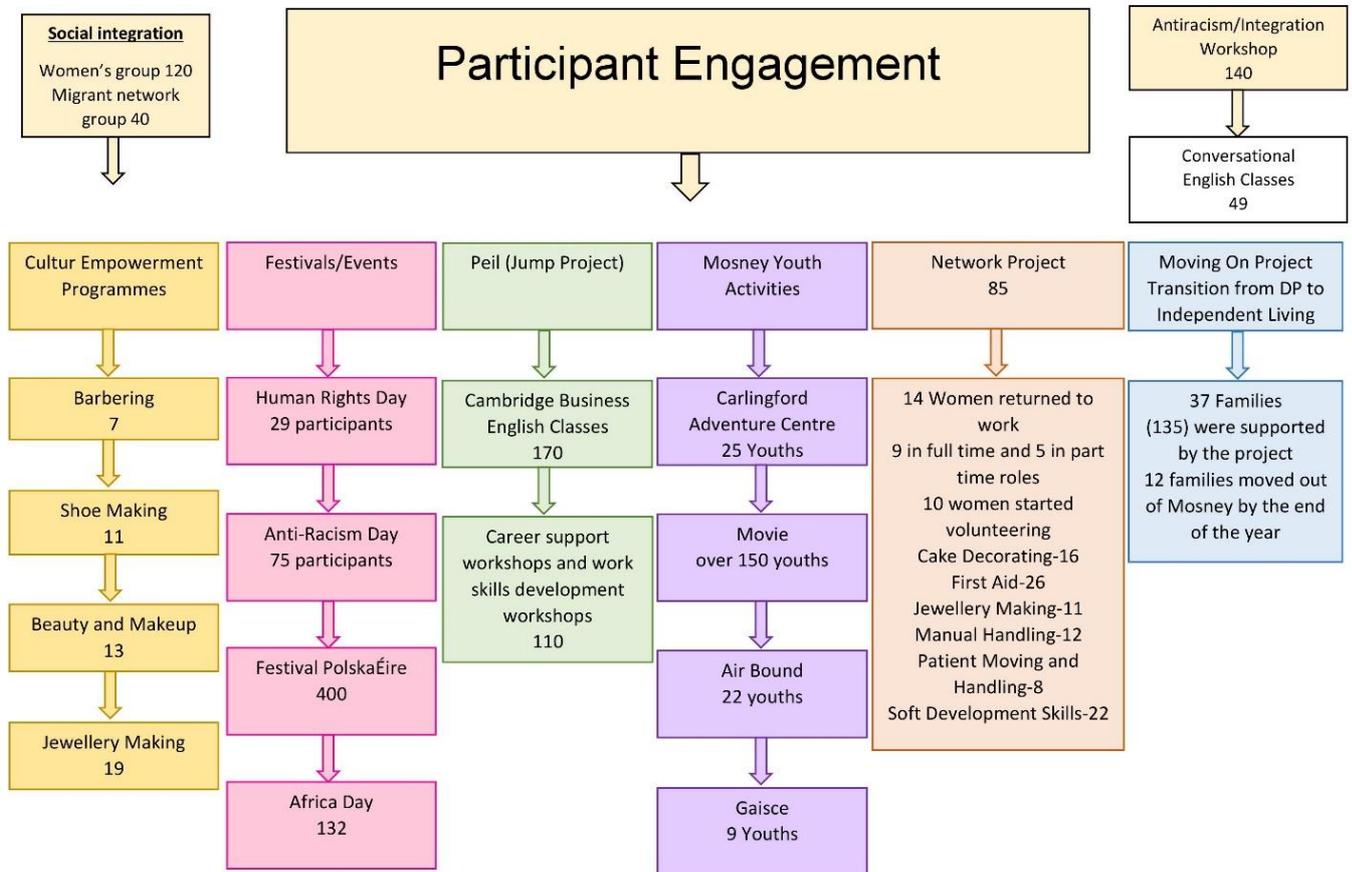
### Goal 4: Organisational Development

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):

In terms of achieving our objectives outlined at the start of the year, 2018 was an extremely successful year for Cultúr. Throughout 2018 Cultúr provided a suite of supports and programs to migrants living in Co. Meath in line with achieving its vision and mission as outlined above.

Below you will find a flow chart that summaries projects delivered by Cultúr Migrant Centre in 2018 followed by a brief description of each.



## 2018 Activities @ A Glance

Relevant Goal: Community Work, Human Rights and Policy Work

### NetWork Project

Cultúr, in partnership with Meath Partnership, secured funding from the Department of Justice and Equality, through the Dormant Account Funds, to deliver a programme aimed at addressing the barriers to employment experienced by migrant women in County Meath. The NetWORK project was delivered through practical, hands on, integrative, accredited and non-accredited support and training programmes that enhanced the skills of 80 women with leave to remain or refugee status to progress in employment. These included soft skills training, cultural awareness in the work place and job activation skills.

The courses and training programmes offered were designed to meet the needs and interests identified by migrant women accessing Cultúr and referrals from other organisations. The NetWORK Project was an innovative response to the needs identified by migrant women living in Meath in terms of effectiveness and value for money. The project made links between language acquisition, career and work developments. The project shows that, with continued supports, migrant women can fair better on the job market. Through the support of the NetWORK Project, 14 women were supported to return to work, 9 on part-time roles and 5 to full time roles. By the end of the 2018 a further 10 women had started voluntary roles.

Funding for phase two of the project has been awarded and will be delivered in 2019

### Free training for females with refugee status or stamp 4



#### SOFT SKILLS

- Build relationships and create opportunities for advancement
- Develop your CV, interview skills and workplace skills
- 1- to -1 support
- English language supports

#### VOCATIONAL TRAINING

- Academy of aviation course – opportunities to work in the airport
- Barista – Improve your coffee making skills and get a job
- HACCAP – Learn about hygiene and safety in the food industry
- Get a recognised qualification through Quality and Qualifications Ireland (QQI) and many more...

#### For more information or registration contact:

Deirdre Dowling on 046 92807790 or [deirdre.dowling@meathpartnership.ie](mailto:deirdre.dowling@meathpartnership.ie)  
Reuben Hambakachere on 086 1994655 or [reuben@cultur.ie](mailto:reuben@cultur.ie)

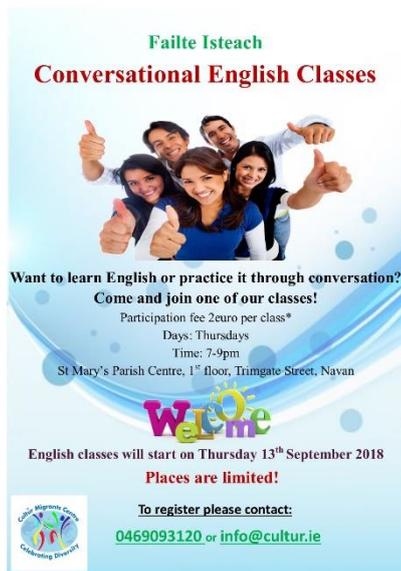
### NetWORK Project

We look forward to hearing from you



The NetWORK Project was approved by Government with the support of the Dormant Accounts

## Fáilte Isteach



**Fáilte Isteach**  
**Conversational English Classes**

Want to learn English or practice it through conversation?  
 Come and join one of our classes!  
 Participation fee 2euro per class\*  
 Days: Thursdays  
 Time: 7-9pm  
 St Mary's Parish Centre, 1<sup>st</sup> floor, Trimgate Street, Navan

**Welcome**

English classes will start on Thursday 13<sup>th</sup> September 2018  
**Places are limited!**

To register please contact:  
 0469093120 or [info@cultur.ie](mailto:info@cultur.ie)

Cultúr coordinated and delivered “Fáilte Isteach” to over 100 participants in 2018 from diverse communities in Navan Co. Meath. Fáilte Isteach is a community project involving older and younger volunteers, who welcome new migrants through conversational English classes. The classes break down language barriers that migrants and communities face by extending the hand of friendship and goodwill in a practical, welcoming and inclusive manner. The programme provides more than the transfer of skills and knowledge does; it makes a positive difference to everyone involved.

## The Moving On Project

THE MOVING ON PROJECT funded by St. Stephen’s Green trust through its Refugee Support Grants Programme. This Project worked with over 37 families (135 participants) living in Mosney Accommodation Centre in 2018. 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 2018, several meetings were held, i.e. with housing agencies or families and residents in Mosney. In addition to phase 1 of the project objectives, Cultúr also received funding to deliver phase 2 of the project this ran from January to December 2018 with additional support as follows: Supporting the provision of preparation for work and education programme, building bridges to support the social integration of asylum seekers, due to a shift in government policy that allows asylum seekers the right to access the labour market.. We designed and delivered Ready for Work and Life Skills workshops to 40 participants using information gathered in a baseline study. The programme ensured those transitioning are supported through an employability skills programme that increased their and their



**THE Moving On PROJECT**

MOVING ON PROJECT SUPPORTING YOU TO MAKE A SMOOTH TRANSITION TO INDEPENDENT LIVING

**QUESTIONS ANSWERS**

- HOUSING, RENTS
- HOUSING ASSISTANCE PAYMENTS
- SOCIAL WELFARE PAYMENTS
- BACK TO EDUCATION, TRAINING OPPORTUNITIES
- BACK TO WORK & MANY MORE

IF YOU WOULD LIKE TO GET MORE INFORMATION PLEASE CONTACT OUR TRANSITIONAL, SUPPORT WORKER **REUBEN** ON Tel. **(086)1994655** or [reuben@cultur.ie](mailto:reuben@cultur.ie)

This project is managed by Cultúr Migrants Centre

INITIATIVE FUNDED BY THE ST STEPHENS GREEN **st. stephen's green trust**

family's employment opportunities and successful integration into local communities. The project also provided one-to-one support and advocacy work with families who have lived in Direct Provision and who remain in Direct Provision one year or more after receiving their status. This vital work includes accompanying residents to meetings and appointments; making calls to potential landlords and service providers and ensuring participants are fully informed of their rights and entitlements.



### GAISCE - THE PRESIDENT'S AWARD PROJECT / THE SILVER AWARD

Our work with young people in Direct Provision continued with funds received from Gaisce, the Presidential Awards Programme. Cultúr supported 9 young people to achieve their targets and complete several challenges and receive the the Silver award. The young people completed three challenges over a 52-week period including a three-day adventure journey. The Gaisce award received a lot of attention from both younger and older participants who described their Gaisce experience as “a self-development programme that encouraged us youth living in Mosney Accommodation Centre to find our passion, get active and make a difference in our community”.

Young People Intercultural & Integration Project Mosney/ Mosney Kids Project



Cultúr continue to receive funding from the St. Steven’s Green Trust to provide resources to support ongoing social inclusion workshops/activities for children, youths and young adults living in Mosney. The project organised several successful trips to the cinema (150) and Carlingford Adventure Centre (25) and AIRBOUND (22), with young people aged between 10 and 14yrs and with the participation of 6 adult volunteers living in Mosney

In 2018 various activities were organised for Mosney young people and their peers living in Navan and Drogheda. It delivered 3 intercultural workshops in partnership with Youth work Ireland Meath to over 20 young people from Mosney and the wider community. The intercultural workshops promoted integration with a special focus on ensuring that young people living in direct

provision are not left behind in terms of accessing services and supports in Meath. The young people also had opportunities to attend mental health workshops delivered by Jig Saw. Some of the young people were supported by Cultúr to share their experience and their journey so far, through drama nine of the young people from five different nationalities performed in the Abbey theatre in front of over 200 people.



## Jobs for U Migrants Progressing (JUMP) Programme

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

The programme consists of courses, accredited by Cambridge University, coordinated and delivered countywide: Courses include, Business English (3 levels with an external examination in a centre in Dublin); Career Planning Workshops, Work Place Experience Preparation courses; Work Placements and One to One Coaching and Mentoring. 340 participants benefited from this programme in 2018.

**Integration, Education & Employment of Migrants Programme**  
**Jobs for U, Migrants Progressing Programme (JUMP)**  
 2017 - 2021

The JUMP Project is a 4 years funded programme offering FREE Support & Training Programmes to MIGRANTS living in COUNTY MEATH to enhance knowledge, skills and experience to access employment, further education and training supports. We are currently recruiting participants for:

- Accredited Cambridge Business English Courses (BEC 3 levels; including Contribution towards BEC Exam Fees)
- Career Planning Workshops
- Work Place Experience Preparation Courses & Work Experience Placement
- One to One Coaching and Mentoring & Referrals to mainstream services

The Programme will be delivered in Navan, Kells, Athboy, Trim, Ashbourne, Oldcastle, Duleek, Bettystown and there are 15 places available on each training programme.

**There is NO FEE for these courses**

**TO REGISTER AND FOR MORE INFORMATION PLEASE CONTACT:**  
 Joanna Fitzsimons on [joanna@cultur.ie](mailto:joanna@cultur.ie) or 046 909 3120

Cultúr Migrants Centre, Ground Floor St. Anne's Resource Centre, Chapel Yard, Railway Street, Navan Co. Meath  
[www.cultur.ie](http://www.cultur.ie)  
 f cultur celebrating diversity

The ESF/PEIL Programmes are co-funded by the Irish Government and the Government and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014-2020

## Meath Migrant Forum

**Meath Migrants Forum**

Cultur migrants Centre invites you to participate in the Meath Migrants Forum

A Family friendly, informal & diverse space for social interaction. To share experiences in a less intimidating way.

**DATE: 29th of June**  
**TIME: 7pm**  
**VENUE: Cultur Offices, St Anne's Resource Centre, Railway St, Navan**

\*\* ENJOY A CUP OF TEA WITH OTHER MIGRANTS WHILE YOU CHAT INFORMALLY PLEASE CONTACT REUBEN FOR MORE INFO, ON 086 1994633 OR EMAIL [reuben@cultur.ie](mailto:reuben@cultur.ie)

Cultúr facilitates the **Meath Migrants Forum** on a monthly basis. This 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. This builds solidarity and common ground among migrants of different nationalities on the issues affecting their lives, and provides information and discussion sessions on different topics, identified by migrants themselves. This process also supports 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 forum in 2018

## Migrant Women’s Group Navan

Cultúr continues to facilitate a **Migrant Woman’s Group** in Navan (120) 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. They also participated in various courses funded by the Community Integration Fund from Department of Justice and Equality, including **Parenting Skills Course and Cultural Clash Programme for parents and their Young Adults**.



## Migrant Network Group



Cultúr continues to coordinate **Migrant Network Group, working with women** who come together to address issues facing them in their efforts to Integrate. Current Members consist of Irish, Asian, Jamaica, Brazil, Syrian, Egypt, Nigeria, Ghana, Zimbabwe, South Korea, Kenya, Malawi, Sudan, Kurdish and Polish

The group empower and support **migrants** particularly those who are most vulnerable, so that they feel safe and confident to navigate the complex **migration** challenges, maximise opportunities and fulfil their full potential. To promote **migrant** rights and strengthen social cohesion in Ireland. We also address issues around Racism, Migrant Young Adults (teenagers), Clash of Culture

and Domestic Violence

The group held four workshops in 2018 to parents, and a parallel workshop was delivered to young adults The workshops included Cultural Clash (between teenagers and parents), Parenting Skills, Parental and children’s expectations, Causes of Conflict in the home Forty participants, including teenagers, took part in this programme.



Festivals and Events

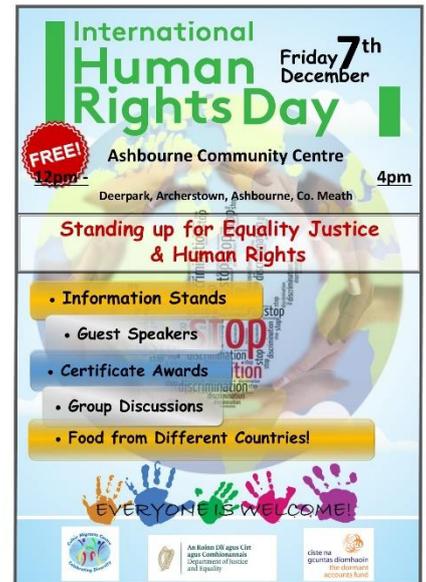
Anti-Racism Day and Human Rights & Migrant Day Event



With the support of Meath Intercultural Network, and funds from Meath County Council councillors and Meath Partnership, Cultúr hosted numerous successful events to raise awareness for key, UN recognised, days such as Anti-Racism Day, Human Rights Day and Migrants Day.

Over 630 people attended events and the free workshops. These included workshops on Anti-racism-, Rights and Entitlements, and Equality, and Introduction to Culture and the traditions of the Traveller Community. Information stands from various organisations and service providers were present and other activities

included face painting, sports and Lego activities. Throughout the day food and music from different cultures were served and played. These event's highlight and raise awareness of the issues and challenges faced by migrants, and celebrate the diversity and contribution that migrants make to our society.



Polska Eire Festival 2018



Once again, Cultúr worked in partnership with the Polish Saturday School to organise the Polska Eire Festival in Navan. 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 400 people attended including the Mayor of Navan, the attaché of the Polish Embassy in Dublin, local politicians, organisational representatives from voluntary groups families and individuals. 5 The event was organised by a group of 11 individuals including Polish and Irish and community groups

Africa Day 2018



Cultúr coordinated the Celebration of Africa Day on the 25<sup>th</sup> of May 2018. It was held in the Meath Co. Council offices. The aim of the event was to showcase and celebrate the diversity of African Cultures. Attractions included African Drum Workshops, multiple musical performances, African food, a colourful African Fashion show and a bouncy castle for the more energetic. The day brought together people not only from African nations but an international host of nations joining in one celebration. Cultúr worked in collaboration with Meath Co. Council and volunteers to host this event.

Cultur Empowerment Programmes

The Cultúr “Practical Empowerment Programme” was funded by the Community Foundation of Ireland, through mylotto24.ie. This programme delivered various empowerment projects from January to October 2018, including four vocational skills programmes. It aims to develop and build the capacity of men and women from migrant communities including asylum seekers and refugees to enable equal opportunities and to promote integration. The programme engaged over 50 migrant participants both male and female in capacity building activities, including Barbering, Sugar Craft, Jewellery Making, Beauty and makeup and shoe making.



This promotion of social inclusion and migrant entrepreneurship, increased participation in community work practice and enhanced the leadership of participants.

#### Relevant Goal: Policy

#### Migrant Integration Strategy Monitoring & Coordination Committee

Cultúr continues to participate in the work of the Migrant Integration Strategy Monitoring & Coordination Committee of the OPMI (Department of Justice and Equality). It met 4 times in 2018 to review and contribute to the implementation of the current National Migrant Integration Strategy.

#### 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 the Meath intercultural Network (MIN). In 2018 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 the 4 new ethnic led organizations 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

In 2018 Cultúr continued to work with Meath Partnership regarding the Social Integration and Community Activation Programme work and to implement some of the actions in the Meath Integration Plan.

#### Local Economic and Community Plan for Co. Meath

Cultúr currently updates the Meath Local Community Development Committee 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 a voice on issues affecting migrants in the county.

## Organisation Development

During 2018, several **Staff Planning & Team Building** sessions took place where team members reviewed the work plan at the beginning of the year, developed a new work plan, and prioritised task/actions for the coming year.

The board, staff and volunteers are committed to the strategic plan and 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.