



Annual Report 2021



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December 2022
Cultúr Celebrating Diversity Ltd.
Ground Floor, St. Annes Resource
Centre
Railway St
Navan, Co. Meath



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Company Information

Board of Directors:

Chairperson: Anton McCabe

Yemi Adenuga

Evan Shirihuru

Aoife Masterson

Marian Curry

Pamela Kpaduwa

Berny McMahon

Anna Mielnik

Mary Coffey

John O'Dowd

Colletta Daliken

Programme Manager: Tinu Achioya

Registered Office Address: Cultúr Migrant Centre, 1st Floor, St Anne's Resource Centre (grounds of St. Mary's Church) Railway Street, Navan, Co. Meath, Ireland

Companies Registration Office No: 418507

Registered Charitable Number: 20066369

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

Principal Bankers: AIB



http://

cultur.ie



WHO WE ARE

Cultúr Migrant Centre is a midlands-based community organisation working with migrants, asylum seekers and refugees, focusing on the provision of equal rights and promoting the empowerment, participation and self determination of ethnic minorities. Cultúr uses a community work-based approach to achieve social change through addressing the root causes of inequality and injustice.



MISSION

To promote the empowerment, participation, self-determination and rights of ethnic minorities who experience or are at risk of poverty, social exclusion and racism.



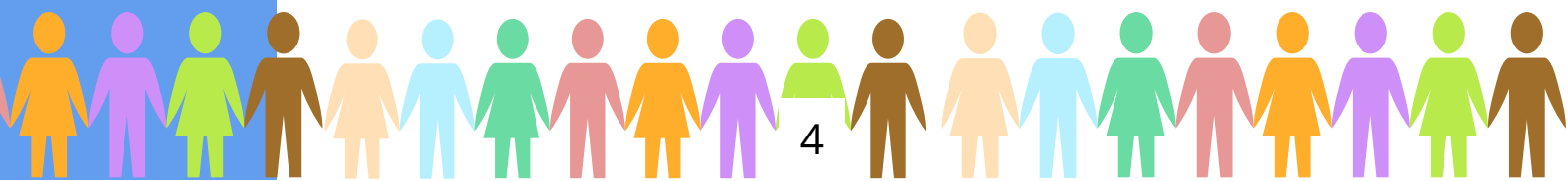
VISION

An equal and intercultural Community where ethnic minorities and their families are included and respected.

VALUES

We believe that by working together in solidarity with ethnic minorities and others we can achieve real social change

ABOUT US





OUR VALUES



A commitment to working towards an anti racist and **intercultural society**.



A focus on an **equality framework** which is anti-racist, anti-sexist, with a class analysis and promotes the social inclusion of ethnic minorities.



An emphasis on a **community work approach** to our work.



A commitment to the **empowerment and participation** of ethnic minorities.



A capacity and willingness to **working in solidarity** with others seeking to promote the rights of ethnic minorities through a shared vision and ethos.

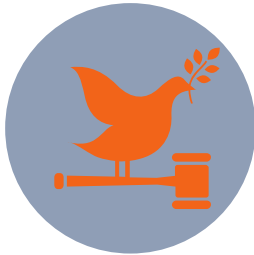


OUR GOALS



Community Work

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



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.



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.



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.

Governance Structure

Cultúr Migrant Centre is a registered charity managed and governed by a Board of Directors. Our work is informed by our Strategic Plan 2020 - 2024, of which our Directors oversee the governance and the strategic direction of the organisation.

The Board meets on a regular basis to review and oversee the implementation of the organisation's strategic plan. In 2021, the Board met 7 times. It held its Annual General Meeting (AGM) in July 2021 in person and virtually on Zoom. Our annual report and accounts were submitted to the charity's regulator for 2020 in 2021 in line with our obligations as a registered charity.

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

There are currently ten Board Members; **John O'Dowd; Berny McMahon; Yemi Adenuga; Anton McCabe; Evans Shiriuru; Aoife Masterson; Mary Coffey; Marian Curry; Pamela Kpaduwa; Anna Mielnik.**

The Board operates four separate sub-groups, which supports it to carry out its governance functions:



Finance

Oversees the financial management of the organisation



HR & Internal Policy

Deals with HR and staffing matters and internal policies



Governance

Oversees compliance with legislation and codes. Oversees governance codes



Fundraising

Continues to dedicate time to future sustainability and growth of organisation through modest fundraising in 2021 to support our work.

INTRODUCTION FROM CHAIRPERSON

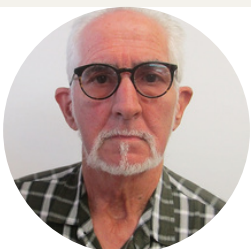
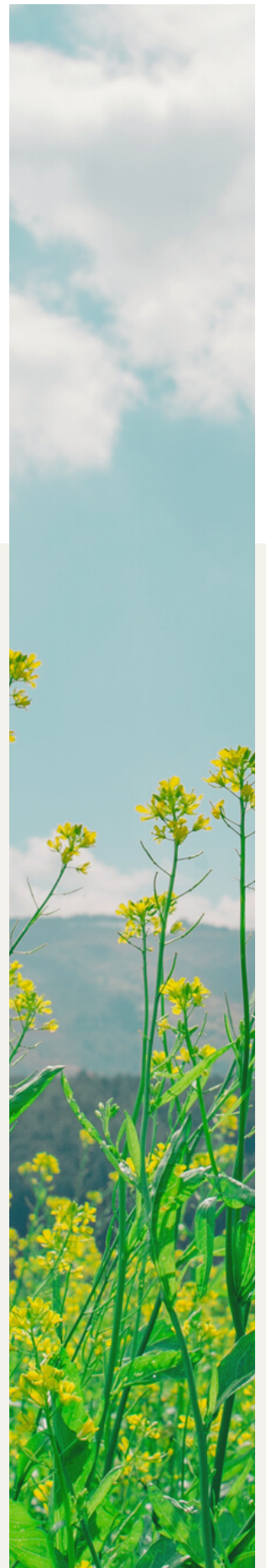
It is an honour for me to be back in the chairperson's seat of Cultúr having been with the organisation since its inception. 2022 promises to be a year where we all can look back over a period of two years of fear, fighting against an invisible monster. As an organisation, we continued to work and succeeded in keeping our many projects and training programmes ongoing. If it were not for technology and the determination of the manager, Tinu, and the board of directors, our work would have come to a complete standstill. I have to acknowledge the great work that Tinu Achioya and her team of dedicated workers delivered albeit while we were still in a pandemic.

We continued our upskilling projects, the social connection and inclusion project {AMIF} the women's group, English classes, the PEIL programme, and Cultúr continued to participate and contribute to the migrant integration strategy monitoring. The work plan for the Migrant Network Community Development work plan for Louth and Meath was launched. We have made applications for funding for different projects, some ongoing and some new projects which will complement the work already carried out by Cultúr.

The work of Cultúr has been recognised by many other organisations; indeed, Cultúr is presently involved with a number of organisations across Ireland.

In conclusion, I am very confident that our presence in an ever-changing country, where the Minister of Justice, Helen McEntee is a breath of fresh air with her approach to making a multicultural Ireland. It is her intention to regularise the many undocumented migrants on the island of Ireland.

Hoping 2022 is another successful year for Cultúr. My sincere thanks to the Board of Directors and staff for all their work.



Anton McCabe
Chairperson

THE CULTÚR FAMILY



Cultúr Migrant Centre is staffed by 2 full-time staff, 3 part-time staff, 2 CE workers, 1 TUS and 14 volunteers.



Tinu Achioya- Programme Manager



Reuben Hambakachere- Equality Diversity & Inclusion Officer



Joanna Fitzsimons- Project Worker



Joanna Cibor - Office Administrator



Shola Yahya - Support Worker



Ludmila Smucere - Office Administrator



Ángel Marroquin - Community Development Worker



Declan McGovern - Volunteer Policy Officer



Archibald Mathibela - Volunteer Communications Officer



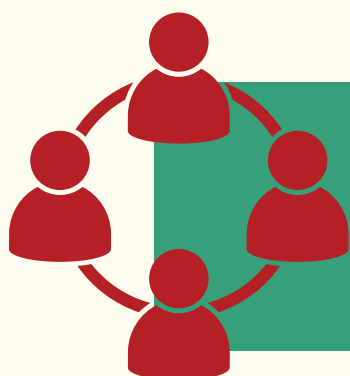
Noel Bannon - Volunteer Communications Officer



Ronan McGowan- Finance officer



OUR REACH & IMPACT



**Engaged 1328 people
in 2021**



**Supported 64
nationalities**



OUR PROJECTS AND EVENTS



Chinese New Year



On 16th of February we hosted an online celebration for the Lunar New Year. 2021 was the Year of the Ox. This event was organised to highlight and raise awareness of traditional Asian culture and to celebrate the New Year with the local Asian community.

The event included guest speakers, prizes and information about Chinese food and culture. We were honoured that the Lord Mayor of Dublin, Hazel Chu kindly spoke as one of our keynote speakers. We were also delighted to receive a very generous contribution from Asia Market of a special food hamper packed with delicious, traditional items that was included as part of our giveaway during the event. The event provided the local Chinese and wider Asian community a chance to celebrate and connect virtually amid the continued period of restrictions.



INTERNATIONAL WOMEN'S DAY

International Women's Day **8th MARCH 2021**

WOMEN EMPOWERING WOMEN



Monday 8th March 4pm - 5pm

Online celebration of:
EDUCATIONAL, SOCIAL, ECONOMIC, CULTURAL AND
POLITICAL ACHIEVEMENT OF WOMEN

Guest speakers include:

- Women who have overcome their own limitations
- Women making changes and making their dreams come true

To register contact:
pauline@cultur.ie, 0873101103



On 8th of March 2021, Cultúr Women's Groups welcomed International Women's Day as an opportunity to celebrate the achievements of women and to further advance gender parity in Irish and global society. This online event provided a forum for attendees to create awareness of gender bias, address it, challenge it, and overcome it. The event was engaging and inspiring as it featured inspirational women speakers from the worlds of education, business, career development, and women's rights activism.



ANTI-RACISM CAMPAIGN 2021

As March 21st is the International Day for the Elimination of All Forms of Racial Discrimination and is part of the European-wide Action Week against Racism 17th-25th March, we were excited to announce a Social Media takeover to kick off a week of raising awareness and solidarity against racism, and to promote our annual Anti-Racism Day event. Our students on placement from TU Dublin Blanchardstown and Maynooth University controlled our social media channels to highlight issues and challenge racism, encouraging others to stand up to racism and use the hashtags #DontBeABystander, #StandUpAgainstRacism and #WalkWithCulturAgainstRacism. Our campaign engaged over 1000 people across our social media channels.

This was followed by our Anti-Racism Day event on 19th March to promote and celebrate inclusion, equal rights and diversity. Almost 70 people attended the successful event which featured personal testimonies from individuals who experienced racism.



Post created by one of our students for social media



On 25th May 2021, we came together virtually to celebrate the unique diversity of African heritage, customs, languages and traditions.

We celebrated the vibrancy that members of the African community bring to Ireland, including their own individual talents, crafts, skills and other amazing contributions.

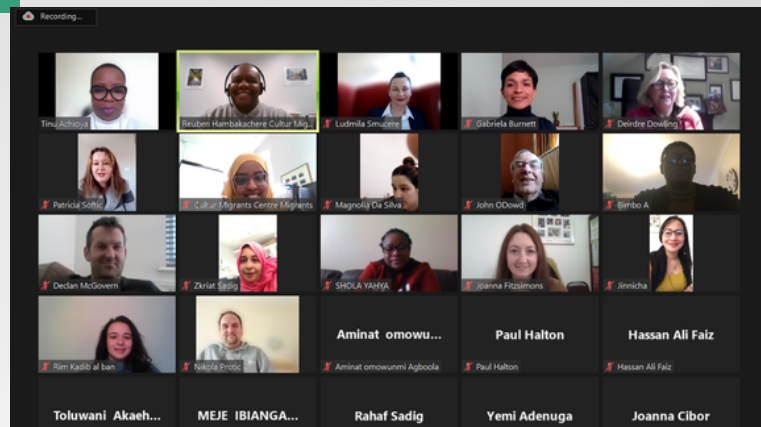
Our event highlighted the positive impact and influence of African communities in Ireland. and featured an array of guest speakers, traditional African recipes, an art and culture exhibition, a virtual fashion show and a cultural performance. 45 people attended our event.



On 9th June 2021, we held a unique online seminar under the PEIL project on capacity-building, building confidence and self-esteem, personal goal-setting, and how to stay motivated to build a successful career, especially during the pandemic. Our guest speaker for the event was Marian Brennan, a Motivational Speaker, Executive Trainer and Life Coach. 28 people attended the event.

HUMAN RIGHTS DAY

Our annual Human Rights Day event took place online on 10th December 2021. The aim of both the day and the event is to shed light on human rights and discuss and highlight the struggles faced by people, especially migrants when their human rights are compromised. The 2021 theme related to “Equality” and article 1 of the Universal Declaration of Human Rights – “All human beings are born free and equal in dignity and rights”. The overall objective of the event was to promote human rights and highlight the injustices that migrants face in Ireland. This annual event also serves as a way in which to spotlight migrant voices and have them be heard by the Irish society.



Leading up to the event, and on the day, we worked in partnership with both the Irish Human Rights and Equality Commission and our 11 newly-trained human rights advocates who worked together to create this interactive and engaging event. These Human Rights advocates took part in a QQI Level 6 training on human rights, social justice and anti-racism with the end goal of delivering workshops to their local community to inspire others to become multipliers of change. The event was comprised of 10 presenters and 1 guest speaker. The presenters spoke about human rights and human rights violations, while the guest speaker spoke about migrants and the labour market gap in Ireland.

Our Projects



Social Connection and Inclusion Project (SCIP)

Aim to increase the capacity of asylum seekers, refugees and TCNs in accessing employment opportunities, training and education with the overall objective of enhancing their employability by focusing on developing key skills.

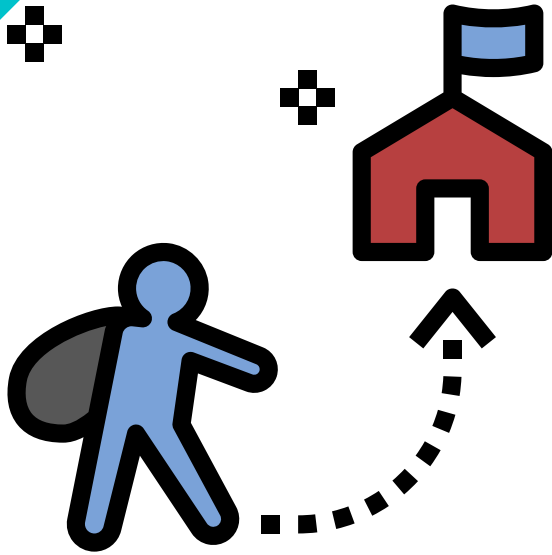
- Increase the capacity of 23 migrant leaders to engage the local community and actively participate in civic activities and local community forums.
- 42 people attended anti racism and cultural competence training including probation An Garda Siochana, foster parent agencies, Meath Library frontline staff and local community centers.

Navan Women's Group

Continued to facilitate and grow the Navan Women's Group despite additional lockdowns and restrictions in 2021. The aim of the Group serves as an opportunity for women from a variety of ethnic and cultural backgrounds to build self-confidence and develop friendships while chatting over a cup of coffee and sharing aspects of their cultures, in a friendly and diverse space. Another key aim is to support personal development and capacity-building. 2021 was no different in that various activities were carried out, including personal care and wellbeing workshops, arts and crafts, knitting & embroidery, music & dance, cultural discussions and much more.



International Protection Applicants & Refugees



Impact of the COVID-19 pandemic on Children's and Young People in International Protection.

Survey was carried out to find the impact of covid-19 on young people between the ages of 13-25 yrs living in direct provision.

- **8%** recorded reduced attendance in online classes
- **55%** indicated that they were able to attend classes moved online as a result of COVID-19?
- **90%** understood the Irish government's guidance on COVID-19? (Including different levels of restrictions, social distancing)
- **78%** recorded being worried/ anxious about the COVID-19 situation/ getting COVID-19?
- **40%** indicated that they were not aware of charities/ organisations/counseling and other supports for mental health?

SURVEY

Work in Direct Provision

- 46 families supported with housing and social welfare issues
- 3 families supported to move out of DP
- 23 families assisted in completing the necessary forms (23 people)
- 19 landlords called on behalf of applicants
- 6 people accompanied to house viewings
- 13 Liaise with landlords/ Meath Council/ Community Welfare Officer.
- 2 families supported to apply for family Reunification
- 110 people attended Cultúr Education and training program
- 79 availed of employment supports

Key issues

- **Length of time:** The average length of stay in Direct Provision is 24 months, with some residents having spent up to 4 or 7 years
- **Isolated locations:** Some centres are located in rural areas, with limited transport options and support services.
- **Health:** Physical and mental health issues among residents are very common. Asylum seekers are 5 times more likely to experience mental health issues and psychiatric conditions.
- **Education:** Limited access to further & higher education.

Our Projects



Meath Migrant Forum

Continued to facilitate the Migrant Forum throughout 2021. The Forum creates channels of participation by which members can enjoy open dialogue, exchange information, discuss matters affecting their community and influence policy and change by forming a collective analysis of their experiences and taking direct action.



MORE INFO:
0469093120,
IOANNA@CHTIUR.IE



Job Activation and Business Tech Seminar

On 6th May 2021, we ran a free online seminar aimed at encouraging and informing participants of the range of resources, hints, tips and tools that are available to support them in their career planning and development. We were so proud to host experienced professionals in the field of Career Development during the seminar, including Asta Jakubson, award winning International Fashion Designer and Mentor, Brian McIvor, Career & Interview Coach, Marian Brennan, Motivational Speaker, Executive Trainer, Life Coach, and so many others. Over 60 participants took part on the day.

Our Projects

Video Creation & Editing Workshops

20 people completed 6 weeks workshops to acquire new skills; share their learning in a group context; engage in peer support; increase their ability to communicate at basic level English; and support their positive integration at a local level. The project was effective in providing:

- A progression route to further education within mainstream services
- Enhanced self-esteem, confidence, social skills and personal development for participants
- Improvement to participants' English language skills and ability to communicate with local community.
- Providing a safe space for networking, sharing skills, knowledge and building capacity
- Assisting migrants with adapting to living in a new country
- Keeping people connected and active: way to tackle loneliness and isolation
- Understanding cultural difference
- Combating isolation and marginalisation



Human Rights & Anti-Racism Community Leader Training

We were delighted to team up with the Irish Human Rights and Equality Commission to deliver accredited QQI Level 6 training to 13 migrant community group leaders and assist them to gain a qualification to become a skilled facilitator with the aim of delivering their own Human Rights and Anti-Racism workshops to their local communities to inspire others to become agents of change. A number of these participants later went on to co-host our Human Rights Day event in December.

CULTÚR MIGRANT CENTRE

ARE YOU A MIGRANT INTERESTED IN HUMAN RIGHTS?

TAKE PART IN
QQI LEVEL 6 TRAINING
ON HUMAN RIGHTS
AND ANTI RACISM TO
DELIVER WORKSHOPS
IN YOUR COMMUNITY

FOR MORE INFORMATION
CONTACT SHOLA
INFO@CULTUR.IE OR
0892487364 / 0469093120

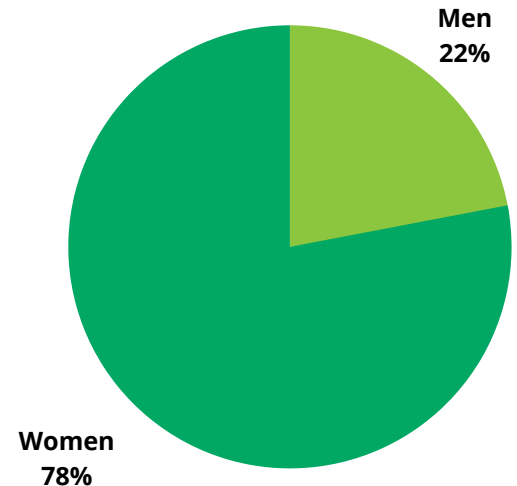
Comisiún na hÉireann
um Chwarta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission

This project is supported
under the Irish Human
Rights and Equality
Commission Grant Scheme

OUR PROJECTS

Programme for Employability, Inclusion and Learning (PEIL)

One of our biggest areas of work is providing the local migrant community with support for English language acquisition and personal and professional development opportunities. For this, we kindly receive funding under PEIL ESF and are supported by LMETB, and our volunteers and tutors. In 2021, we continued our PEIL JUMP project which aims to provide targeted employment supports and Cambridge-accredited English language training to migrants in Co. Meath and surrounding areas who are accessing the labour market.



725 participants in total

"This programme has provided a space for migrants to gain more knowledge to develop their skills and integrate. I believe this project has had a big impact on the migrant community, giving them opportunity to improving their skills [...] and get motivated to educate themselves through their own effort and participation."

Shola Yahya, Leader of Navan Women's Group



Programme Highlights



618

Prepared 618 participants for Cambridge exams held in IH Dublin

95%

Passed their final Cambridge English course examination

OUR PROJECTS

Program for Employability, Inclusion and Learning (PEIL)

In 2021, we launched our new **FREE Employment Support Programme called Career KickStart**, which aims to provide targeted support to 60 International Protection Applicants (IPAs) who have obtained the right to work in Ireland. The project sets out to provide them with the required knowledge and skills to access employment, further education and training supports to enhance their employability prospects. The project is currently ongoing and is covering the areas of Meath, Louth, Monaghan and Cavan and is engaging over 100 participants.



Supporting 104 participants in Kickstart Programme




Supporting 60 IPAs in Kickstart Programme

Cultúr Conversational English (CCE) Classes



Cultúr Conversational English Classes (CCE)



Starting in **September 2021**



Please Note: **Limited Places!**

Want to learn English or practice it through conversation?

Come and join one of our classes.
Participation of €2* paid in advance

Days: Tuesday 10am - 12pm
Thursday 7pm-9pm
St Mary's Parish Centre, 1st floor, Trimgate Street, Navan

To register please contact:
0469093120, 0892487364
or Email: info@cultur.ie



CCE is a community project involving local volunteers, who welcome new migrants through conversational English classes. This initiative utilises the skills, talents and expertise of local volunteers and harnesses their desire to contribute positively to society.

The classes break down 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. Normally, there are two weekly sessions and 3 different language levels (elementary, beginners, intermediate) are catered for. These classes are designed to assist migrants with little or no English or with basic English to converse. These classes also help learners to progress onto our other accredited Cambridge classes

OUR PROJECTS

ENGLISH LANGUAGE SUPPORT



English for Work

The aim of our 'English for Work' classes are to increase the employability and improve the English language skills of migrants. These classes also include preparation for the general Cambridge English exams and the Cambridge Business English exams.

Accredited & Non-Accredited English Classes

Throughout 2021, we continued to provide non-accredited English classes for those with elementary and intermediate English; and accredited English classes that include Cambridge exam preparation and guidance.



OUR PROJECTS

UPSKILLING PROJECT

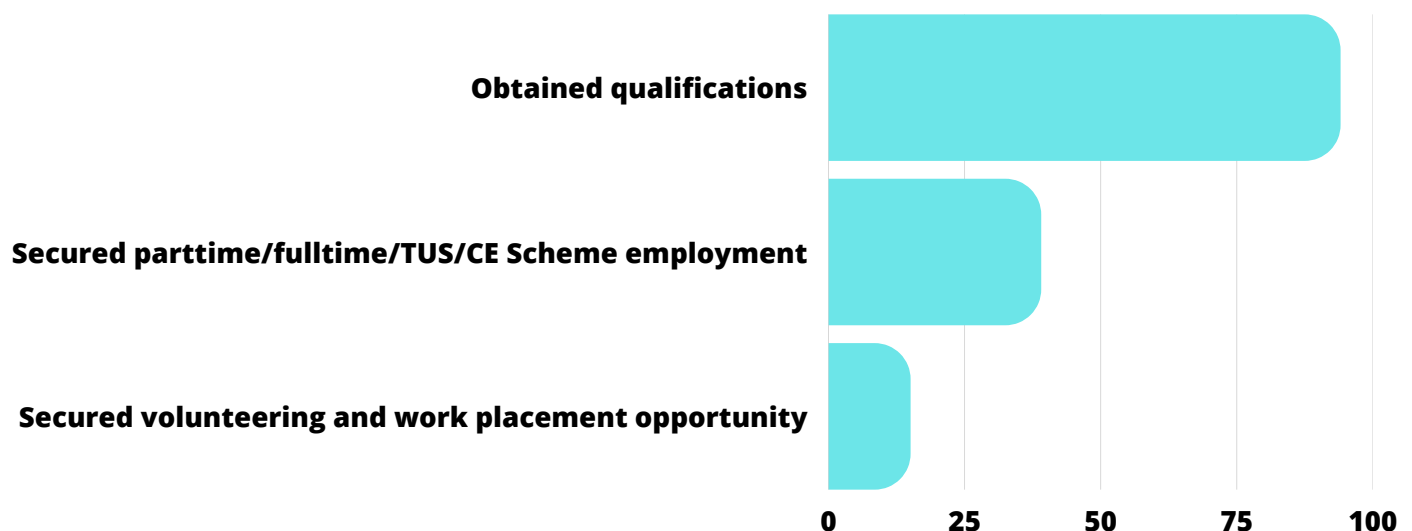


The Upskilling Project is designed to provide training and support to migrants in order to improve their employability, job-related skills and access to labour market. The project was designed to provide 60 migrants with non-accredited soft skills training to build self-esteem and confidence before proceeding on to accredited courses.

Programmes delivered included non-accredited soft skills training and accredited vocational

bridging courses to develop skills in identified gaps in the local employment market. Project included wrap around supports and mentoring to participants to encourage participation, complete training and employment preparation.

This project started in September 2020 and was so successful that at the end of 2021 we launched its second phase to respond to high levels of demand. The first phase of the project achieved:



*Qualifications in Special Need Assistant/ Security/ Forklift/ Care for the elderly/ Manual Handling

OUR PROJECTS

Migrant Network Group

The Migrant Network Group is a group of women who have come together to address some of the issues facing Migrants in their effort to integrate, Improve and better their life in the community. This group is strictly a non-profit group, based in Navan county Meath, the group operating and present a common voice to address matters affecting migrants in county Meath and Ireland.

The group operates under Cultur Migrant Centre.

The Group acts together to create a better tomorrow for themselves and other Migrant women in Irish community. This community group provide opportunity to their members and other Migrant women. They operate solely on volunteers as well as corporate/community sponsors.



Migrant Community Development Project Louth and Meath

In late 2021, we launched our new project which aims to raise awareness of, and challenge stark gaps in existing provisions and social exclusion and inequality experienced by local migrant communities and vulnerable groups to proactively create opportunities to address the intersecting issues of poverty, racism and isolation.

A key area of focus of this project is to simultaneously enhance the participation, resilience and empowerment of these groups, while also developing and strengthening their capacity to develop partnerships to engage and work in collaboration with key decision-makers and NGOs in the community. In order to implement this project and contribute to the objectives of the Community Development Programme, we have opened a new office in Co. Louth.



Objectives



Engage and build the capacity of migrants & ethnic-led organisations



Develop local network partnerships with ethnic minorities & local agencies



Promote Participation and Challenge Racism



Develop culturally responsive approaches to supporting migrant communities



Work in solidarity with ethnic minority groups



Empower individuals and groups



Publicity and Fundraising



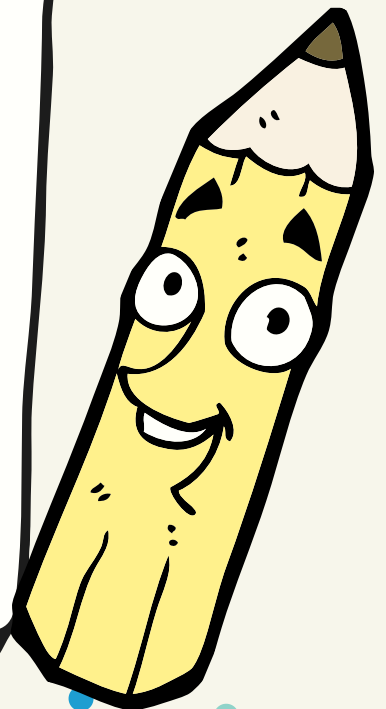
Designed 'Wash Your Hands' explainer videos for parents to speak to their children about COVID-19 and distributed to our general audience and members through WhatsApp and social media platforms.



Cultúr was featured on Changing Ireland's website about cultural inclusion and integration initiatives to facilitate the positive integration of refugees and asylum seekers in Ireland.



Cultúr Migrant Centre is constantly working to raise funds so that we can continue to carry out our mission and help those who need us.



Policy Work

Cultúr is heavily involved with local and national policy makers in terms of influencing policy as it concerns migrants. We are members of various committees and groups including: the Migrant Integration Strategy Monitoring and Coordination Committee, the Meath Intercultural Network, the Joint Louth/Meath Integration Forum, the Public Participation Network, Meath County Council Community Response Forum and the Meath Joint Policing Committee. We also work closely with Meath County Council, Meath Partnership, SIPTU and other local organisations and stakeholders in terms of representing the migrant voice in policy arenas. Other developments for 2021 include:

1 Became a founding member of STAD

We were delighted to be one of the founding members of STAD - a coalition of migrant rights organisations Standing Together Against Direct provision.

The purpose of the coalition is to provide a coordinated joint call for the Government to fulfil the commitments it made to end direct provision by 2024. We want a humane alternative that respects the human rights and dignity of international protection applicants.

2 Became a member of Regularisation Scheme NGO coalition - Justice for Undocumented

One of the coordinated, joint actions of this coalition included writing a letter to Justice Minister Helen McEntee to prioritise the undocumented ahead of the regularisation scheme publication.

3 Formed a platform for undocumented migrants

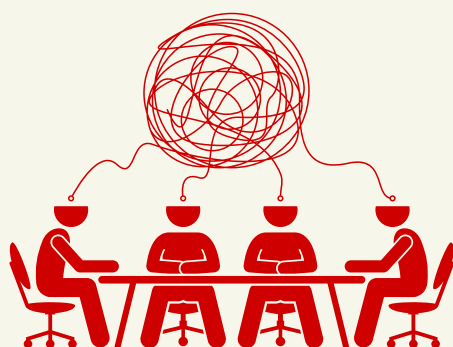
Created a social media platform to support existing 202 undocumented migrants and their families to prepare for the Regularisation Scheme application process in 2021.

Policy Work

4 Nominated to be part of Civil Society Coalition to monitor & implement the White paper to End Direct Provison:

The coalition aims to monitor the progress towards the government plan to end direct provision. A representative from Cultúr attended a private pre-briefing session on 25th February 2021 with Minister Roderic O’Gorman T.D. and officials from the Department of Children, Equality, Disability, Integration and Youth in advance of the launch of the White Paper on ending Direct Provision on 26th February 2021.

Through the Programme Board Nomination, Cultúr continues to monitor progress.



5. Elected as an "External Expert" on the Worker and Employer Advisory Committee:

The Committee is setup by IHREC to develop a booklet to support employers to ensure equal opportunities are available to international protection applicants seeking employment.

6. Made Submissions to Public Consultations on:

1. The National Recovery and Resilience Plan EU RECOVERY AND RESILIENCE PLAN February 2021.
2. Submission to the National Action Plan Against Racism July 2021

TUSLA

META

**Asylum Migration
and Integration
Funds**

**Irish Human Rights
& Equality
Commission**

**Meath County
Council**

Our Fundlers

ReThink Ireland

**European Social
Funds**

**St Columban
Missionaries**

Tuath Housing

LMETB

**Department of Rural
and Community
Development**



Thank you!

We would like to take this opportunity to thank our funders, our members, our Programme Manager, Tinu Achioya, our staff, Board of Directors and our valued volunteers as well as all of those who supported our work or donated throughout 2021. Our work is not possible without you and your support.

We look forward to working with you in 2022 and beyond. As we continue to work towards an open, diverse and intercultural Community with your support.

This report was designed and written by Maria Stella Conte, and edited by Tinu Achioya & Abrar Sadig .

Stay up -to-date with our latest developments and news by following us on social media!



http://



cultur.ie