

Galway City

Intercultural & Anti-Racism Strategy





**An Roinn Dlí agus Cirt,
Gnóthaí Baile agus Imirce**
Department of Justice,
Home Affairs and Migration



Comhpháirtíocht Chathair na Gaillimhe
Galway City Partnership
an taoide ag casadh
a tide for change



**GALWAY CITY
INTERCULTURAL
STRATEGY**

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Definitions

Racism — *The Irish Network Against Racism (INAR)* defines racism as¹: “Any action, practice, policy, law, speech, or incident which has the effect (whether intentional or not) of undermining anyone’s enjoyment of their human rights, based on their actual or perceived ethnic or national origin or background, where that background is that of a marginalised or historically subordinated group. Racism carries connotations of violence because the dehumanisation of ethnic groups has been historically enforced through violence.”²

Anti-racism — Anti-racism refers to the active process of identifying, challenging and eliminating racism by changing systems, organisational structures, policies and behaviours, so that equitable power, access and opportunities are ensured for all. It requires moving beyond awareness to proactive measures that prevent discrimination, promote inclusion and address both individual and structural forms of racism.³

Interculturalism — Interculturalism refers to communities where there is genuine respect and understanding among diverse cultures. It emphasises mutual exchange, where people actively share ideas, values, and cultural practices, leading to meaningful relationships. It is grounded in interaction between people based on respect for the individual rather than solely as members of a particular group, reflecting a dignity-based approach to inclusion and equality.

Intercultural Inclusion — Intercultural inclusion refers to the active process of creating conditions where people of all cultural, ethnic and social backgrounds can participate fully, contribute equally and feel respected as valued members of society. It emphasises meaningful interaction, mutual respect and shared belonging, recognising diversity as an asset that strengthens communities and public life.⁴

Multiculturalism — Multiculturalism describes a society made up of multiple cultural or ethnic groups. These groups may live side by side, but they often do so without significant interaction or exchange between them.

Discrimination — *The Irish Human Rights and Equality Commission (IHREC)* defines discrimination as: “Discrimination is defined as the treatment of a person in a less favourable way than another person is, has been or would be treated in a comparable situation on

1 This definition aligns with Article 1 of the International Convention on the Elimination of All Forms of Racial Discrimination.

2 Irish Network Against Racism (2021), *Defining Racism in an Irish Context: Understanding Racism Booklet*.

3 Definition developed in the context of the *Galway City Intercultural and Anti-Racism Strategy*.

4 Definition developed in the context of the *Galway City Intercultural and Anti-Racism Strategy*.

any of the nine grounds which exists, existed, may exist in the future or is imputed to the person concerned. There are different types of discrimination covered including indirect discrimination, discrimination by imputation and by association.”⁵

International Protection Applicant (Asylum Seeker) — The *United Nations High Commissioner for Refugees* (UNHCR) defines an asylum seeker as:

“Someone who is seeking international protection. Their request for refugee status, or complementary protection status, has yet to be processed, or they may not yet have requested asylum but they intend to do so.....When someone crosses an international border seeking safety, they often need to apply to be legally recognized as a refugee. While they seek asylum and await the outcome of their application, they are referred to as asylum-seekers and should be protected. Not all asylum-seekers will be found to be refugees, but all refugees were once asylum-seekers.”⁶

Direct Provision — The *Irish Refugee Council* defines Direct Provision as:

“Direct Provision is Ireland’s system of accommodating those seeking international protection while in the asylum process, managed by the International Protection Accommodation Service (IPAS) an administrative division of the Department of Justice. Direct Provision was initially conceived as a short-term solution to accommodate people seeking asylum providing them with food, board and basic necessities for no longer than six months. However, due to significant delays in the asylum process, most people spend an average of three years in Direct Provision and in some cases more than seven years.”⁷

Migrant – The *United Nations* defines a Migrant as:

“While there is no formal legal definition of an international migrant, most experts agree that an international migrant is someone who changes his or her country of usual residence, irrespective of the reason for migration or legal status. Generally, a distinction is made between short-term or temporary migration, covering movements with a duration between three and 12 months, and long-term or permanent migration, referring to a change of country of residence for a duration of one year or more.”⁸

5 Irish Human Rights and Equality Commission Website, *Explanation of Terms*.

6 UNHCR, *Who Is an Asylum Seeker?*, United Nations High Commissioner for Refugees.

7 Irish Refugee Council, *What Is Direct Provision?*

8 United Nations, *Definitions: Refugees and Migrants*.

Third Country National — The *United Nations High Commissioner for Refugees* (UNHCR) defines a third country national as: “In situations in which two States are concerned, a ‘third country national’ (TCN) is a person who is not a national of either State; or, in the context of regional organizations (e.g. the European Union), nationals of States who are not Member States of such organization.”⁹

Beneficiaries of Temporary Protection — According to *Citizens Information*, a Beneficiary of Temporary Protection is protected under the Temporary Protection Directive (EU Directive 2001/55/EC) which is “an EU law that was introduced in 2001. The Directive created a special procedure to deal with a ‘mass influx’ of people in need of international protection. The Directive must be triggered by the EU Commission. When the Directive is triggered, EU countries can grant immediate protection to people without the need for individual applications for international protection.....The Directive was triggered for the first time in March 2022 in response to the war in Ukraine.”¹⁰

Refugee — The 1951 Refugee Convention defines a refugee as a person who “owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of [their] nationality and is unable or, owing to such fear, is unwilling to avail [themselves] of the protection of that country.”

Travellers — Identified (both by themselves and others) as people with a shared history, culture and traditions including, historically, a nomadic way of life on the island of Ireland.¹¹

Whole-of-society approach — The *United Nations Educational, Scientific and Cultural Organization* (UNESCO) defines a whole-of-society approach as: “A whole-of-society approach embraces both formal and informal institutions in seeking a generalised agreement across society about policy goals and the means to achieve them.”¹²

Equity — Equity refers to the active process of ensuring fairness and justice by recognising that people’s circumstances differ and that resources, opportunities and support must be adjusted to achieve genuine equality of outcomes. It requires addressing systemic barriers, prejudice and disadvantage so that all individuals and communities can fully participate, contribute and thrive.¹³

9 UNHCR, *Glossary of Terms*, United Nations High Commissioner for Refugees.

10 Citizens Information, *International Protection: Terms Explained*.

11 (Ireland, Equal Status Act, 2000, Sec 2)

12 UNESCO World Water Assessment Programme, *The United Nations World Water Development Report 2023: Partnerships and Cooperation for Water*, Chapter 13: Governance: A ‘whole of society’ approach, UNESCO Publishing, Paris, 2023.

13 Definition developed in the context of the *Galway City Intercultural and Anti-Racism Strategy*.

Introduction

In recent years, Galway City has experienced significant demographic change, evolving into a vibrant, diverse, and intercultural community. According to the 2022 Census, the population now stands at 85,910¹⁴, an 11% increase since 2016. Of this, 24.2% are third country nationals and 6.7% come from outside Europe. Galway is also home to 1,748 Irish Travellers¹⁵, who form an essential part of the city's social and cultural fabric. Today, over 76 languages are spoken in homes across the city¹⁶, and people of many faiths practice their religions freely, reflecting Galway's rich cultural mosaic.

This diversity is not only demographic, it's a lived reality, reflected in the everyday experiences and contributions of Galway's residents. Many migrants have made Galway their long-term or permanent home, further enriching the city's character. This evolving intercultural identity is celebrated through events such as Anti-Racism Week, Africa Day, Diwali, Galway Community Pride Festival, Eid, Traveller Pride Week, Ramadan, World Refugee Day, and Nelson Mandela Day, which bring communities together and highlight the city's commitment to inclusion, understanding, and mutual respect.

Galway's role as a place of welcome is also reflected in its support for people seeking international protection. The city currently hosts 1,704¹⁷ individuals across 19 International Protection Accommodation Service Centres. In solidarity with global humanitarian efforts, approximately 4,011 beneficiaries of Temporary Protection from Ukraine were recorded as present in County Galway, including 1,245 in Galway City, reflecting the scale of Galway's role in supporting people displaced by the war in Ukraine.¹⁸ While Galway's diversity is a source of pride and dynamism, it is also important to acknowledge that challenges remain. Racism, discrimination, and abuse continue to impact some members of our community, particularly those who are visibly different or marginalised. These realities must be confronted with honesty and action if we are to create a truly inclusive and welcoming city for all. We

14 Central Statistics Office (CSO), F1013 Population Density and Area Size

15 Central Statistics Office (CSO), F5092 Irish Travellers usually resident and present in the State

16 Central Statistics Office (CSO), F5029 Population Usually Resident and Present in the State Who Spoke a Language Other Than Irish or English at Home

17 As reported by Galway City Council, Local Authority Integration Team in December 2025. This includes all individuals residing in the following areas of Galway City: Ballybane, Great Western, Ocean Crest, Dominick Street Apartments, Bunk Hostel, Glen Oaks, Copper Beach, Savoy Hostel, Amber Lodge, Eglinton Hotel, the Continental Boutique Residence, College Crest, Anno Santo, the White House, Ballybrit, Cuirt Uisce, Connacht Hotel, Travel Lodge and Centrepoint Apartments

18 Central Statistics Office (CSO), *Arrivals from Ukraine in Ireland, Series 17*, Map 1: Beneficiaries of Temporary Protection from Ukraine in Ireland with recent activity in administrative data (based on PPSN allocations), data as of 3 November 2025.

recognise the distinct challenges faced by each minority group and are firmly committed to ensuring their voices are heard and their needs meaningfully addressed throughout the implementation and ongoing review of this Strategy.

Recognising the shifting global and local landscape, this Intercultural and Anti-Racism Strategy is intended to be a living document, one that evolves in response to emerging challenges, shifting demographics, and the ongoing input of Galway's communities. Rather than being static or fixed, the strategy is designed to remain responsive, participatory, and grounded in real-world experience. This approach reflects a Human Rights-Based Approach (HRBA) to policy planning, ensuring that participation, accountability, non-discrimination and empowerment are embedded throughout the process. To ensure its continued relevance and impact, a comprehensive review will be undertaken in 2027 by the Steering Committee. This review will assess progress on key deliverables, respond to new developments, and refine priorities where needed.

Crucially, the strategy affirms that equity must come before equality. Whereas equality assumes that everyone starts from the same place, equity recognises that some individuals and communities face systemic barriers that require targeted support. Activating equity means embedding tailored approaches, such as inclusive consultation, culturally appropriate services, and differentiated outreach, to ensure that all residents can participate meaningfully in civic, cultural, and economic life. This approach aligns with the four key dimensions of an anti-racist policy: equity, participation, equal opportunities, and equal treatment, which together ensure that diversity and inclusion are translated into fair and practical outcomes across all areas of city life.

By identifying disparities and addressing them through deliberate, inclusive action, this strategy seeks to build a Galway that not only celebrates its diversity, but enables all residents, especially those who have been historically marginalised, to fully participate, contribute, and thrive.

What is an intercultural and anti-racism strategy?

An intercultural and anti-racism strategy is a policy framework grounded in the principles and practices of interculturalism, as outlined in Recommendation CM/Rec(2015)1 by the Committee of Ministers of the Council of Europe. This international standard recognises the substantial body of research, both in Europe and globally, that highlights the positive impact of diversity on human and social development, economic growth, creativity, innovation, and social cohesion.

However, these benefits can only be fully realised when inclusive and well-designed policies are in place to promote equal opportunities, prevent conflict, and foster unity. Intercultural integration offers a fresh and effective approach to managing diversity. Developed through structured policy reviews, peer learning, and evaluation within the Council of Europe's Intercultural Cities programme, it builds on the lessons of past integration models while promoting active participation, mutual respect, and meaningful interaction among all members of society

Identifying the Policy Context

To create an effective strategy, it is essential to align with universal principles such as democracy, human rights, equality, and the rule of law while ensuring the dignity and inclusion of all individuals. Together, these frameworks provide a coherent foundation that links Galway's local actions to broader national and international commitments. While each framework operates at a different level, they are mutually reinforcing, ensuring that the Strategy is both locally responsive and globally aligned.

The following policies, strategies, legal frameworks, and evidence-based reports provide the foundation for shaping the new Intercultural and Anti-racism Strategy for Galway City. They are presented in order from international to local level, moving from binding legal instruments to guiding policy and evidence:

- The International Convention on the Elimination of All Forms of Racial Discrimination (ratified by Ireland in 2000)
- Ireland's membership of the United Nations International Organisation for Migration (IOM)
- European Union Anti-Racism Action Plan 2020–2025
- EU Action Plan for Integration and Inclusion 2021–2027
- Common Basic Principles for Immigrant Policy in the EU
- EU Roma Strategy Framework for Equality, Inclusion and Participation 2020–2030
- The Irish Constitution – Article 40
- The Equal Status Acts 2000–2018
- The Local Government Reform Act 2014
- The Irish Human Rights and Equality Commission Act 2014 (including Section 42 – The Public Sector Equality and Human Rights Duty)
- Housing (Traveller Accommodation) Act 1998
- The Policing, Security and Community Safety Act 2024

- Government of Ireland (2021) A White Paper to End Direct Provision and to Establish a New International Protection Support Service
- National Action Plan Against Racism 2023
- The National Traveller and Roma Inclusion Strategy II 2024–2028
- The National Traveller Health Action Plan 2022
- Traveller and Roma Education Strategy 2024–2026
- Young Ireland: National Policy Framework for Children and Young People 2023–2028
- National LGBTIQ+ Inclusion Strategy II 2024–2028
- The Roadmap for Social Inclusion 2020–2025
- The Migrant Integration Strategy: A Blueprint for the Future
- The Traveller Culture and History in Education Bill 2018 (not yet enacted but reflective of ongoing inclusion policy discourse)
- Traveller Apprenticeship Incentivisation Programme 2025
- No End in Site (2021) – Ombudsman for Children’s Office Report on Traveller Children
- Report on the Consultations with Minority Ethnic Young People 2022
- The Silenced Struggles: Impact of Racism in Schools (Research Report)
- Galway City Corporate Plan 2024–2029
- Galway City Local Economic and Community Plan (LECP) 2023–2029

Framing a new strategy

Building on the principles set by the above policies and frameworks, notably the National Action Plan Against Racism 2023 and the National Traveller and Roma Inclusion Strategy II (2024-2026), our new strategy aims to be more inclusive and comprehensive.

To steer Galway’s intercultural growth, we’re incorporating two main frameworks: (1) the EU Intercultural Cities Programme and (2) the Indicators of Integration Framework.

The **EU Intercultural Cities Programme** focuses on fostering a diverse yet unified city through public policies that promote social mixing, active participation, and adaptability in governance. This approach builds upon Galway’s earlier *City of Equals Strategy*, which laid the foundation for the city’s evolving intercultural inclusion efforts, emphasising equality, diversity, and social cohesion. The research behind the *City of Equals* informed Galway’s participation in the programme, advancing a data-driven methodology aimed at ensuring the city’s governance is flexible enough to meet the needs of its diverse population. The initiative marks a shift from traditional multicultural policies towards a more dynamic intercultural model, ensuring that Galway remains a welcoming and inclusive city for all.

Complementing this intercultural vision, as of 2025 Galway City is officially a WHO Healthy European City. This reflects a broader commitment to well-being, equity, and inclusion, aligned with the Phase VII themes of the WHO Healthy Cities programme. These include investing in people, fostering participation and partnerships for health and well-being, improving community prosperity and equitable access to services, and promoting peace and security through inclusive societies. Together, these frameworks reinforce Galway's ambition to build an inclusive and forward-looking community.

Indicators of Integration provides practical tools for designing more effective strategies, monitoring services, and evaluating integration interventions. Recognising that integration is multi-faceted, this framework involves all stakeholders, from newcomers to governments, and offers evidence-based metrics for gauging the success of our initiatives.

Galway City Council's Local Economic and Community Plan (LECP) is committed to fostering equality and inclusivity within the community. This dedication is evident in the implementation of the Local Economic and Community Framework Plan 2024-2029, particularly under High Level Goal 3, which focuses on supporting an equal and inclusive city "with added emphasis on promoting inclusivity and integration for refugees and international protection applicants, international and temporary protection beneficiaries living and arriving in the city".¹⁹ This commitment is further reinforced in the Local Economic and Community Plan Implementation Plan 2024-2025, which includes an action item titled "Adopt and implement a Galway City Anti-Racism and Intercultural Strategy"²⁰.

Furthermore, it is important to highlight that the National Action Plan Against Racism was officially published in March 2023²¹, setting a national framework for combating racism and promoting inclusivity. The Galway City Intercultural Strategy is closely aligned with the principles and recommendations of this plan, ensuring a coordinated and effective approach to fostering diversity, equality, and integration within the community.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, contains 17 Sustainable Development Goals (SDGs). These goals acknowledge that addressing poverty and other forms of deprivations must be accompanied by strategies to improve health, education, reduce inequality, and stimulate economic growth²². The Irish National Implementation Plan for the Sustainable Development Goals 2022-2024 sets out strategic objectives to increase Ireland's ambition and strengthen

19 Local Economic and Community Plan (LECP) Framework Plan 2024-2029, p. 41

20 Local Economic and Community Plan (LECP) Framework Plan 2024-2029, p. 24

21 Department of Children, Equality, Disability, Integration and Youth, National Action Plan Against Racism (NAPAR), Government of Ireland, 2023.

22 United Nations, *Transforming our World: the 2030 Agenda for Sustainable Development*, United Nations General Assembly, 2015.

implementation structures to achieve the Sustainable Development Goals (SDGs). Central to these objectives is the principle of “Leave No One Behind”, supported by strong reporting mechanisms²³. The Galway City Intercultural strategy recognises the importance of identifying the measurable outcomes from the thematic areas, directly contributing to 9 of the 17 Sustainable Development Goals; 1(No poverty), 2(Zero Hunger), 3(Good Health and Wellbeing), 4 (Quality Education), 5 (Gender Equality), 8 (Decent work and economic growth), 10(Reduce Inequalities), 11(Sustainable Cities and Communities) and 16(Peace and Justice Strong Institutions).



By weaving together these national and international frameworks, our Intercultural Strategy aims to create a holistic, actionable plan that will make Galway a model city for inclusivity, sustainability, and forward-thinking initiatives.

23 United Nations, *Transforming our World: the 2030 Agenda for Sustainable Development*, United Nations General Assembly, 2015.

Work underway in 2022-2024

In May 2022, Dr. Lucy Michael (Director, LMRTC) was commissioned to draft a framework for a new intercultural strategy for Galway City, through desktop research reviewing intercultural strategies across 10+ European jurisdictions, stakeholder consultation with a multi-agency Steering Group (including Galway City Council, GRETB, HSE, Tusla, and community organisations), and a review of the previous strategy's implementation. Across 11 thematic areas, the framework identified a range of key indicators for measurement in implementation. Dedicated working groups collaborated to refine the draft, culminating in the development of this strategy.

In 2023-2024, Manon Hubert, the former Joint Coordinator of the BRIDGE Project at Galway City Partnership, played a pivotal role in advancing this strategy. Building upon the foundational work of the framework, Manon Hubert led the further development of Galway City's Intercultural Strategy, ensuring it effectively addressed the evolving needs of Galway's diverse population.

Review of previous Strategy

The previous draft strategy was never formally adopted, and as a result, much of its potential impact was not realised. Stakeholders noted the absence of strong follow-up mechanisms and called for the next strategy draft to focus on concrete, actionable commitments rather than broad aspirations. A gap was also identified between local authorities and grassroots organisations, underlining the need for dedicated spaces to support intercultural dialogue. Nonetheless, the draft process was valuable in raising awareness and sparking dialogue across sectors. It highlighted the importance of stronger accountability measures, clear deliverables, and regular monitoring, lessons that directly inform the approach of this new strategy.

Progress has been made in education, particularly through awareness initiatives on interculturalism and equality, and the establishment of Schools and Universities of Sanctuary. These have created more inclusive learning environments, though schools remain an underused resource for deeper dialogue and awareness. Housing pressures have also intensified, creating a growing concern. Without effective intervention, these challenges risk fuelling xenophobia and social division, making housing a priority issue for the new strategy. In addition, the social and political context has shifted, with increased migration and a visible rise in far-right rhetoric underscoring the urgency of adopting a comprehensive, city-wide approach to interculturalism and anti-racism.

Need for a new Intercultural Strategy

During our consultations, there was a noticeable variation in the understanding of the need for a new Intercultural Strategy. Looking at Galway's demographics, nearly a quarter of the city's residents are foreign-born and it has one of the highest populations of members of the Traveller community outside the greater Dublin area, according to the 2022 census. Galway city is also home to 19 IPAS Centres, consisting of 1,704 International Protection Applicants²⁴ and according to recent reports from November 2025, it is also home to approximately 1,245 Beneficiaries of Temporary Protection out of the 119,043 living across Ireland.²⁵

Racism and discrimination continue to manifest in various forms across Ireland, including numerous hate crimes. The majority of these incidents involve public order offences, minor assaults, criminal damage (with and without fire), assaults causing harm, incitement to hatred, and threatening phone calls.²⁶ According to official data from An Garda Síochána, there were 29 reported hate crimes and hate-related incidents in 2024 in Galway - an increase from 22 recorded in 2023 and 17 recorded in 2021.²⁷ However, it is widely believed that the true number is significantly higher due to underreporting.²⁸ The most commonly reported motives were anti-race, followed by anti-nationality, anti-sexual orientation, anti-colour, anti-ethnicity, anti-religion, anti-gender, and other discriminatory motives. In addition, the ESRI and the National Action Plan Against Racism (2023) emphasise that "the societal understanding of racism in Ireland needs to be broadened to include prejudice against Travellers and Roma, as well as to highlight the role of structure and institutions in reproducing racism and preventing people from enjoying their rights on the basis of race, referred to as systemic racism".²⁹ The Strategy recognises that racism is sustained not only through individual acts, but also through structural inequalities and unexamined privilege, which can advantage some groups while disadvantaging others.

24 This is up to date figures from December 2025 including all individuals residing in the following areas of Galway City: Ballybane, Great Western, Ocean Crest, Dominick Street Apartments, Bunk Hostel, Glen Oaks, Copper Beach, Savoy Hostel, Amber Lodge, Eglinton Hotel, the Continental Boutique Residence, College Crest, Anno Santo, the White House, Ballybrit, Cuirt Uisce, Connacht Hotel, Travel Lodge and Centrepont Apartments.

25 Central Statistics Office (CSO), *Arrivals from Ukraine in Ireland, Series 17*, Map 1: Beneficiaries of Temporary Protection from Ukraine in Ireland with recent activity in administrative data (based on PPSN allocations), data as of 3 November 2025.

26 An Garda Síochána - Keeping People Safe, *Hate Crime and Hate Related Incidents*, 2023

27 Figures taken directly from An Garda Síochána Statistics

28 An Garda Síochána - Keeping People Safe, *Hate Crime and Hate Related Incidents Infographic*, 2024

29 Carron-Kee, E., McGinnity, F., and Alamir, A. (2024). Understanding attitudes to Travellers and Roma in Ireland, Jointly-published Reports 9, Dublin: ESRI and Department of Children, Equality, Disability, Integration and Youth.

Challenges within Direct Provision centres range from inadequate accommodation and limited services to deeper structural flaws that have led the system to be widely regarded as unfit for purpose. In its Fifth Report on Ireland (2019), the European Commission against Racism and Intolerance (ECRI) reiterated its serious concerns, noting that many centres were not purpose-built, with some operating in converted hotels, hostels, or holiday homes. Living conditions were often overcrowded, with families sharing single rooms and a general inability to conduct normal family life, which had a detrimental impact on children's welfare. The report also highlighted the isolation experienced in rural locations, the lack of self-catering facilities, and serious concerns over the safety of LGBTIQ+³⁰ residents, who reported harassment and even abuse from both other residents and staff. ECRI welcomed the 2015 McMahon Report, which followed years of NGO advocacy and resident protests, and which identified the emotional, mental, and practical toll of Direct Provision. The report stressed the cumulative impact of these hardships on residents' well-being, with one provider describing life in the centres as a "hellish existence."³¹ In Galway City, only three permanent Direct Provision centres operate under the oversight of HIQA inspections as they are classed as permanent centres, while the rest function as emergency accommodation and fall outside HIQA's remit, though they do follow national guidance from the International Protection Accommodation Service (IPAS). As a result, the quality of reception conditions varies significantly between permanent and emergency centres. These disparities are mirrored in wider society, where experiences of discrimination extend beyond housing into daily life. Reports of bias in public transport are common, particularly among the African Community, Indian Community and International Protection Applicants, including women who wear the hijab or burqa, as well as taxi drivers of colour.

Such incidents underscore the urgent need for stronger Equality, Diversity, and Inclusion (EDI) measures, including cultural sensitivity, anti-racism, and unconscious bias training across all sectors. These challenges are further compounded by systemic barriers to long-term housing, where the lack of affordable housing and accommodation options often leave international protection applicants (even after they have been granted legal status) and members of the Traveller community in prolonged limbo. Addressing these interconnected issues is essential to creating a more inclusive and equitable Galway.

The political climate further deepens concern, marked by the growing visibility of far-right public gatherings and associated rhetoric. Together, these issues underscore the urgent need for a comprehensive and actionable Intercultural Strategy for Galway.

30 Term used in alignment with the National LGBTIQ+ Inclusion Strategy II 2024-2028

31 European Commission against Racism and Intolerance (ECRI), ECRI Report on Ireland (fifth monitoring cycle), CRI(2019)18, adopted 2 April 2019, published 4 June 2019, Council of Europe.

Interculturalism as a concept

What is interculturalism?

Interculturalism is a policy model for ensuring equality and cohesion in culturally diverse societies. It encourages mixing and interaction among people of different origins, cultures, genders, sexualities, and backgrounds to build a collective identity that embraces cultural pluralism, human rights, democracy, gender equality and non-discrimination. The model is based on the simultaneous application of the principles of equality of rights and opportunities, diversity as an advantage, and meaningful interaction to mobilise the contributions of all residents for the development of their society.

Why Intercultural Integration?

A range of studies have demonstrated that cities which adopt intercultural integration policies give better outcomes in terms of residents' perceptions of cohesion, trust in the administration, safety, quality of services, welfare, good governance, and economic growth. Intercultural integration can help national-level policies achieve a shift towards a more inclusive direction. The underlying principles of intercultural integration are equality, acknowledgement of diversity, support for positive interaction, and active participation. These principles are congruent with the four key dimensions of anti-racist policy, as outlined in the National Action Plan Against Racism (2023) and the EU Anti-Racism Action Plan, namely equity, participation, equal opportunities and equal treatment.. Understood as policy goals, these principles help address the full range of diversity challenges and maximise the impact of policy and grass-roots action in the field of equality. They also help design a comprehensive approach to diversity and inclusion in general, not just in relation to migrant integration – by applying to other diversity-related policy areas with which interculturalism already intersects, such as human rights implementation, anti-discrimination, gender equality, and LGBTIQ+ equality.

How do we understand Integration?

In the past, there were two main ways to handle cultural diversity: either try to make everyone the same (assimilation) or celebrate differences to the point where groups didn't interact much (multiculturalism). Both had flaws and didn't solve the problems of growing tension and conflict in society.

So, in 2008 the Council of Europe came up with a new approach called "Intercultural Dialogue". This method has been tested and works well. It encourages people to see and treat each other as unique individuals, not just members of a specific group. The idea is to have equal respect for everyone and encourage positive conversations between cultures.

How Galway becomes an Intercultural City

Acknowledging that diversity and human mobility are permanent features of modern society is essential for shaping inclusive policies and services. This requires consideration of both global migration patterns and the state's capacity to provide equitable services and foster positive intercultural relations.

The importance of political leadership: an intercultural city cannot emerge without leadership which embraces the value of diversity and upholds the values and constitutional principles of society as a whole. The crucial role of political leadership in fostering inclusion and countering prejudice has also been confirmed by the Global Evaluation Report 2025 of the European Coalition of Cities Against Racism (ECCAR). It takes political courage to confront voters with their fears and prejudice, allow these concerns to be addressed in public, and invest money in initiatives and services promoting intercultural integration. Communication and public debate are essential elements of local diversity strategies. For an intercultural city vision to be endorsed by inhabitants, diversity needs to be publicly recognised as an asset, and unfounded myths and prejudices addressed to foster trust and cohesion. Political leaders committed to intercultural integration and inclusion also need to mobilise large networks of organisations, media and social media stakeholders, and individuals able to relay this discourse in the public.

Multilevel governance: should be applied throughout the whole life of the intercultural integration strategy, from the needs assessment to the conception, implementation, and evaluation of the strategy. Given that many competences and responsibilities are shared between the various levels of governance in different countries, multilevel governance is needed to achieve further collaboration between different administrations. No single level can deal with the current challenges alone and, with full respect for the respective competences of each level, co-ordinated actions by national governments and regional and local authorities are critical to designing policy solutions that reflect the needs of the people.

A sense of shared responsibility is crucial and should involve a whole-of-society approach. By equipping everyone with resources and authority to act, we can more effectively drive integration efforts. Encouraging resident participation is equally important; individuals from diverse backgrounds, community organisations, NGOs, and local enterprises should be actively involved in the planning, implementation, and evaluation of strategies. This inclusive approach fosters a strong sense of community ownership and ensures the strategy reflects the lived realities of Galway's population. Innovation is also at the core of a successful approach. This includes encouraging pilot initiatives that test new ideas, even if they

sometimes fail, provided their impact is thoughtfully assessed. Lastly, clear communication channels between institutions and the public must be established, facilitated by a transparent whole-of-society approach.

The Indicators of Integration framework³², refined from 2004 to 2019, offers a structured, evidence-based approach for planning and evaluating integration interventions both locally and nationally. It outlines what effective integration should look like over time and supports broader strategic goals by offering best practices. Designed for a wide audience of practitioners and policymakers, the framework features 14 domains, ranging from work and education to social bonds and rights, that serve as comprehensive metrics for outcome and action.

Our new strategy draws from this framework, particularly in setting measurable outcomes that will guide our efforts.

Developing a Vision, Mission and Strategic Objectives

Galway City has a strong foundation to build upon in shaping its Intercultural Strategy, drawing from its earlier integration strategy, its implementation of the Public Sector Duty, and alignment with national and international best practice. This Strategy sets out a clear Vision, Mission, and Strategic Objectives to guide its approach to interculturalism, inclusion, and anti-racism across the city. It outlines concrete measures to strengthen equity in public policy, promote meaningful interaction between communities, and remove structural barriers to participation and opportunity. Integration is understood here as a two-way process that requires commitment from both institutions and communities, ensuring that all residents, irrespective of their legal or social status, can contribute to and benefit from Galway's social, cultural, and economic life. Together, these elements reflect Galway's ambition to create a city that is welcoming, equitable, and inclusive for all. Throughout this Strategy, key concepts such as equity, anti-racism and intercultural inclusion are applied consistently to ensure clarity of purpose and coherence across all thematic areas, from policy development to service delivery and community engagement.

32 Ndofor-Tah, C., Strang, A., Phillimore, J., Morrice, L., Michael, L., Wood, P. and Simmons, J., *Indicators of Integration Framework 2019*, Home Office, London, 2019.

Vision

Galway City envisions a vibrant, inclusive community where all residents, workers, and visitors, irrespective of their legal or social status, can fully participate in cultural, social, economic, and political life, equally and without barriers. The city aspires to reflect and celebrate diversity, respect dignity and equal rights, and intercultural values in every aspect of public life.

Mission

To ensure equitable access to culturally sensitive and inclusive services for all who live, work, or visit Galway, irrespective of their legal or social status. The city is committed to placing equity at the forefront, recognising that true equality can only be achieved when individual needs and circumstances are addressed first. Galway is dedicated to fostering an environment that embraces diversity, advances equality, and promotes full participation through proactive policies, inclusive practices, and a shared respect for all communities.

Aim

To foster a welcoming, equitable, and intercultural Galway City where diversity is actively celebrated, racism is challenged in all its forms, and inclusive participation is the norm. Through a strong commitment to antiracism and intercultural understanding, the city seeks to empower all individuals to thrive and contribute meaningfully to civic, cultural, and community life.

Strategic Objectives

1. **Promote Inclusive Policy and Practice**

Ensure that all city policies, services, and decision-making processes are guided by principles of equity, anti-racism, and intercultural inclusion.

2. **Enhance Access and Participation**

Remove barriers to access and actively support the participation of underrepresented and marginalised communities in the cultural, social, economic, and political life of Galway City.

3. **Build Intercultural Awareness and Understanding**

Deliver education, training, and public awareness campaigns that promote intercultural dialogue, challenge stereotypes, and strengthen community cohesion.

4. Strengthen Community Partnerships

Collaborate with community groups, cultural organisations, and civil society to co-design initiatives that reflect the diverse voices and needs of Galway's population.

5. Monitor Progress and Accountability

Establish clear metrics and feedback mechanisms to track progress on inclusion, diversity, and anti-racism goals, ensuring transparency and continuous improvement

Thematic areas for Galway City Intercultural Strategy

The evidence that underpins this strategy has identified that combating racism and xenophobia is integral to delivering on all elements of this intercultural strategy for Galway City. The stakeholders to implementation are committed to peaceful coexistence, mutual respect and mutual appreciation, integration as a dynamic two-way process of reciprocation and accommodation, integration as social participation for everyone, a culture of welcome, and opposition to all forms of racism. There is city-wide support for collaborative anti-racism campaigns that highlight the rights of all to: equality in employment, education, and enjoyment of public and private facilities and services in the city.

This strategy supports the existing Galway Communities Against Racism and Discrimination (GCARD) network, which promotes solidarity and challenges racism. Furthermore, in order to promote interculturalism and integration, this strategy is committed to encouraging local media to publish stories about diversity and include diverse residents as sources and interviewees, highlighting positive benefits of diversity for the city in local media.

In line with the frameworks identified through national policy, Galway City Intercultural and Anti-Racism Strategy has identified seven key thematic areas which direct the focus, implementation, monitoring, and review of the strategy for the lifetime of the plan.

1. City Leadership on Interculturalism, Equality and Human Rights
2. Racism and Discrimination
3. Education and Youth
4. Social Inclusion
5. Business and Employment
6. Arts, Culture and Sports
7. Media

Each of the seven thematic areas has a number of Deliverables shown on the following pages.

Theme 1. City Leadership on Interculturalism, Equality and Human Rights

The Public Sector Equality and Human Rights Duty is a legal obligation that requires public bodies to have regard to the need to eliminate discrimination, to promote equality of opportunity and treatment of its staff and the persons to whom it provides services, and to protect the human rights of its members, staff and the persons to whom it provides services (Section 42 of the Irish Human Rights and Equality Commission Act, 2014).

Deliverables:

1. Promote diversity and its benefits through visible messaging by key city institutions
2. Promote or deliver cultural competence training sessions for key workers.
3. Establish an Equality and Human Rights Charter for the city based on international human rights treaties, legislation, and the principle of equality.
4. Explore the possibility of joining the Intercultural Cities Programme.
5. Produce a poster campaign highlighting racism experienced by local workers
6. Provide intersectional LGBTI+ awareness and inclusion training. Training will be designed and delivered by community experts and will address the needs of intersecting communities.

As detailed in the above deliverable, it is our recommendation that Galway explores the possibility of joining the Intercultural Cities Programme. Many of its resources, such as online training packages, are already free to use to any city or organisation. Efforts should be made to share these resources through community partnership networks and amongst statutory agencies. However there are significant benefits to joining the programme formally.

To join, candidate cities must first express official interest in joining the ICC programme (a letter or email by the Mayor or another high-level representative). Then the city and the Council of Europe sign a statement of intent which makes membership official. This is followed by the completion of the Intercultural Cities Index questionnaire to get the assessment of their policies through an analytical report on the results with examples of good practice from other cities. The analysis of the questionnaire and the preparation of the report require a minimum of 8 weeks. Following this, an expert visit takes place (at least 1 expert and a Council of Europe representative) to meet city officials and a wide range of local stakeholders in order to confirm Intercultural Cities Index results and make an in-depth “diagnosis” of the city’s achievements and needs in relation to intercultural policies and governance. The visit results in a report (intercultural profile) which is the basis of subsequent work with the city. (or see table below for a short version).

Step One – Register Interest

To express interest, candidate cities must first express official interest to join the Intercultural Cities programme. *(A letter or email from the Mayor or other high-level representative will suffice).*

Step Two – Sign statement of intent

Statement of intent is co-signed by the city and the Council of Europe to officiate membership.

Step Three – Complete ICI questionnaire

Complete the Intercultural Cities index questionnaire.

Step Four – Complete expert visit

Arrange expert visits to meet city officials and a wide range of local stakeholders *(at least 1 expert and a Council of Europe representative).*

Step Five – Report completion

The visit results in a report (intercultural profile) which is the basis of subsequent work with the city.

Theme 2. Racism and Discrimination

A whole-of-society approach is essential to effectively addressing racism and setting a standard for best practice. While racism and discrimination are complex and multifaceted issues, they must be tackled head-on. Intolerance and hate cannot be ignored, they must be called out and addressed with clarity and conviction. This begins with visible leadership that actively challenges hate speech, counters misinformation, and works to bridge divides between communities. Building awareness around the realities of racism, promoting cultural understanding, and highlighting the rights and responsibilities of those affected are key steps in empowering communities to recognise and confront inequality at its roots. In addition to prevention and awareness, the Strategy recognises the importance of effective enforcement through existing legal, regulatory and institutional mechanisms, including reporting procedures, equality legislation and cooperation with relevant authorities, to address all forms of racial discrimination and hate.

This Strategy also recognises that effective anti-racism requires both prevention and enforcement. In addition to awareness and education, cooperation with law enforcement, equality bodies and legal support organisations will be strengthened to ensure that racist incidents, hate crimes and discrimination are appropriately addressed. Monitoring, documentation and transparent reporting will help to identify trends and guide future policy and response measures. Innovation and research are also key components of Galway's approach to combating racism. The deliverables in this section are grounded in evidence gathered through local consultation, but the Strategy also commits to ongoing evaluation and learning to inform future actions. Continued collaboration with academic and community research partners will ensure that responses to racism remain evidence-based, adaptive and effective.

While prevention and awareness are central to tackling racism, effective response also requires targeted support for victims and clear accountability measures. This Strategy recognises that victims of racism may need accessible reporting mechanisms, psychosocial or legal support, and protection from retaliation. In parallel, it acknowledges the importance of addressing the structural privileges and institutional barriers that allow racism to persist. Strengthening cooperation between local services, equality bodies and community organisations will ensure that both individual victims and wider systemic inequalities are meaningfully addressed. In implementing the measures set out in this section, particular attention will be paid to ensuring that individuals who experience racism or discrimination are informed of available supports, reporting pathways and advocacy mechanisms, including legal and community-based supports.

Galway City is also a member of the European Coalition of Cities Against Racism (ECCAR), which provides a valuable international framework for local action against discrimination and hate. This Strategy aligns with ECCAR's objectives by promoting awareness, prevention, and institutional responsibility to eliminate racism and foster inclusion.

Deliverables:

1. Organise and deliver diversity events across ATU, aimed at celebrating cultural diversity, promoting inclusion, and raising awareness of equality in education, employment, and wider community life.
2. An annual citywide anti-racism campaign, aimed at promoting awareness and highlighting everyone's right to equality in employment, education, and access to public and private facilities in the city.
3. Develop and implement a Community Safety Plan that includes a targeted Education and Awareness Programme focused on hate crime prevention, bystander intervention, and rights awareness. This plan will be delivered through schools, youth groups, and community groups, and will be informed by local needs and community input.
4. Conduct clinics in IPAS centres across Galway City, covering the role of An Garda Síochána, procedures for reporting, and building a trusting relationship.
5. Promote clear and accessible guidance on how to report discrimination, ensuring information is easy to understand, supports accurate recording, and enables thorough investigation of all reports.
6. Establish regular contact with anti-racism organisations and facilitate consultation and guidance from anti-racism organisations and Equality bodies.
7. Deliver Equality Mainstreaming training to the Intercultural and Anti Racism Strategy Steering Committee, with a specific focus on the full inclusion of the Traveller community within an equality and human rights framework.
8. Develop a local 10-Point Plan of Action on Anti-Racism, modelled on the ECCAR framework, outlining Galway's commitments and actions across education, employment, policing, housing, and civic life.
9. Submit a report outlining progress on anti-racism actions during the lifetime of this Strategy, as part of Galway City's ECCAR membership. This report will share lessons learned and good practices with the ECCAR network, strengthening Galway's international cooperation on equality and inclusion.
10. Ensure that all stakeholders are aligned with the values of and give effect to the steps set out in the Framework for Responding to Traveller ethnicity, developed and agreed by the Galway City and County Traveller Interagency Group.
11. Ensure that all stakeholders give effect to the objectives and implement the actions of the National Traveller and Roma Inclusion Strategy II 2024–2028 that are relevant to their mandate, strengthening coherence between local policy implementation and national policy commitments.

Theme 3. Education and Youth

Education creates significant opportunities for employment, wider social connection, language learning and cultural exchange. Schools are also an important focal point within the community and efforts to emphasise equality, diversity, and interculturalism in schools presents a significant opportunity to address racism. Young people are the future of the Galway community. The ideals, values, and norms they are raised in will likely shape the future culture of the city. Investing in Youth Integration across different backgrounds encourages the development of tolerance and social bridges between communities.

Deliverables:

1. Support educational and training organisations in their efforts to promote diversity, including Schools of Sanctuary and Universities of Sanctuary, to create inclusive environments that welcome and support all individuals.
2. Map and connect homework and afterschool clubs in Galway City, facilitating a networking forum for providers to share best practices, strengthen collaboration, and promote inclusivity and diversity in their programmes.
3. Facilitate youth activity days that promote information about services and events in engaging, youth-friendly formats, with a focus on reaching young people in disadvantaged areas.
4. Support the participation of young people in decision-making in the city through youth forums.

Theme 4. Social Inclusion

Social inclusion is the process of improving the terms on which individuals and groups take part in society - improving the ability, opportunity, and dignity on those disadvantaged on the basis of their identity, including those with disabilities³³. This Strategy recognises that racism and exclusion do not act in isolation. Many residents experience multiple and overlapping forms of disadvantage, for example, being both a migrant and a woman, or a Traveller with a disability. These intersecting barriers can compound exclusion in housing, health, education, and employment. Galway City commits to embedding an intersectional approach across all thematic areas, ensuring that policies and services respond to the complex realities of residents' lives. The Galway City Intercultural and Anti-Racism Strategy has identified a

33 World Bank, *Social Inclusion: Overview and Policy Approach*.

number of key areas within the strategy that will contribute to social inclusion: Housing and Accommodation, Health, Dialogue in Governance, Cross Cultural Dialogue and Community Safety. Although all these categories are national criteria for action and change, there are local contexts that are relevant to the intercultural development of Galway City, and these are outlined in the following sections.

4.1 Housing and Accommodation

Housing plays a crucial role in shaping an individual's experience of integration. Housing conditions impact a sense of security and stability, opportunities for social connection, and access to healthcare, education, and employment. In Galway City, both social housing and private properties are experiencing high demand, and while there is a housing delivery plan in place for the coming years that will increase stock, demand is expected to remain high. This presents an ongoing challenge in ensuring that all residents have opportunities for stable housing and integration into local communities.

An emerging concern within urban housing policy is the risk of ghettoisation, where certain ethnic, migrant, or low-income groups become geographically and socially isolated in particular neighbourhoods. This segregation, whether driven by systemic barriers, economic inequality, or lack of affordable housing options, can lead to reduced access to education, employment, healthcare, and community resources. In Galway City, it is vital to ensure that accommodation policies and planning promote social mixing and prevent the concentration of disadvantage. Proactively addressing ghettoisation means fostering inclusive neighbourhoods that reflect the city's diversity and offer equal opportunities for all residents to thrive. This requires integrated urban planning, clear policies to ensure fair and transparent housing allocation processes, monitoring to prevent discrimination based on ethnicity, nationality, or socio-economic status, and support for intercultural community development in all areas of the city.

Deliverables:

1. Ensure clear and accessible information on housing and accommodation services is widely available, to foster stability and promote long-term integration.
2. Support neighbourhood-based intercultural projects which bring together people from diverse backgrounds.
3. Ensure the inclusion of marginalised communities in housing policy implementation.

4.2 Health

Inequalities in health are a prominent issue for marginalised groups, including those with disabilities. The key issues here are equity of access to health and social services and responsiveness of such services to the specific needs of the individual. Good health enables greater social participation and engagement in employment and education, the stakeholders in the strategy have a role to play in promoting and supporting access to health literacy and social care and preventative health measures across all groups.

It is important to recognise the intersectional challenges faced by individuals who experience both cultural or racial marginalisation and physical, sensory, intellectual or mental health disabilities. Migrants, refugees, and other minority groups with disabilities often encounter compounded barriers to accessing culturally competent health and support services. In some cultures, disability may carry social stigma or be understood differently, making outreach and service design particularly sensitive. These overlapping vulnerabilities require tailored, interculturally informed responses that promote both accessibility and cultural awareness.

Deliverable:

1. Promote and support information sharing to migrants on access to health and social care services, and preventative health measures across all groups.

4.3 Dialogue in Governance

There are various forms of direct and indirect discrimination that impact on the engagement of marginalised groups with local governmental and non-governmental services, civic duties, and political processes. Integration exists where a person can both receive the benefits provided by the institutions of society as well as contribute to decision-making and delivery.

Deliverable:

1. Develop a model of consultation for the city and address the consultation barriers for marginalised groups.

4.4 Cross Cultural Dialogue

Communication is a principle that underpins this intercultural strategy, tackling social gaps through conversations across groups. The strategy recognises a need to emphasise communication between grassroots groups and organisations and the local governance within Galway city.

Deliverables:

1. Facilitate open and respectful community engagement to build understanding, address concerns, and strengthen relationships between diverse cultural groups. Promote inclusive, community-led approaches to resolving tensions and supporting sustainable, cohesive, and integrated living.
2. Support the creation and development of community groups centred on the interests, skills, and cultural identities of minority groups, fostering a sense of belonging, building confidence, and strengthening their voice within the wider community.
3. Conduct a feasibility study to explore the possibility of establishing an intercultural centre in the city.
4. Support the creation and development of LGBTI+ community groups to support LGBTI+ community members who intersect with other minority and ethnic backgrounds, to enhance their sense of belonging and safety.

4.5 Community safety

Community safety is rooted in the idea that everyone has the right to be safe and feel safe in the places where they live, work, and connect. It is a vital foundation for individuals and communities to flourish and thrive. When people feel secure, they are more likely to build meaningful relationships, engage with society, and pursue opportunities in education, employment, and recreation. Safety is a shared concern across society, but it often weighs heaviest on minority groups. Crime does not just harm individuals, it erodes trust, limits participation, and distorts cultural understanding, undermining the fabric of inclusive communities. Addressing racism also requires clear accountability, including the consistent application of existing policies, procedures and legal frameworks by relevant authorities, alongside transparent reporting and follow-up.

Deliverables:

1. Promote and offer fully inclusive support services to victims of domestic violence and sexual assault.
2. Promote understanding of community safety within the city and supportive role of Gardai, raising an understanding of hate crimes and personal safety issues.

Theme 5. Business and Employment

Employment plays a crucial role in fostering intercultural relations and is a key outcome of successful integration. Work not only helps individuals reestablish valued social roles but also supports language development, broadens cultural understanding, and facilitates the formation of important social connections. Self-employment and entrepreneurship are common pathways for migrants and ethnic minorities in Ireland and many other countries across the world, with many engaging in sectors such as taxi driving, delivery services, retail, and hospitality. To address these challenges, the Strategy will also work with employers' networks, trade unions, and the Galway Chamber to promote inclusive recruitment and workplace equality standards. An *Anti-Racism Charter* has been developed at the end of this strategy, encouraging local businesses to commit to fair recruitment, zero tolerance for racism in the workplace, and proactive support for minority employees. Sector-specific initiatives will also be explored in hospitality, retail, and transport, where evidence of racism and discrimination is particularly strong.

A 2021 report by the Immigrant Council of Ireland (ICI) highlighted the racial abuse frequently experienced by migrant taxi drivers, such as passengers refusing rides based on appearance or accent, verbal harassment, and unfair complaints³⁴. Recent data from the Irish Network Against Racism (INAR) also confirms that Black taxi drivers are disproportionately affected by workplace racism in Ireland. INAR's 2022 report based on data compiled from their online reporting system, iReport, states: "We have found out that the two categories of people who experience racism in the workplace and report it are black bus drivers and black taxi drivers...". This racialised treatment undermines the dignity and mental wellbeing of individuals and restricts their economic opportunities, ultimately impacting their sense of belonging and inclusion within Irish society

Deliverables:

1. Provide guidance on self-employment opportunities and refer individuals to appropriate support services.
2. Promote GRETB Further Education and Training Guidance and Information service and course opportunities to help participants access the labour market.
3. Increase awareness and access to English language classes for learners.
4. Promoting information about services and schemes, and access to work, including advice on wage subsidy work and access for people with disabilities.

34 Immigrant Council of Ireland, (2015), "Taking Racism Seriously: Experiences Of Violence, Harassment And Discrimination In The Taxi Industry"

Theme 6. Arts, Culture and Sports

Understanding of cultural values, practices and beliefs is key to fostering connection and integration between people of different backgrounds. Galway's cultural and sporting sectors have a vital role to play in promoting inclusion, wellbeing and community cohesion. Consultations for this Strategy highlighted the need to increase participation of minority ethnic, Traveller and migrant communities in local arts, cultural and sporting life, and to create opportunities for interaction that build shared understanding and belonging. Consultation also highlighted that access to arts, cultural and sporting activities is not experienced equally across the city. Barriers such as cost, awareness, representation and access to facilities can limit participation for marginalised communities, including migrants, Travellers and newcomers. At the same time, arts, culture and sport offer unique opportunities for informal interaction, relationship-building and shared experience that support intercultural understanding.

Strengthening collaboration between cultural institutions, sports organisations and community groups will help ensure these spaces are welcoming and accessible to all. Through festivals, tournaments and local initiatives, Galway can celebrate its diversity while creating shared experiences that foster mutual respect and inclusion. Local authorities have a key enabling role in this area through the use of public spaces, support for inclusive programming, partnerships with cultural and sporting organisations, and the design of funding and grant schemes that are accessible to diverse communities.

Deliverables:

1. Support the development of tournaments and festivals which bring together and encourage mixing of people from different parts of the city.
2. Promote the participation of marginalised groups and newcomers in local arts, cultural and sports activities.

Theme 7. Media

All media and social media consumed by residents in Galway contribute to public discussion. The language used by the media is never neutral, as everyone will take interpretations from the framing of events. Highlighting the diversity of Galway through the media by promoting cultural events, community work, and the achievements of locals can all contribute to presenting the benefits of a diverse community. Also, tackling the use of anti-migrant, anti-refugee, and anti-roma/anti-traveller rhetoric will help to improve the general public's narrative and perception of ethnic minority groups. Challenging racism requires more than responding to incidents, it also requires changing the public narrative. This Strategy therefore commits to a proactive citywide media plan. Working with local media, schools, community groups, and cultural institutions, the following deliverables will highlight the contributions of migrants, Travellers, and minority ethnic communities to Galway. By promoting positive stories and countering misinformation, this Strategy will help to build a shared sense of belonging under the message of "A City for All".

Deliverables:

1. Increase intercultural content shared with local media, including promotion of cultural events, including diverse citizens as sources and interviewees.
2. Support groups in addressing discriminatory or hateful statements reported in the media by Galway representatives or about Galway residents.
3. Provide tailored media training for representatives of underrepresented and marginalised communities to build capacity in engaging with media, conducting interviews, and effectively responding to discriminatory narratives.
4. Highlight positive benefits of diversity for the city in local media through campaigns.

Summary of Strategic Deliverables

This section provides a concise summary of the key deliverables outlined in the Galway City Intercultural and Anti Racism Strategy. These deliverables form the practical foundation for realising Galway's vision of becoming a city that is inclusive, equitable, and respectful of all cultural identities. Organised under seven thematic areas, the deliverables aim to ensure a coherent and collaborative approach across sectors, grounded in a whole-of-society ethos. By translating strategic aims into tangible actions, this summary serves as a roadmap for implementation, monitoring, and ongoing review. It reflects the collective commitment of stakeholders (public, private, and community-based) to work in partnership towards a city that champions intercultural values and human rights. Progress under this Strategy will be continually informed by evidence and evaluation, with research used to assess impact, strengthen enforcement responses, and guide the development of innovative approaches to combating racism and promoting inclusion.

In addition to performance targets, the Strategy identifies key outcome expectations to measure its broader impact. These include improved perceptions of inclusion, trust, and belonging among diverse communities; increased participation of marginalised groups in civic, cultural, and economic life; greater institutional capacity to prevent and respond to racism and discrimination; and visible progress toward equitable access to housing, education, employment, and health services. Tracking these outcomes alongside quantitative targets will enable a more comprehensive assessment of the Strategy's fulfilment and lasting impact.

To complement performance targets, a set of qualitative and quantitative indicators will be used to monitor progress and demonstrate achievements across the Strategy's lifetime. These indicators will capture not only outputs, such as the number of events, participants or trainings delivered, but also outcomes, such as improved perceptions of inclusion, greater participation of marginalised groups, increased collaboration between stakeholders, and evidence of institutional change. Together, these measures will illustrate both the tangible and social impact of the Strategy's implementation.

Theme 1. City Leadership on Interculturalism, Equality and Human Rights

1. Promote diversity and its benefits through visible messaging by key city institutions
2. Promote or deliver cultural competence training sessions for key workers.
3. Establish an Equality and Human Rights Charter for the city based on international human rights treaties, legislation, and the principle of equality.
4. Explore the possibility of joining the Intercultural Cities Programme
5. Produce a poster campaign highlighting racism experienced by local workers
6. Provide intersectional LGBTI+ awareness and inclusion training. Training will be designed and delivered by community experts and will address the needs of intersecting communities.

Theme 2. Racism and Discrimination

1. Organise and deliver diversity events across ATU, aimed at celebrating cultural diversity, promoting inclusion, and raising awareness of equality in education, employment, and wider community life.
2. An annual citywide anti-racism campaign, aimed at promoting awareness and highlighting everyone's right to equality in employment, education, and access to public and private facilities in the city.
3. Develop and implement a Community Safety Plan that includes a targeted Education and Awareness Programme focused on hate crime prevention, bystander intervention, and rights awareness. This plan will be delivered through schools, youth groups, and community groups, and will be informed by local needs and community input
4. Conduct clinics in IPAS centres across Galway City, covering the role of An Garda Síochána, procedures for reporting, and building a trusting relationship.
5. Promote clear and accessible guidance on how to report discrimination, ensuring information is easy to understand, supports accurate recording, and enables thorough investigation of all reports.
6. Establish regular contact with anti-racism organisations and facilitate consultation and guidance from anti-racism organisations and Equality bodies.
7. Deliver Equality Mainstreaming training to the Intercultural and Anti Racism Strategy Steering Committee, with a specific focus on the full inclusion of the Traveller community within an equality and human rights framework.
8. Develop a local 10-Point Plan of Action on Anti-Racism, modelled on the ECCAR framework, outlining Galway's commitments and actions across education, employment, policing, housing, and civic life.
9. Submit a report outlining progress on anti-racism actions during the lifetime of this Strategy, as part of Galway City's ECCAR membership. This report will share lessons learned and good practices with the ECCAR network, strengthening Galway's international cooperation on equality and inclusion.
10. Ensure that all stakeholders are aligned with the values of and give effect to the steps set out in the Framework for Responding to Traveller ethnicity, developed and agreed by the Galway City and County Traveller Interagency Group.
11. Ensure that all stakeholders give effect to the objectives and implement the actions of the National Traveller and Roma Inclusion Strategy II 2024–2028 that are relevant to their mandate, strengthening coherence between local policy implementation and national policy commitments.

Theme 3. Education and Youth

1. Support educational and training organisations in their efforts to promote diversity, including Schools of Sanctuary and Universities of Sanctuary, to create inclusive environments that welcome and support all individuals.
2. Map and connect homework and afterschool clubs in Galway City, facilitating a networking forum for providers to share best practices, strengthen collaboration, and promote inclusivity and diversity in their programmes.
3. Facilitate youth activity days that promote information about services and events in engaging, youth-friendly formats, with a focus on reaching young people in disadvantaged areas.
4. Support the participation of young people in decision-making in the city through youth forums.

Theme 4. Social Inclusion

4.1 Housing and Accommodation

5. Ensure clear and accessible information on housing and accommodation services is widely available, to foster stability and promote long-term integration.
6. Support neighbourhood-based intercultural projects which bring together people from diverse backgrounds.
7. Ensure the inclusion of marginalised communities in housing policy implementation

4.2 Health

1. Promote and support information sharing to migrants on access to health and social care services, and preventative health measures across all groups..

4.3 Dialogue in Governance

1. Develop a model of consultation for the city and address the consultation barriers for marginalised groups.

4.4 Cross Cultural Dialogue

1. Facilitate open and respectful community engagement to build understanding, address concerns, and strengthen relationships between diverse cultural groups. Promote inclusive, community-led approaches to resolving tensions and supporting sustainable, cohesive, and integrated living.
2. Support the creation and development of community groups centred on the interests, skills, and cultural identities of minority groups, fostering a sense of belonging, building confidence, and strengthening their voice within the wider community.
3. Conduct a feasibility study to explore the possibility of establishing an intercultural centre in the city.
4. Support the creation and development of LGBTI+ community groups to support LGBTI+ community members who intersect with other minority and ethnic backgrounds, to enhance their sense of belonging and safety.

4.5 Community Safety

1. Promote and offer fully inclusive support services to victims of domestic violence and sexual assault.
2. Promote understanding of community safety within the city and supportive role of Gardai, raising an understanding of hate crimes and personal safety issues.

Theme 5. Business and Employment

1. Provide guidance on self-employment opportunities and refer individuals to appropriate support services.
2. Promote GRETB Further Education and Training Guidance and Information service and course opportunities to help participants access the labour market.
3. Increase awareness and access to English language classes for learners.
4. Promoting information about services and schemes, and access to work, including advice on wage subsidy work and access for people with disabilities.

Theme 6. Arts, Culture and Sports

1. Support the development of tournaments and festivals which bring together and encourage mixing of people from different parts of the city.
2. Promote the participation of marginalised groups and newcomers in local arts, cultural and sports activities.

Theme 7. Media

1. Increase intercultural content shared with local media, including promotion of cultural events, including diverse citizens as sources and interviewees.
2. Support groups in addressing discriminatory or hateful statements reported in the media by Galway representatives or about Galway residents.
3. Provide tailored media training for representatives of underrepresented and marginalised communities to build capacity in engaging with media, conducting interviews, and effectively responding to discriminatory narratives.
4. Highlight positive benefits of diversity for the city in local media through campaigns.

This summary affirms Galway's strategic ambition to lead by example, championing inclusion, challenging discrimination, and fostering mutual respect and participation across all communities. The implementation of these deliverables will be central to building a cohesive and resilient city for current and future generations.

Implementation plan – Galway City Intercultural and Anti Racism Strategy 2026 – 2029

1. City Leadership on Interculturalism, Equality and Human Rights	Leading partners	Measurable Outcomes	Timelines
Promote diversity and its benefits through visible messaging by key city institutions	Galway City Council (Local Authority Integration Team) & Galway Chamber	10 institutions displaying message of diversity	Feb-29
Promote or deliver cultural competency training sessions for key workers.	Galway City Council (Local Authority Integration Team)	Evidence of 5 trainings with 50 participants	Feb-29
Establish an Equality and Human Rights Charter for the city based on international human rights treaties, legislation, and the principle of equality.	University of Galway	Develop a draft charter, aligning with UN Office of the High Commissioner for Human Rights Guidance Framework	Feb-29
Explore the possibility of joining the Intercultural Cities Programme.	Galway City Council (Local Authority Integration Team & Local Community Development Committee)	Steps taken to study benefits, decision to apply or reasons not to.	Feb-29
Produce a poster campaign highlighting racism experienced by local workers	Galway City Council (Local Community Development Committee)	1 poster campaign titled #EndWorkplaceRacism with representation from local workers across diverse professions	Feb-29
Provide intersectional LGBTI+ awareness and inclusion training. Training will be designed and delivered by community experts and will address the needs of intersecting communities.	AMACH! LGBT Galway	Evidence of 4 trainings per year	Annually

2. Racism and Discrimination	Leading partner	Measurable Outcomes	Timelines
Organise and deliver diversity events across ATU, aimed at celebrating cultural diversity, promoting inclusion, and raising awareness of equality in education, employment, and wider community life.	Atlantic Technological University Galway	Evidence of 3 diversity events per year	Annually
An annual citywide anti-racism campaign, aimed at promoting awareness and highlighting everyone's right to equality in employment, education, and access to public and private facilities in the city.	Galway City Council (Local Authority Integration Team), Galway City Community Network, University of Galway	Evidence of 1 citywide anti-racism campaign per year	Annually
Develop and implement a Community Safety Plan that includes a targeted Education and Awareness Programme focused on hate crime prevention, bystander intervention, and rights awareness. This plan will be delivered through schools, youth groups, and community groups, and will be informed by local needs and community input	Galway City Council (Local Community Safety Partnership), University of Galway	Development and implementation of community safety plan	Feb-29
Conduct clinics in IPAS centres across Galway City, covering the role of An Garda Síochána, procedures for reporting, and building a trusting relationship.	An Garda Síochána	8 clinics per year	Annually
Promote clear and accessible guidance on how to report discrimination, ensuring information is easy to understand, supports accurate recording, and enables thorough investigation of all reports.	An Garda Síochána	1 national poster displayed in 20 organisations	Feb-29
Establish regular contact with anti-racism organisations and facilitate consultation and guidance from anti-racism organisations and Equality bodies.	Galway City Council (Local Authority Integration Team) & Galway City Partnership	Evidence of joining collaborative networks such as GCARD, Welcomes All Groups	Feb-29

2. Racism and Discrimination (continued)	Leading partner	Measurable Outcomes	Timelines
Deliver Equality Mainstreaming training to the Intercultural and Anti Racism Strategy Steering Committee, with a specific focus on the full inclusion of the Traveller community within an equality and human rights framework.	Galway Traveller Movement	1 training delivered to the Intercultural Strategy Steering Committee	Mar-26
Develop a local 10-Point Plan of Action on Anti-Racism, modelled on the ECCAR framework, outlining Galway's commitments and actions across education, employment, policing, housing, and civic life.	Galway City Council (Urban & Community Development Team)	Develop 10-point Action Plan modelled on ECCAR framework	Feb-29
Submit a report outlining progress on anti-racism actions during the lifetime of this Strategy, as part of Galway City's ECCAR membership. This report will share lessons learned and good practices with the ECCAR network, strengthening Galway's international cooperation on equality and inclusion.	Galway City Council (Urban & Community Development Team), Galway City Partnership	Submit report outlining progress on anti-racism actions during the lifetime of this Strategy	Feb-29
Ensure that all stakeholders are aligned with the values of and give effect to the steps set out in the Framework for Responding to Traveller ethnicity, developed and agreed by the Galway City and County Traveller Interagency Group.	All Stakeholders	Evidence that stakeholders have integrated the values and steps of the Framework for Responding to Traveller Ethnicity into their practices.	Feb-29
Ensure that all stakeholders give effect to the objectives and implement the actions of the National Traveller and Roma Inclusion Strategy II 2024–2028 that are relevant to their mandate, strengthening coherence between local policy implementation and national policy commitments.	All Stakeholders	Stakeholder actions demonstrate clear alignment with relevant objectives of NTRIS II.	Feb-29

3. Education and Youth	Leading partner	Measurable Outcomes	Timelines
Support educational and training organisations in their efforts to promote diversity, including Schools of Sanctuary and Universities of Sanctuary, to create inclusive environments that welcome and support all individuals.	University of Galway	10 schools become Champion Schools of Sanctuary, 10 diversity activities	Feb-29
Map and connect homework and afterschool clubs in Galway City, facilitating a networking forum for providers to share best practices, strengthen collaboration, and promote inclusivity and diversity in their programmes.	Croi Na Gaillimhe (resource centre of SVP), Tusla	Quarterly forums bringing together homework and afterschool club providers, showcasing actions taken to promote diversity.	Annually
Facilitate youth activity days that promote information about services and events in engaging, youth-friendly formats, with a focus on reaching young people in disadvantaged areas.	Galway City Partnership	Evidence of 4 events annually	Annually
Support the participation of young people in decision-making in the city through youth forums.	Youth Work Ireland Galway - Comhairle na nog	1 Workshop per year, awareness raising initiatives	Annually

4. Social Inclusion	Leading partner	Measurable Outcomes	Timelines
Housing and Accommodation			
Ensure clear and accessible information on housing and accommodation services is widely available, to foster stability and promote long-term integration.	Galway City Partnership (BRIDGE project)	Evidence of 1 workshop per year with 30 attendees	Annually
Support neighbourhood-based intercultural projects which bring together people from diverse backgrounds.	Galway City Council (Community Department)	Evidence of 5 events supported annually	Annually
Ensure the inclusion of marginalised communities in housing policy implementation	Galway City Council (Housing Department)	Evidence of consultation with at least two representative groups of marginalised communities during housing policy implementation cycles.	Feb-29

4. Social Inclusion (continued)	Leading partner	Measurable Outcomes	Timelines
Health			
Promote and support information sharing to migrants on access to health and social care services, and preventative health measures across all groups.	The Health Service Executive (HSE)	4 Information events per year	Annually
Dialogue in Governance			
Develop a model of consultation for the city and address the consultation barriers for marginalised groups.	Galway City Community Network & Galway City Council (Community Department)	2 consultations annually, Community Leadership Training programmes, Establishment of Community Engagement Model for International Protection and BOTPs	Feb-29
Cross Cultural Dialogue			
Facilitate open and respectful community engagement to build understanding, address concerns, and strengthen relationships between diverse cultural groups. Promote inclusive, community-led approaches to resolving tensions and supporting sustainable, cohesive, and integrated living.	Galway City Partnership	Experience improved trust, dialogue, and collaboration between diverse cultural groups in the community.	Feb-29
Support the creation and development of community groups centred on the interests, skills, and cultural identities of minority group, fostering a sense of belonging, building confidence, and strengthening their voice within the wider community.	Galway City Partnership (BRIDGE project)	4 community groups	Annually
Conduct a feasibility study to explore the possibility of establishing an intercultural centre in the city.	Galway City Council	Feasibility study to explore possibility of establishing centre. Explore collaborative input from various communities	Feb-29

4. Social Inclusion (continued)	Leading partner	Measurable Outcomes	Timelines
Support the creation and development of LGBTI+ community groups to support LGBTI+ community members who intersect with other minority and ethnic backgrounds, to enhance their sense of belonging and safety.	AMACH! LGBT Galway	2 community groups	Feb-29
Community Safety			
Promote and offer fully inclusive support services to victims of domestic violence and sexual assault	COPE Galway Domestic Abuse Service	All relevant stakeholders to meet and design documentation, relating to all services making them available in bilingual format for dissemination across the city and relevant websites	Annually
Promote understanding of community safety within the city and supportive role of Gardai, raising an understanding of hate crimes and personal safety issues.	Galway City Council (Local Community Safety Partnership), University of Galway, Atlantic Technological University Galway	4 Information events annually	Annually

5. Business and Employment	Leading partner	Measurable Outcomes	Timelines
Provide guidance on self-employment opportunities and refer individuals to appropriate support services.	Galway City Partnership (BRIDGE project)	20 referrals per annum	Annually
Promote GRETB Further Education and Training Guidance and Information service and course opportunities to help participants access the labour market.	Galway and Roscommon Education and Training Board	Launch 2 targeted promotional campaigns per year (e.g. social media, community events, local media)	Annually
Increase awareness and access to English language classes for learners.	Galway and Roscommon Education and Training Board	Deliver 2 targeted promotional campaigns per year across social media, local radio, and community networks	Annually
Promoting information about services and schemes, and access to work, including advice on wage subsidy work and access for people with disabilities.	Department of Social Protection	15 referrals to WPEP, 10 customers enter employment, 12 Recruitment and Upskill Fairs, actively referring to CE schemes and rural social schemes on an ongoing basis	Annually

6. Arts, Culture and Sports	Leading partner	Measurable Outcomes	Timelines
Support the development of events which bring together and encourage mixing of people from different parts of the city	Galway Sports Partnership	3 events annually	Annually
Promote the participation of marginalised groups and newcomers in local arts, cultural and sports activities.	Galway City Partnership, University of Galway	150 participants annually	Annually

7. Media	Leading partner	Measurable Outcomes	Timelines
Increase intercultural content shared with local media, including promotion of cultural events, including diverse citizens as sources and interviewees	TG4	Host 4 designated media solidarity days for various cultural groups, regularly promote cultural events	Annually
Support groups in addressing discriminatory or hateful statements reported in the media by Galway representatives or about Galway residents.	Galway City Community Network	Evidence of responses or actions taken in relation to reported discriminatory or hateful media statements.	Feb-29
Provide tailored media training for representatives of underrepresented and marginalised communities to build capacity in engaging with media, conducting interviews, and effectively responding to discriminatory narratives.	TG4	2 media training workshops annually	Annually
Highlight positive benefits of diversity for the city in local media through campaigns.	TG4	Develop a media campaign around the strategy, raising awareness of diversity in the city	Feb-29

Shared Commitment to Anti-Racism

This Strategy invites all public, community, and voluntary organisations in Galway to affirm their support for its principles and objectives. To facilitate this, a concise Anti-Racism Charter has been developed as a companion document, setting out key standards of conduct and organisational values in relation to anti-racism, equity, and inclusion.

By signing the Charter, organisations publicly demonstrate their commitment to these shared values and to contributing to a more inclusive Galway. This act signifies a clear and visible commitment to upholding its vision and contributing to a city that actively promotes respect, equality, and intercultural understanding in all aspects of civic and organisational life.

While the Charter is not a legally binding document, it represents a formal, public declaration of commitment. Organisations that sign it agree to uphold its principles in spirit and practice, demonstrating leadership and accountability in promoting equality and anti-racism across their spheres of influence.³⁵

Organisations wishing to sign the following Charter can do so by contacting Tara at: tara@gcp.ie

35 This approach is consistent with best practice models such as the Irish Human Rights and Equality Commission's Public Sector Duty and the EU Diversity Charters, which promote voluntary yet accountable commitments to equality, inclusion, and human rights within public and private organisations.

Galway City Anti-Racism Charter

As an organisation operating within Galway City, we recognise that racism, discrimination, and exclusion remain persistent challenges in our society. We acknowledge our responsibility, individually and collectively, to create an inclusive city where all people, regardless of race, ethnicity, nationality, culture, or background, are treated with dignity and given equal opportunity.

Definition of Racism (noun):

Any action, practice, policy, law, speech, or incident which has the effect (whether intentional or not) of undermining anyone's enjoyment of their human rights, based on their actual or perceived ethnic or national origin or background, where that background is that of a marginalised or historically subordinated group. Racism carries connotations of violence because the dehumanisation of ethnic groups has been historically enforced through violence.

For the purposes of this Charter, our pledge remains focused on racism as defined above, while recognising that racism can intersect with other forms of discrimination.

This Charter is developed as part of the Galway City Intercultural and Anti-Racism Strategy, and by signing it, we affirm our formal endorsement of the Strategy and our commitment to its vision, mission, and objectives. We commit to embedding the following principles into our organisational culture, policies, and practice:

1. Zero Tolerance for Racism and Discrimination

We will:

- Publicly and internally declare our zero tolerance for racism, xenophobia, and all forms of discrimination based on race, ethnicity, or nationality, while also recognising that racism can intersect with other forms of discrimination, including those based on religion, language, gender, sexual orientation, or disability.
- Respond promptly and appropriately to any incidents of racist or discriminatory behaviour within our organisation or in services we provide.
- Promote a safe environment for staff, service users, and community members, where all forms of hate, intimidation, and prejudice are actively challenged.

2. Promotion of Human Rights, Equality, and Interculturalism

We will:

- Embrace interculturalism as a strength and promote positive interaction, mutual respect and meaningful engagement between people of diverse backgrounds, recognising and valuing each person as an individual rather than solely as a member of a particular group.
- Recognise the need for equity over equality, addressing systemic barriers by adapting services and supports to meet diverse needs.

3. Inclusive and Respectful Organisational Culture

We will:

- Ensure that our workplace policies, recruitment practices, and internal procedures promote inclusion, respect, and equal opportunity. *[For statutory bodies, it is acknowledged that recruitment and induction procedures are largely governed by national frameworks and may not be subject to local modification. Nonetheless, commitments to equality and cultural sensitivity will be upheld within the scope permitted by these frameworks]*
- Ensure that hiring decisions are based solely on candidates' merits, qualifications, and suitability for the role, and not influenced by race, ethnicity or nationality.
- Commit to improving our understanding of visa categories, work permissions, and residency stamps relevant to international candidates, to ensure fair, lawful, and inclusive recruitment and employment practices.

4. Equity in Service Delivery

We will:

- Deliver services in a manner that is inclusive, culturally appropriate, and responsive to the specific needs of minority ethnic communities.
- Review and revise policies to remove structural barriers to access, participation, and equity. *[For statutory bodies, it is recognised that many functions are defined by legislation and associated procedures, which may limit opportunities for local review. Within these parameters, every effort will be made to enhance inclusivity and equity]*
- Provide information in accessible formats and languages, where feasible, and ensure frontline staff are equipped to engage respectfully with diverse service users.

5. Community Collaboration and Participation

We will:

- Engage meaningfully with minority ethnic communities, migrant groups, Traveller organisations, and people with lived experience of racism to inform the development of policies, services, and programmes.

6. Promotion of the Galway City Intercultural and Anti-Racism Strategy

We will:

- Publicly endorse the Galway City Intercultural and Anti-Racism Strategy and commit to contributing to its implementation through relevant actions within our remit.
- Share the Strategy's vision, principles, and priorities with our staff, stakeholders, and communities.

7. Transparency and Accountability

We will:

- Remain open to feedback from the communities we serve, and seek to continuously improve our anti-racist practices.
- Encourage other organisations and institutions to adopt this Charter and join the collective effort to build a more equitable and inclusive Galway.

By signing this Charter, we affirm:

- Our support for the Galway City Intercultural and Anti-Racism Strategy
- Our commitment to interculturalism, inclusion, and anti-racism
- Our role as active partners in making Galway a city where all people can live, work, and participate fully and equally.

Organisation Name: _____

Authorised Signatory: _____

Date: _____

Organisations that sign this Charter will have the opportunity to display the Galway City Anti-Racism Badge as a visible symbol of their commitment to the pledge and its principles.

