



# ANNUAL REPORT 2019



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## COMPANY GENERAL INFORMATION

### Board of Directors:

John O'Dowd	Yemi Adenuga
Anton McCabe	Berny McMahon
Evans Shirihuru	Aoife Masterson
Marian Curry	Pamela Kpaduwa
Mary Coffey	Anna Mielnik

### Staff Team & Volunteers:

Tinu Achioya – Programme Manager

Reuben Hambackachere – Project Worker

Joanna Fitzsimons – Project Worker

Pauline Poole – Community Worker/ Job Coach

Joanna Cibor - Administrator

Shola Yaya - Administrator/Community Support Worker

Chelsea Stokes - Administrator/Community Support Worker

John Wallis -Tutor

Breda Hayes -Tutor

Teresa Martin -Tutor

Zkariat Sadig – Support Worker (Volunteer)

Saheed Ibrahim – Support Worker (Volunteer)

Jinnicha Saowaphayodsawee 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 2019

### Introduction by Chairperson

As a county-based community organisation working with migrants, asylum seekers, and refugees, Cultúr faces challenges every year in terms of fulfilling its mission to promote equal rights and opportunities and to develop an intercultural Meath. We are constantly under-funded and under-resourced and mere survival each year continues to be one of our major achievements. Despite clear recognition of the work that we do from statutory bodies such as Government Departments and Meath County Council we nevertheless struggle each year to keep our heads above water. Fundraising continues to be a major challenge for us as an organisation.

What we manage to achieve each year is testimony to the dedication, hard work and passion of our Board, our staff, our interns, and our volunteers. This report shows in detail the number and range of projects and activities that we engaged in during 2019.

Perhaps the strongest recognition of our work was the decision of the President, Michael D. Higgins, to hold a Gaisce ceremony in the Mosney Direct Provision Centre where we have been supporting the residents for a considerable number of years through a number of different programmes. The President decided to come to Mosney to show his support for the residents of direct provision centres and for the outstanding work that was being done by residents of these centres, including the young people whom we supported through the Gaisce programme.

Cultúr does not carry out its activities alone. We work in many instances in partnership with other organisations such as Meath County Council, LMETB, Meath Partnership, SIPTU, and other migrant and advocacy organisations. Again, there is detail on this joint working in our annual report for 2019.

Achieving independence and being able to live with dignity, whether alone or with a family, requires migrants to learn a new language, new ways of doing things, and in many cases new skills. It means getting a job and having a place to call home. Our activities in 2019 continued to support migrants and asylum seekers through language classes, personal and professional development courses, and job seeking programmes, among others.

We also supported groups that were formed to protect and to cherish their own cultures and languages. Retaining a sense of their own heritage and identity is clearly vital for migrants and asylum seekers as they navigate the challenges of living and working in a different country and culture. Cultúr has always recognised this in its goal of 'celebrating diversity'.

As Chairperson I would like to commend everyone to read this report closely to see the scope and depth of work that Cultúr carries out each year with the minimal level of funding available to it.

I would like to sincerely thank our funders from statutory and voluntary sectors. Without their trust in our work – as evidenced by their ongoing financial supports – we would not be able to keep going from year to year.

I would also like to thank all of the organisations with which we have worked in partnership over the past year.

Most importantly of all I would like to thank the ‘Cultúr community’, that is the voluntary Board, our Project Manager and staff, and the interns and volunteers who work so hard and with such commitment to that work.

John O’Dowd  
Chairperson.

## OUR ORGANISATION

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 sixteenth year working with migrants and ethnic minorities in Co. Meath. In 2019

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.

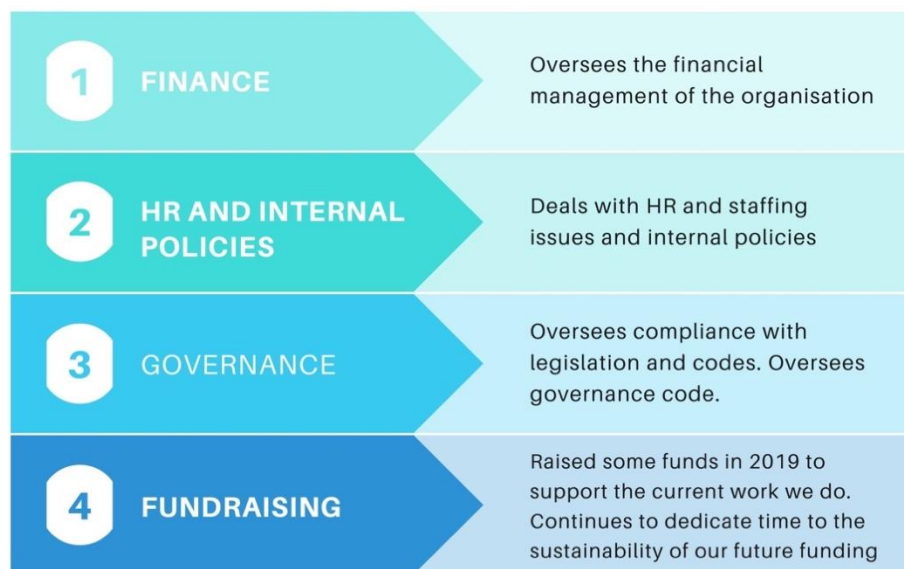
Recent research carried out on Cultúr's work in 2018 illustrated how valuable our work is to the local migrant community. Interviews were conducted with 15 respondents as well as staff and volunteers in order to assess our contributions and our impact. The migrants interviewed for the survey indicated that 'housing', 'work and employment' and 'racism and discrimination' were the issues that most concerned them. In broad terms, they stated that Cultúr had a welcoming environment and a variety of different programmes to deal with the issues concerning them especially in regards to gaining meaningful employment. These interviews demonstrated that the respondents are very satisfied with the support Cultúr offers migrants. The only suggestions for improvements were; more programmes for youth, more daytime English classes and a drop-in centre where migrants are welcome to stay and socialise.

## GOVERNANCE STRUCTURE

Cultúr Migrant Centre is a registered charity managed and governed by a board of directors. Our 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 organisation's strategic plan. The board are currently finalizing the new strategic plan for 2019-2023. We have submitted our annual report and accounts to the charity's regulator for 2018 in 2019 in line with our obligations as a registered charity.

There are ten board members. The Board operates four sub groups, which assist it to carry out its governance function.



The programme manager is responsible for the day to day management of the organisation. The programme manager oversees the staff, volunteers, projects and the implementation of the strategic plan in the form of annual work plans approved by the Board and are in line with the internal policies and procedures. All internal policies and procedures are under the direction of the Board of Management.

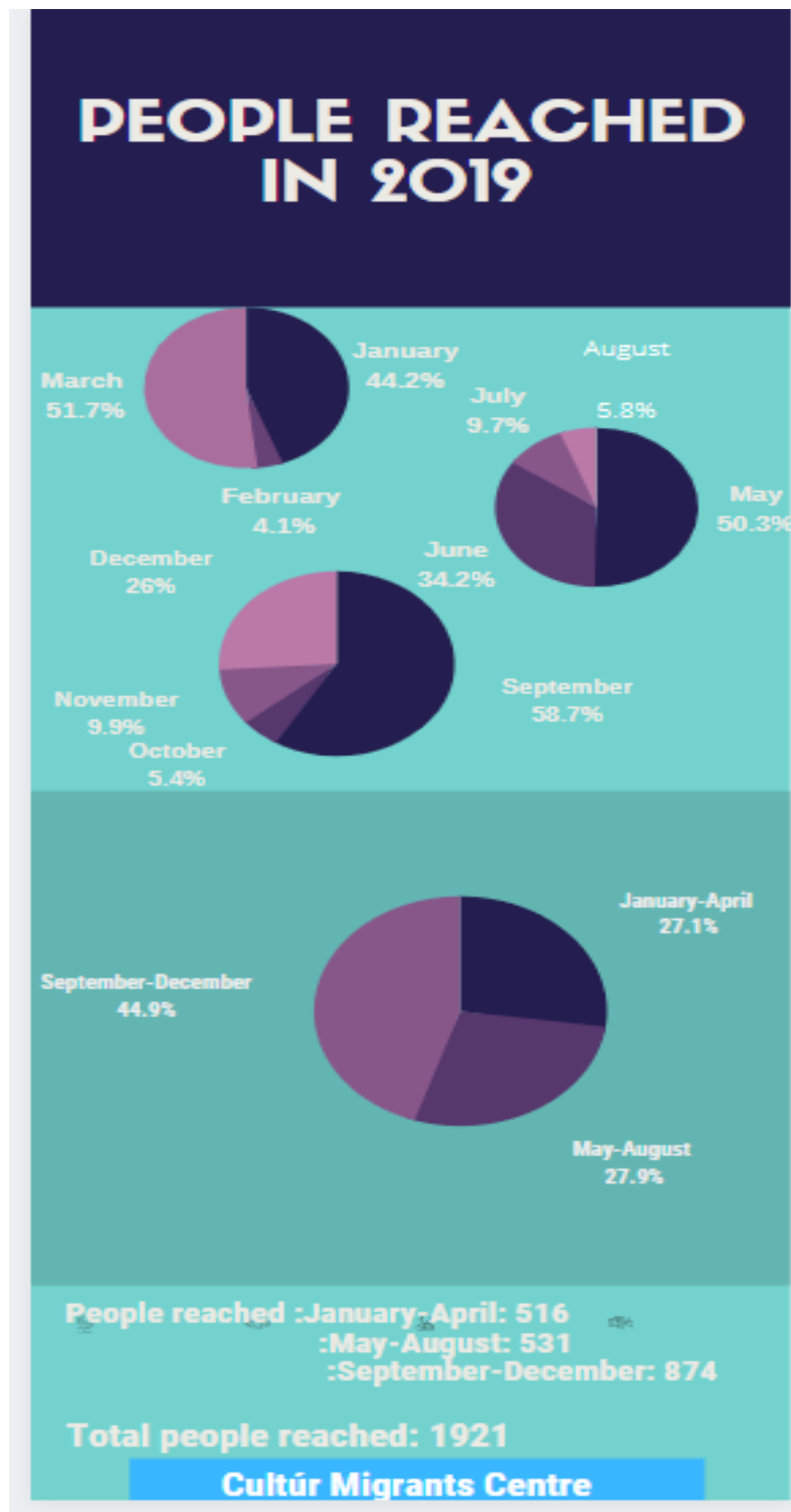


Funding			Staffing	
POBAL DORMANT ACCOUNT FUND	ST STEPHEN'S GREEN TRUST	THE COMMUNITY FOUNDATION OF IRELAND	1	FULL-TIME STAFF
OPMI NATIONAL COMMUNITY STRAND	THE GIVING CIRCLE	COLUMBIANS IRELAND	3	PART-TIME STAFF
LMETB	TULSA	IRISH GOVERNMENT	4	CORE TUTORS
DEPARTMENT OF JUSTICE AND EQUALITY	EUROPEAN SOCIAL FUND	EUROPEAN COMMISSION	1	COMMUNITY EMPLOYMENT WORKER
			2	TUS (COMMUNITY WORK PLACEMENT) WORKER
			Lots of	VOLUNTEERS

**Volunteers:** Cultúr continues to be supported by amazing group of volunteers who support our work across a range of areas including the new Cultúr Conversational English project (take over from Failte Isteach). Our volunteers assist on many areas of our work and support us in a wide range of initiatives. They continue to be crucial to our work.

**Publicity:** The organisation website and all our 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 organisational awareness.

## THE STATISTICS



# STRATEGIC PLAN & POLICY OBJECTIVES



## 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 of social change on issues identified by ethnic minorities themselves.

## 2. HUMAN RIGHTS

To use 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.



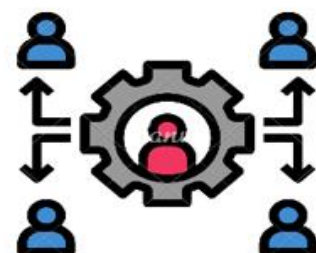
## 3. POLICY WORK

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.

## 4. ORGANISATIONAL DEVELOPMENT

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

Consultation took place throughout 2019 to develop a new strategic plan beginning in 2019

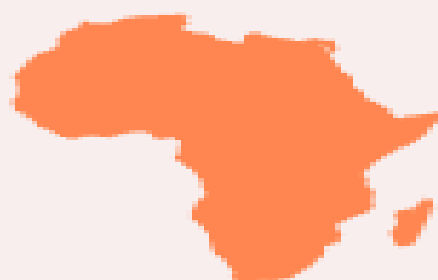


# ACTIVITIES IN 2019

## Cúltur Migrants Centre

### CPR TRAINING

We offered CPR Training to the public which had a big response with 87 participants.

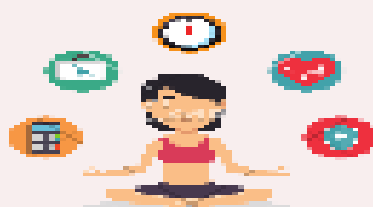


### AFRICA DAY

We celebrated Africa Culture in the summer and had a big turn out of over 270 people.

### CCE ENGLISH

We have an English class in place called Cúltur Conversational English for people with little to no english.

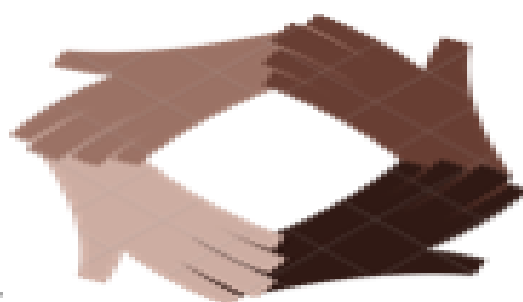


### SOCIAL CHANGE (WELLNESS PROGRAMME)

We deliver a wellness programme which undertakes smaller projects to look after the mental health of Migrants.

### ANTI-RACISM EVENTS

Throughout the year we have events ,projects and workshops involved around raising awareness about racism and trying to address it

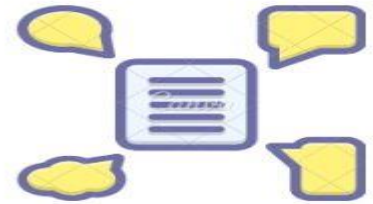




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## MEATH MIGRANT FORUM

We set up a space for migrants to feel welcome and have a cup of tea and chat with a fellow migrants.



7

## HELP WITH C.V

We have a job coach here at Cultúr who is ready to help migrants who need help with their Curriculum Vitae.



8

## MOVING ON PROJECT

This is an ongoing project throughout the year that works with migrants particularly in mosney.



9

## CAMBRIDGE ENGLISH CLASSES

We have another English class in place for migrants who have good English but still need improvement. There is classes based in Navan and Blanchardstown.



## ASA WA DAY

We had a day in which we celebrated African Yoruba traditional art and culture which had a huge turnout of over 300 people.



## STRATEGIC PLAN 2019

### Community Work, Human Rights and Policy Work

#### NetWork Project

The NetWork Project provided comprehensive life and job ready skills training that equipped over 115 female refugees and migrants over the course of 2 years with the skills required to succeed in Ireland. The NetWork project supported participants in applying for jobs, preparing CVs, accessing employment services, applying for higher education and courses and getting driving lessons. As a result, more migrant women are engaging with mainstream employment support services.

- 24 women have returned to work on either a full-time or part-time basis over the 2 years
- 40 women are actively seeking employment and have the skills necessary to obtain employment
- 2 women got their full licences and another 12 are working on their driver competence skills.



On the 11<sup>th</sup> of September, Cultúr and Meath Partnership hosted the 'Meath Job Fair' in the Trim Castle Hotel. Approximately 112 people were in attendance. The fair presented attendees with an opportunity to meet with potential employers and recruitment agencies from various organisations all under the same roof. By the end of the job fair, up to 20 attendees had met with a job coach for one to one support and discussed employment opportunities with up to 15 potential employees.

Pictured above is Noheemot Kadiri, who was supported by the Network Project to attend the Cabin Crew course. She is now employed as cabin crew staff by Ryanair.

## Garden Party with Michael D Higgins

Cultúr attend Áras an Uachtaráin garden party with President Michael D. Higgins and his wife Sabina.

In June 2019 Cultúr staff and volunteers were honoured to be considered special guests to President Michael D. Higgins and his wife Sabina at the Áras an Uachtaráin garden party to highlight issues around Direct Provision.



The President and his wife Sabina Higgins opened up their home to celebrate the work of people and organisations working with people living in direct provision to promote a fairer, more inclusive and creative Ireland. Around 450 people attended the event, which was organised in conjunction with the Department of Justice and the UN refugee agency. This was a lovely day had by all.

## Cultur Conversational English Classes (CCE)

In 2019 Cultúr decided to move from Failte Isteach classes and designed our own conversational English programme. The New CCE programme is designed as a progressive English course that supports learners to progress onto our accredited Cambridge courses. With the continued support of our six CCE volunteers, CCE classes have been coordinated and delivered to over 50 participants in second half of 2019. These participants are from diverse



communities in Navan Co. Meath. Similarly, to Failte Isteach, the CCE 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 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

Funded by St. Stephen's Green trust refugee support grants programme ended in 2019.

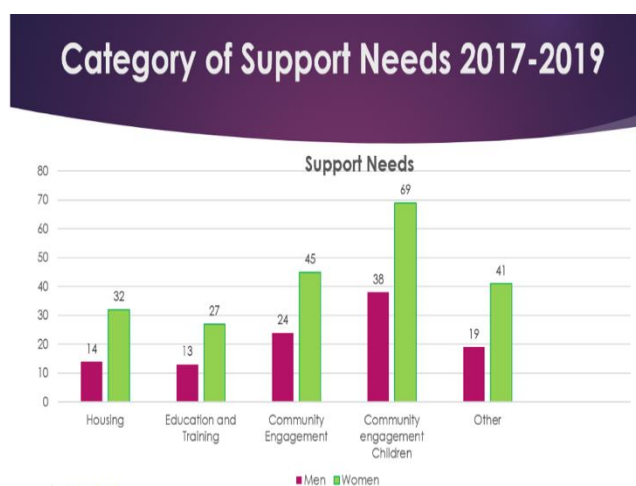
The Moving on Project ran from 2017 to 2019. In 2017 Cultur Migrants centre secured funding from the St Stephen's Green Trust (SSGT) to support the development of an evidence base of effective measures needed to support people with leave to remain and refugees to make a smooth transition from direct provision accommodation to independent living and integration into the community. This project aimed 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. Over the three-year term of this project this programme reach 337 People.

### Moving on Key Outcome Indicators Participants

- ▶ 6.15% of adults reported increased involvement in community
- ▶ 23.9% of Men and 39.5% of Women reported increased confidence
- ▶ 18.2% of Men worked and 36.3% of Women were assessed as having improved skills over time



- ▶ 12.3% of Men and 21% of Women were assessed as having improved ability to advocate
- ▶ 21 people are now employed
- ▶ 69 people have completed or are engaging in further education
- ▶ 58 people are now in accommodation



## GAISCE – The President’s Award/ The Silver Award

Our work with young people in Direct provision continued in 2019 with funds received from Gaisce Presidential Awards organisation. The project will support 5 participants to complete the Gold award in 2020. The young people will be expected to complete three challenges over a 52-week period including two residential retreats and a three-day adventure journey. The Gaisce award received a lot of attention from both young 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”. Cultúr will now support 5 Adult leaders in Mosney to become Gaisce leaders known PALS. With the help of these volunteers Cultúr aims to support over 10 young people in Mosney to gain their Bronze Gaisce Award in 2020.



## Jobs for U Migrants Progressing (JUMP) Programme

In 2017, Cultúr received four-year funding to deliver the “Jobs for U, Migrant Progressing Programme” (JUMP) 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 areas to facilitate improved access to employment and training supports. At The end of 2019 this programme has reached over 550



participants. These programmes are delivered across Co. Meath and consists of 3 levels of Cambridge Business English, Accredited by Cambridge University. Examination takes place in an external examination centre in Dublin.

As part of the JUMP programme Cultúr also provides, Career Planning Workshops, Workplace Experience Preparation courses & Work Placements and One to One Coaching and Mentoring.

### Meath Migrants Forum

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. 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 information and discussion session on different topics which were identified by migrants themselves and to support the development of leadership



skills among migrants who are interested in voicing the issues that migrants experience.

Two migrant Forum meetings took place in 2019 with over 100 migrants from diverse nationalities participating in the form in 2019.



### Migrant Women's Group

Cultúr continues to facilitate a Migrant Women's Group in Navan. In 2019 the Women's group took part in many programmes ranging from personal development, elementary English classes and Art classes. The Migrant Women'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 women's group through the support of Community Integration Funds from Department of Justice

### Migrant NetWork Group New Age Project

The Migrant Network Group New Age Project supported by Community Integration Funds from Department of Justice started in 2018 and supported migrant parents through Parenting Skills Courses and a Cultural Clash Programme for parents and Young Adults.. Through this group participants come together to address some of the issues facing migrants in their bid to Integrate. The aim is 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. Current participants span across a wide range of nationalities and ethnicities. The group held four workshops in 2019 for parents, a parallel workshop was delivered to young adults and 40 participants including teenagers took part in this programme. The workshops included Cultural Clash (between teenagers and parents), Parenting Skills, Parental and children's expectations, Causes of Conflict in the home.



## FESTIVALS AND EVENTS

### Anti-Racism Day

In 2019 with the support of Meath Intercultural Network, municipal funds from Meath County council councillors 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.



Over 630 people attended 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 from many migrant Communities. 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 around Human Rights and celebrate the diversity and contribution that migrants make to our society.

### Human Rights Day



Our International human rights event took place in Navan and Ashbourne this year. The theme was hands of hope for the future. Staff were outside both Navan and Ashbourne shopping centres raising awareness of human rights by asking participants to raise their hands in hope and write a message of hope for the future of human rights onto colourful cardboard hands.

### Africa Day 2019

Cultúr coordinated the Celebration of Africa Day on the 15 June 2019 held in Claremont Stadium Navan. This was our second year to host this event in Co Meath and it was a great success. The aim of the event is to celebrate and showcase the diversity of African Culture through multicultural exhibitions, African fashion displays, music and dance performances and 'A taste of Africa' food from African cultures. The overall objective of the event was to promote a positive image of Africa, highlighting Irelands priorities in Africa, but ultimately, to build bridges between the Irish and the African community in Co. Meath and surrounding areas.



### ASA WA Day 2019

Cultúr also supported the Yoruba Heritage Art and Cultural Group of Ireland with their first ASA WA Day. This was a really colourful day that consisted of a parade through Navan town and a cultural exhibition in Claremont Stadium.



### Cultur Empowerment Programmes

The Cultúr “Practical Empowerment Programmes” continues to deliver various empowerment programmes. The programme included the delivering of four vocational skills programmes to develop and build the capacity of 65 men and women from migrant communities including asylum seekers and refugees to enable equal opportunities and to promote integration. The project aims to promote social inclusion, migrant entrepreneurship, increased participation in community work practice and enhanced leadership of participants. Cultúr delivered Barbering Training, Sugar Craft Workshop, Jewellery Making Workshops, Beauty and makeup classes and shoe making.

### Irish Heart Foundation CPR Training

Due to a huge demand, Cutlúr decided to run CPR training in partnership with the Irish Health Foundation. This was a new initiative that Cultúr decided to undertake as there was a huge need for it in the community. A total of 87 participants took part in our free CPR Training. This training was offered by the Irish Heart Foundation and supported by Cultúr





### Walk into Wellness Social Change Grant.

#### Empowerment and Motivation Workshops and Mindfulness Art Classes.

Engagement with wider stakeholders created awareness of the Walk into Wellness project and raised mental health awareness among migrants in Co. Meath. Engaging with Mental Health Ireland and teaching the 5 ways to wellness in conjunction with the project enabled the participants to compound their learning, knowledge and understanding of how to develop resilience, and coping skills. Participants really enjoyed developing ideas for the project and were really involved and invested in the success of the project. The Mindfulness art sessions were a real success and participants really enjoyed this. Participants felt that these classes helped them relax and express themselves. In the evaluation and the reflection of the programme participants felt that these classes helped them grow confidence, self-awareness and resilience.



#### Art Classes



## POLICY WORK

### Migrant Integration Strategy Monitoring & Coordination Committee

Cultúr continues to participate in the work of the Migrant Integration Strategy Monitoring & Coordination Committee by Department of Justice OPML. It met 4 times in 2019 to review and contribute to 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). As a result of the delay in publishing the integration strategy Cultúr supported two MIN meetings in 2019. These meetings were held to discuss the role of lead agencies, funding of activities and monitoring & evaluation processes. During the year the 2 new ethnic led organizations participated in the implementation of actions in the plan. These were from the ASA WA group and the Migrant Network Group. The MIN is currently working with over 20 local community organisations and stakeholders including ethnic minority led organisations towards implementing actions on the Meath Integration Strategy.

### Joint Working with Meath Partnership

In 2019 Cultúr continued to work with Meath Partnership under both the Network and the SICAP programmes.

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

Cultúr continues to feed into Meath LCDC. This is achieved through quarterly updates on progress as the plan has been written into the Local Economic and Community Plan for Meath.

### Social Inclusion pillar of Public Participation Network

Cultúr is still an active member of the social inclusion pillar of the PPN and continues to attend PPN meetings to represent and provide expertise on issues affecting migrants in the county. Cultúr has also supported the Migrant Network Group to develop and establish itself as a self-representative group the PPN level of local government.

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

## ORGANISATIONAL DEVELOPMENT

During 2019, 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 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.

