

# A City of Equals

Promoting an Intercultural City



Galway City Development Board  
Bord Forbartha Cathrach na Gaillimhe

# **A City of Equals**

Promoting an Intercultural City

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**“The identities of our cities are changing. There is a sense that the time of the intercultural idea is coming as cities increase in diversity and complexity... it is seeking to better understand the conditions of diversity; the impacts of physical planning and design of cities; the access to and utilisation of services; the opportunities for interaction and sharing; and the role of local government in creating the opportunities for people to work together as an inclusive and culturally diverse community.”**

Intercultural City, Making the Most of Diversity.

As Mayor of the City of Galway I welcome the publication of *“A City of Equals” Promoting an Intercultural City*. This document developed on behalf of the Galway City Development Board sets a 5 point framework for co-operation between all the city stakeholders to create an Intercultural City through communicating, interacting and working together to make Galway a more prosperous city and it ensures that we acknowledge and celebrate the difference of others.

I welcome the development of the strategy as a building block on top of the strong work of the original Galway City Anti-Racism Strategy *“Towards a City of Equals”*. This strategy has formed part of the ongoing work of the City Development Board and in particular its Social Inclusion Group and it is within this framework that the Strategy lays out its work plan. The ongoing reporting and monitoring through the Social Inclusion Group ensures that all partners play an active role in the 5 point framework.

As Mayor I will be playing my part in the actions of the strategy by supporting the development of the ‘Ambassador of Interculturalism’ role to support the Mayor to be an active participant in the strategy. I would like to congratulate the working group who developed the strategy and in particular to thank the agencies, community groups and members of the public that contributed to the development of the strategy and I look forward to working with the people of Galway to make *“A City of Equals” Promoting an Intercultural City* a success.

### **Mayor Hildegard Naughton**

Mayor of the City of Galway



As Chairperson of Galway City Community Forum, I welcome the publication of *“A City of Equals” Promoting an Intercultural City*. The Galway City Community Forum acknowledges the great work being done by the various stakeholders in putting this publication together.

We must also acknowledge the great benefits of seeing Galway as a City for Equals, where everyone has a contribution to make in the future development of the City.

The reference in the publication to the City’s assets highlight the great work being undertaken by the Intercultural Forum. It also highlights the other assets that this great City has in promoting itself as an Intercultural City and one that promotes diversity.

The Galway City Community Forum will continue to support the work being carried out by the City Development Board and its stakeholders in promoting Galway as A City of Equals and an Intercultural City.

### **Tommy Flaherty**

Chairperson, Galway City Community Forum



As Chairperson of the Galway City Partnership I would like to welcome the development of *“A City of Equals” Promoting an Intercultural City*. This strategy contains a commitment to promote diversity in Galway under the following themes: Promoting an Intercultural City, Living Together, Planning For Diversity, Rejecting Racism, Building an Intercultural Economy. Galway City Partnership is one of the lead partners and will be playing a proactive role in the implementation of the strategy.

‘Planning by design’ for meaningful inclusion will be essential so as to ensure equal opportunities for all. Against this backdrop, the strategy hopes to draw attention to situations and experiences of inequality and discrimination, provide knowledge, information and awareness that is key to devising effective responses to inequality and will create an environment that demands change to create a more equal society.

This is to be welcomed, with a final call to people living in Galway City to join us in solidarity to realise the goals set out in the strategy.

### **Margaret Ó Ríada**

Chairperson, Galway City Partnership







“A City that actively seeks to enhance intercultural dialogue and interaction through encouraging and supporting social, cultural, political and economic cohesion.”

## Introduction

Galway becoming an Intercultural City means communicating, interacting and working together to make Galway a more prosperous city, it ensures that we acknowledge and celebrate the difference of others.

The Galway City Development Board established a working group to progress “*A City of Equals*” Promoting an Intercultural City in September 2008. The Working Group undertook an extensive City Engagement Framework in 2009 to establish the key issues emerging for the people of Galway in regard to interculturalism. This consultation involved a range of primary and secondary research models as well as public consultations, world café events and public submissions.

A detailed analysis of this can be seen in the *Galway City Engagement Framework* - a background report, produced in conjunction with this Intercultural Strategy.

The themes identified form the core of the Galway City Intercultural Strategy.

**PROMOTING AN INTERCULTURAL CITY** A CITY THAT ACTIVELY SEEKS TO ENHANCE INTERCULTURAL DIALOGUE AND INTERACTION THROUGH ENCOURAGING AND SUPPORTING SOCIAL COHESION.

**LIVING TOGETHER** TO CREATE AND SUPPORT OPPORTUNITIES FOR CROSS-COMMUNITY INTERACTION AND PARTICIPATION IN ALL ASPECTS OF SOCIAL, ECONOMIC POLITICAL AND COMMUNITY LIFE.

**PLANNING FOR DIVERSITY** TO PLAN MANAGING CULTURAL DIVERSITY THROUGH THE PROMOTION AND PROOFING OF POLICY AND SERVICE PROVISION, ENSURING ACCESS TO SERVICES FOR ALL

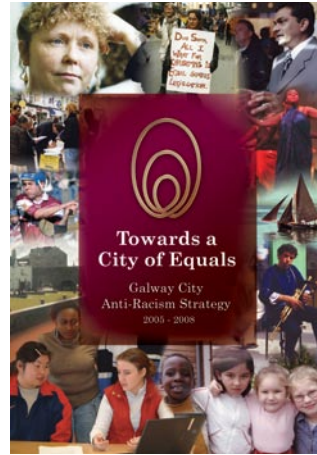
**REJECTING RACISM** TO PROTECT INDIVIDUALS AND COMMUNITIES AGAINST RACISM AND TO PROMOTE AWARENESS OF RIGHTS IN COMBATING RACIAL CONFLICT AND TENSION LOCALLY.

**BUILDING AN INTERCULTURAL ECONOMY** TO SUPPORT A DIVERSE BUSINESS COMMUNITY AND DIVERSE WORKFORCE.



## Background

In 2002 Galway City Development Board in its Strategy - *Gaillimh Beo agus Bríomhar* (A Strategy for Economic, Social and Cultural Development of Galway City) - included an action to tackle racism by developing an anti-racism strategy.



Galway City Partnership in conjunction with Galway City Council and other voluntary, community and statutory organisations, published the Galway City Anti Racism Strategy *Towards a City of Equals* 2005 – 2008.

The Strategy was very significant as it was the first of its kind in Ireland and put Galway on the map in regard to taking positive collaborative action on tackling racism. On completion of the Anti Racism Strategy, it was decided in 2008 to embark on a follow-up strategy to bring Galway closer to becoming a “City of Equals”.

It is within this context that “*A City of Equals*” *Promoting an Intercultural City* was developed.

In March 2008 the Galway City Development Board invited Charles Landry, an international expert on urban futures and city revitalisation, to address a seminar entitled “*Imagine*”. In his presentation, Landry introduced the concept of the Intercultural City. He describes it as being:

**“...distinct from the current arguments made for integration and community cohesion in arguing for a much more proactive engagement between cultures, including a preparedness to see conflict not only as an inevitable but a creative process. This implies mutual learning and joint growth and a process of acquiring, not only a set of basic facts and concepts about ‘the other’, but particular skills and competences which will enable one to interact functionally with anyone different from oneself regardless of their origins.”**



## Strategy Components

### The Intercultural Component

**“Interculturalism, in which the emphasis is on interaction and the exchange of ideas between different cultural groups... goes beyond equal opportunities and respect for existing cultural differences to the pluralist transformation of public space, institutions and civic culture.”**

Charles Landry's presentation to the 'Imagine' Conference for the Galway City Development Board in the Town Hall Theatre, March 2008.

Interaction and understanding are crucial to the success of effective strategies.

Minority groups face a range of issues and challenges that can often prevent them from active and equal integration into Irish life. This in turn can lead to the majority culture's misunderstandings, fear of the unknown and fear of the loss or dilution of cultural identity.

Basing strategies on an intercultural approach helps to alleviate tensions that may arise by creating opportunities for constructive dialogue and interaction.

### Anti-Racism Component

**“Tackling racism and promoting diversity is, of course, not just the responsibility of Government. Everybody in Irish society, including individuals, organisations, businesses, governmental and non-governmental organisations, has a role to play.”**

An Taoiseach, Brian Cowen

Racism is a specific form of discrimination. It is based on the false belief that some “races” are inherently superior to others because of skin colour, nationality, ethnic or cultural background. Racism denies people their basic human rights.

Racism can generally be separated into two forms:

- Individual racism – Racism experienced on an individual level, including offensive or violent acts or comments. These are intended to intimidate, insult and humiliate. An emphasis on individual racism tends to imply that society is not responsible for racism
- Institutional Racism – This theory acknowledges that, to an extent, society and political systems can be responsible for racism.

Racism can be combined with other forms of discrimination. For example, the Employment Equality Act, 1998, prohibits discrimination on the basis of nine grounds: Gender, Age; Marital Status; Disability; Family status; Race; Sexual Orientation; Membership of the Traveller Community and Religious belief. Racism based on multiple forms of discrimination is also possible.

## The Integration Component

**“Integration requires a fundamental shift in attitudes, structures and services. It is not simply a matter of making public services more user friendly for migrants but of the nature of the relationship between the migrants and Irish Society in general and the nature of Governance.”**

Oireachtas Joint Committee on European Affairs

Integration concerns all in society and is about building sustainable structures of communication and dialogue to support the maintaining of relationships amongst communities, institutions and organisations.

Integration is a process that places rights and duties on both the majority culture and ethnic minorities, enabling all to live together in a society in which differences can be peacefully accommodated. It requires everybody to subscribe to basic common values, such as respect for human rights, democracy, freedom of speech, and the importance of combating discrimination on basis of religion, sexuality, gender and ethnicity etc.

Effective Integration ensures that all people can live together and have the freedom to express their identity and culture in a safe and secure environment.

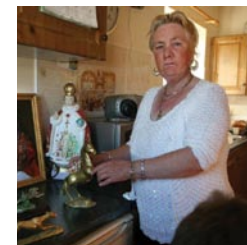
## Diversity in Galway City

To help make “A City of Equals” Promoting an Intercultural City successful, it is important to begin with an understanding of the demographic and social features that are shaping contemporary Irish society.

Historically Ireland has always been home to a number of different ethnic groups, including the white settled community, the Traveller community, a Jewish community, black Irish people, and others.

In recent years this diversity has broadened both in scope and scale. The 2002 Census of Population counted that 224,261 non-Irish residents were living in Ireland, amounting to 5.5% of the overall population. The most recent 2006 Census of Population stated that there are now 420,000 non-Irish individuals residing in Ireland, amounting to 10% of the population.

Religious diversity is also on the rise in Ireland, with over twenty different religions being practiced. The 2006 Census of Population shows us that there are over 20 different religions being practised in the country, there are just over 32,500 Muslims, over 23,000 Presbyterians, 12,000 Methodists, and 2,000 Jews practising and living in Ireland.







National increases in overall population and ethnic diversity are evident in Galway City. According to the 2006 Census of Population, Galway is home to 72,414 people. This is a **10% increase** over the 2002 total. Galway grew at a slightly faster rate than Ireland as a whole, which grew by 8.2% between 2002-2006.

#### POPULATION BY ELECTORAL DIVISION, 2006

ELECTORAL DIVISION	TOTAL POPULATION
Ballybaan	9,871
Ballybrit	724
Barna	12,792
Castlegar	3,602
Claddagh	2,614
Dangan	4,206
Eyre Square	4,105
Knocknacarragh	1,428
Lough Atalia	1,113
Menlough	5,752
Mervue	2,130
Murrough	2,382
Newcastle	1,999
Nun's Island	1,336
Rahoon	2,920
Renmore	1,426
Rockbarton	1,813
St. Nicholas	2,677
Salthill	3,376
Shantalla	1,874
Taylor's Hill	2,713
Wellpark	1,561
<b>Galway City</b>	<b>72,414</b>

Source: Central Statistics Office. [www.cso.ie](http://www.cso.ie)

The 2006 census indicates that 78.8% of Galway's population identifies as white Irish. There are 1,188 members of the Traveller community living in Galway city, amounting to 1.7% of the total population. There are also a number of black Irish, Asian Irish, and other minority communities living in Galway (3% of Galway's population).

The 2006 Census of Population records that **17.5%** of people living in Galway City class their nationality as non-Irish. This is up from 9% of the population that identified as non-Irish in the 2002 Census of Population.

ETHNIC OR CULTURAL BACKGROUND BY ELECTORAL DIVISION, 2006

ELECTORAL DIVISION	WHITE IRISH	WHITE IRISH TRAVELLER	OTHER WHITE	BLACK IRISH	ASIAN IRISH	OTHER	NOT STATED	TOTAL
Ballybaan	6,863	513	1,069	753	73	198	208	9,677
Ballybrit	560	7	122	14	5	3	7	718
Barna	9,927	43	1,430	565	289	236	141	12,631
Castlegar	2,648	60	534	133	21	87	56	3,539
Claddagh	2,169	-	243	2	37	35	46	2,532
Dangan	3,519	77	275	30	82	56	48	4,087
Eyre Square	2,575	4	568	68	123	48	183	3,569
Knocknacarragh	1,231	-	95	3	7	22	13	1,371
Lough Atalia	949	1	89	9	5	13	29	1,095
Menlough	4,182	105	861	95	97	117	27	5,484
Mervue	1,762	21	164	19	10	22	12	2,010
Murrough	1,906	8	237	39	35	30	82	2,337
Newcastle	1,775	39	77	2	52	21	16	1,982
Nun's Island	1,118	-	120	-	14	26	18	1,296
Rahoon	2,127	156	348	80	40	53	70	2,874
Renmore	1,247	6	94	6	14	9	37	1,413
Rockbarton	1,493	-	101	1	5	9	21	1,630
St. Nicholas	1,884	30	297	2	63	47	115	2,438
Salthill	2,372	57	433	130	79	58	95	3,224
Shantalla	1,602	9	106	8	34	21	68	1,848
Taylor's Hill	1,934	45	314	33	110	44	96	2,576
Wellpark	1,194	7	217	6	32	11	9	1,476
<b>Galway City</b>	<b>55,037</b>	<b>1,188</b>	<b>7,794</b>	<b>1,998</b>	<b>1,227</b>	<b>1,166</b>	<b>1,397</b>	<b>69,807</b>

Source: Central Statistics Office. [www.cso.ie](http://www.cso.ie)

Summary

The statistics above outline that we share our daily lives, our workplaces, schools and streets with people who come from all over the world. Galway City is now a more diverse city than it ever was in the past. The City has witnessed a considerable growth in diversity over the past five years. The challenge now is to promote and celebrate this diversity in a positive and rewarding way for all of those living within Galway City.





## Approaches to Diversity

In preparation of this strategy the Working Group reviewed a number of strategies and approaches from different cities and countries worldwide, in order to gain an understanding of best practise, below explores a few of these examples of best practice with regards to interculturalism, anti-racism and integration.



### CITY BASED STRATEGIES

#### Dublin

Dublin has a dedicated Office for Integration based in Dublin City Council. Dublin City Integration Strategy is named *Towards Integration – A City Framework*. As part of this process the council developed a city “Charter”. The vision of the strategy is:

**“Dublin City is a city of welcome that creates trust, appreciation and protection for all its people, all its communities and consciously celebrates diversity”**

The vision is guided by the desire to see Dublin City as a City:

- With a mixed ethnic and income communities, progressing through employment and education
- Where language is not a barrier in the city and language acquisition is enabled
- Where all have equality in access, participation and outcomes from public services in the City
- With a high level of civic and political activity among all communities in the City
- With a high level of awareness in the City that diversity is an asset

#### Copenhagen

The Copenhagen Strategy has as its Aim:

**“Copenhagen will be an integrated city in which citizens are able to live together safely and securely, sharing a respect for diversity and common basic values, such as freedom of speech, democracy and gender equality. Integration is a mutual process in which all citizens, irrespective of ethnic origin, create and form their society. The Integration Policy is designed to promote equal opportunities for all.”**

It has three main principles:

1. Integration is a joint responsibility
2. Integration requires diversity
3. Integration must be attractive

There is one specific target for each theme, for example, *“In the period up to and including 2010, the City of Copenhagen will increase the proportion of employed immigrants by 10 percentage points to approximately 57%”*.

The Copenhagen Integration Strategy also makes the point that in order for integration to be successful, it must be “attractive”. *“The City of Copenhagen wants to promote integration by making it attractive for people, companies and associations to contribute to the process.”*

The Copenhagen strategy has an integration “Barometer” – available on-line and presented to the City Council twice a year, with 5 indicators for success as a method of constant Review and Monitoring of the Strategy.

#### Rotterdam

The Integration Strategy of Rotterdam is based on Urban Citizenship and the slogan is participation. This Strategy takes an alternative approach of “Urban Citizenship”. It is not a specific policy on migrants, but for all citizens and has a focus on common values.

**“Citizens of Rotterdam are citizens of the world. But citizens of Rotterdam are also urban citizens. How different they all may be, there is one thing that unites them: They are citizens of Rotterdam.”**

The main points of the Strategy are:

1. Pride in the City
2. Reciprocity
3. Identity
4. Participation
5. A Moral Sense  
(for all citizens – it asks citizens to sign up to a common charter)



## ‘INTERCULTURAL CITIES’ COUNCIL OF EUROPE/EUROPEAN COMMISSION

The Council of Europe and the European Commission held a conference on Integration and the development of local integration strategies. The key learning points that came out of the conference were:

**Getting results** policies are only as good as the results they have. Good results are only possible if people from all walks of life are involved in defining objectives, finding responses and measuring progress. People, not institutions and programmes, are the key to success.

**Mobilising talent** cities must develop the cultural competence needed to recognise talent in people from different backgrounds. It is important that institutions step back and give space (and resources) for people to take initiatives, act, create, not to be objects of policy.

**Learning differently** break down the silos, cross networks and groups over, mix social workers with artists, let politicians and civil servants learn cultural competence not in classes but by meeting people.

**Inclusive thinking** do not conceive policies in an office, in a close circuit of politicians and officers; work constantly with people, especially those who are usually left out.

**Involving citizens** do away with paternalistic institutions, stop believing that poor and uneducated people cannot understand and handle policy questions...

The Intercultural Cities programme studies successful experiences of integration and intercultural approaches in a number of cities in Europe. The programme then aims to share good practice with others through exchange of ideas, policies and practice.

## CHARLES LANDRY & THE ‘INTERCULTURAL LENS’

Charles Landry introduced the concept of the “Intercultural City”. As part of this approach the question is asked, “Is there a diversity advantage for cities?” and if there is then *“What are the practical ways of helping communities to realise their advantage through living and working together rather than apart?”*

The Intercultural Lens takes the approach that the way towns and cities should be examined is through an “intercultural lens” with an emphasis on “interaction, bridging and the exchange of ideas”. It is believed that the approach can then lead to social and economic benefits for the area.

The Principles of this approach are:

**“...to facilitate dialogue, exchange and reciprocal understanding between people of different cultural backgrounds... In other words, city governments should promote cross-fertilisation across all cultural boundaries, between ‘majority’ and ‘minorities’, ‘dominant’ and ‘sub’ cultures, localities, classes, faiths, disciplines and genres, as the source of cultural, social, political and economic innovation.”**

### Summary

The examples above illustrate the need for dialogue and communication between all communities and key players if interculturalism and meaningful integration is to be achieved. Communities need to be a part of the decision making process and actions need to be planned in a strategic and designed way. A clear and inclusive monitoring and evaluation process must also be ongoing throughout the overall process.



## Galway City's Diversity Dividends and Assets

Galway becoming an Intercultural City does not only mean that we acknowledge and celebrate the difference of others (multicultural approach). It also means that we actually communicate, interact and work together to make Galway a greater, more equal and prosperous city.

It has to be acknowledged that working toward Galway becoming an Intercultural City of Equals poses many challenges for policy makers, community groups, service providers and the general public; however along with some of these challenges it brings many benefits. This dividend can be shown to be a major opportunity for all sectors of Galway City to enhance the future of the City.

As Charles Landry outlines in the *Creative City: a toolkit for urban innovators*:

The challenge for urban policy-makers is to find further ways to be inventive with mutual understanding between cultures and ideas of tolerance. [Landry, 2000]

Galway has the most diverse, artistic and welcoming image of any city within Ireland and this, as feedback showed us, is one of its greatest strengths and benefits. Within this context, Galway is already on its way to becoming an Intercultural City of Equals. What is now required is that the structures and leadership are put in place in order to ensure that Galway City becomes "A City of Equals".





During the public consultation exercises a number of comments were made on diversity, its impact and its positive contribution to Galway City:

“MANY LANGUAGES CAN NOW BE HEARD AND ARE SPOKEN AROUND THE CITY”

“THERE HAS BEEN AN INCREASE IN ‘MULTICULTURAL’ CELEBRATIONS AND FESTIVALS OVER THE LAST 10 YEARS”

“DIVERSITY IS GOOD FOR TOURISM; IT ATTRACTS MORE PEOPLE TO THE CITY. GALWAY IS AN OPEN COSMOPOLITAN CITY BECAUSE OF DIVERSITY”

“PEOPLE CAN SHARE TALENTS”

“SCHOOLS AND CHILDREN BENEFIT FROM DIVERSITY THE MOST”

“GALWAY’S CULTURE OF ART ATTRACTS PEOPLE FROM DIFFERENT BACKGROUNDS”

“DIFFERENT LANGUAGES; THEATRE”

“MUSIC SCENE THAT ATTRACTS DIVERSE PEOPLE”

“WALKING THROUGH TOWN AND SEEING PEOPLE FROM ALL OVER OUT ON THE STREET”

“A COSMOPOLITAN PLACE THAT IS OPEN-MINDED”

“DIVERSITY CAN LEAD TO HIGH QUALITY IDEAS AND STANDARDS WITHIN THE BUSINESS SECTOR; IT IS COST EFFECTIVE AND CAN LEAD TO HEALTHY COMPETITION IN THE WORKPLACE”

“DIVERSITY HELPS US AS MEDIA PROFESSIONALS TO BUILD RELATIONSHIPS AND CONNECTIONS”





## ASSET MAPPING

The strength of the City's Assets, or positive attributes can be seen in two separate fields. The general attributes that can support Galway City as an Intercultural City and the specific Intercultural and anti-racist resources that have been built up through the original Anti-Racism Strategy. The following are some samples of these Assets taken from the Galway City Development Board Strategy 2002-2012 and the Galway City of Equals Anti-Racism Strategy.

### Galway City's Assets:

- A Cultural vibrant City
- A well established and highly thought of Arts Community
- A unique link to the Irish Language
- A high level of interagency cooperation
- Highly developed educational sector and resources
- Strong and active community and voluntary sector
- A strong indigenous business sector combined with a presence of multinational companies
- A well-established tourist trade

\* Galway City Development Board Strategy 2002-2012

### Galway City's Intercultural and Anti-racism Assets:

- An established Intercultural Forum within Galway City Community Forum
- A racist incident logging system used by local organisations
- Galway City Council membership of the EU Coalition of Cities Against Racism
- The Intercultural Toolkit for Organisations
- 15 new ethnic minority-led support groups
- The Intercultural BBQ Event
- Numerous intercultural community events
- Anti-Racism in the Workplace Week and Show Racism the Red Card
- Office of the Minister of Integration funding
- A Vibrant community infrastructure committed to challenging racism and inequality.

\*Galway City of Equals Anti-Racism Strategy

## Galway City's Vision of an Intercultural City



### A City that actively seeks to enhance intercultural dialogue and interaction through encouraging and supporting social, cultural, political and economic cohesion.

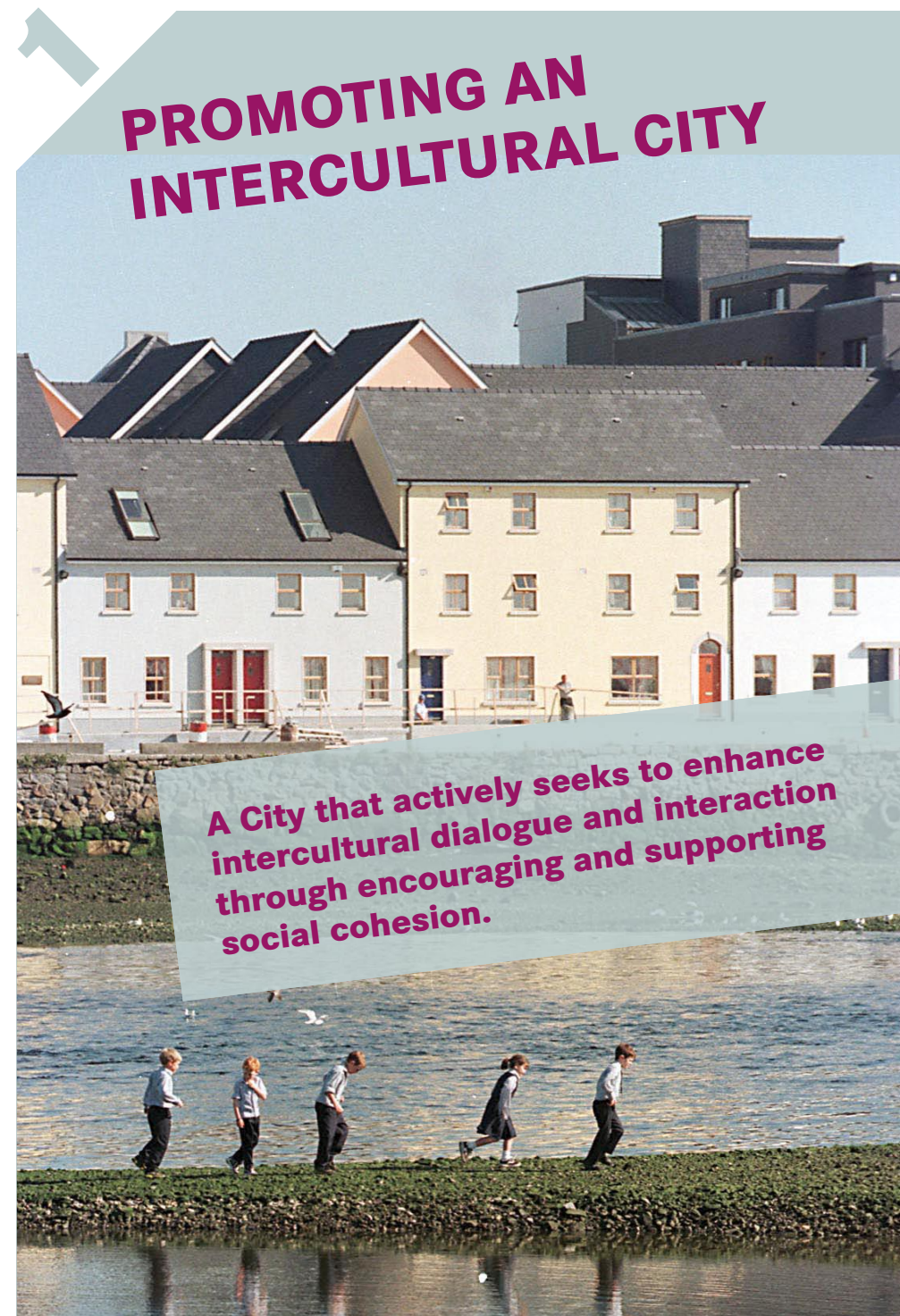
To progress Galway City as an Intercultural City this strategy aims to:

- Create a shared understanding of the concept and dynamics of an Intercultural City.
- Be underpinned by a human rights and anti-racist approach. This means that it will strive to create the conditions for interaction, equality of opportunity, participation, understanding and respect between all cultures and ethnic groups; it will plan for and celebrate, promote and validate cultural and ethnic diversity.
- Achieve a vision in Galway City based on the shared values and recognition of the different identities of all residents. It will set out to deliver actions to support an intercultural city. It will also seek to address challenges and tensions that may arise for all residents, based on a lack of knowledge and lack of communication regarding cultural and ethnic differences.
- Ensure that all people can live together and have the freedom to express their identity and culture in a safe and secure environment. It will respect and acknowledge Galway City's diversity and support cross cultural interaction and engagement.





## Galway City Intercultural Strategy Plan



## PROMOTING AN INTERCULTURAL CITY

A City that actively seeks to enhance  
intercultural dialogue and interaction  
through encouraging and supporting  
social cohesion.



#### STRATEGIC ACTION

### Public Awareness Campaign

Implement a broad and sustained programme of Public Awareness work around Anti-Racism, Diversity and Interculturalism and promote the strategy itself.

#### IMPACT

The message of interculturalism and integration will be communicated consistently throughout the City.

#### STRATEGIC ACTION

### Ambassador of Interculturalism

Establish the position of “Ambassador of Interculturalism” that would see a local figure spearhead and champion the strategy, its key messages and its strategic actions.

#### IMPACT

Galway as *A City of Equals* will be something that all people in the City are aware of.

#### STRATEGIC ACTION

### Galway City Intercultural Forum

Further development and capacity building of Galway City Intercultural Forum, a platform for local ethnic minority led organisations.

#### IMPACT

The Increased participation of ethnic minorities in the development of Galway City.

## LIVING TOGETHER



To create and support opportunities for cross-community interaction and participation in all aspects of social, political and community life.



#### STRATEGIC ACTION

### Intercultural Community Events

- Build on the City's reputation regarding the Arts and Culture and hold Intercultural Community Events and festivals, "Intercultural Nights"/Celebration of Culture Festivals etc.
- Support events and activities that encourage cross community involvement through Sports, Residents Associations, Environmental groups etc.

#### IMPACT

Issues of isolation felt within communities will be alleviated, and conditions for social interaction, participation and engagement will be created.

#### STRATEGIC ACTION

### Building Dialogue

Utilise and strengthen existing local structures to establish and maintain ongoing dialogue between communities. For example:

- Leadership training
- Increased liaison to provide support and ensure inclusion of ethnic groups on residents committees/community fora.
- Grants provided to community groups that actively promote intercultural activities

#### IMPACT

Dialogue will be encouraged between communities through local participatory structures.

#### STRATEGIC ACTION

### Supporting Volunteering/Active Citizenship

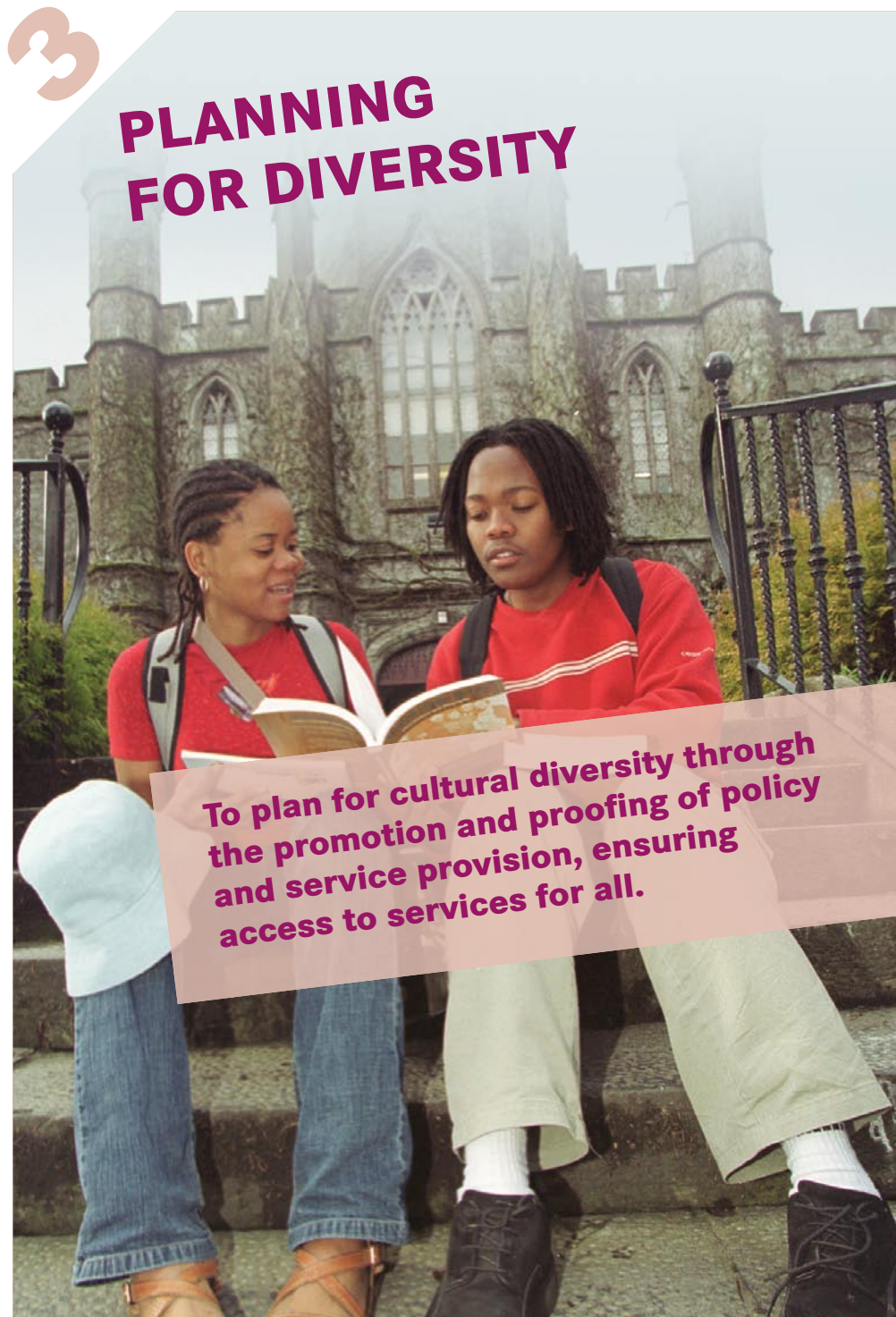
Support volunteer leadership and active citizenship as a vehicle for promoting interculturalism.

#### IMPACT

Capacity of volunteer/active citizen leaders to spearhead interculturalism activities within communities around the city will be enhanced.

3

## PLANNING FOR DIVERSITY



To plan for cultural diversity through the promotion and proofing of policy and service provision, ensuring access to services for all.

#### STRATEGIC ACTION

##### **Plan by Design**

Work with local service providers in auditing, proofing and monitoring their existing policies and introducing plan by design approaches, to include diversity training to ensure culturally appropriate and accessible public services.

##### **IMPACT**

A 'Plan by Design' approach to local public service planning and provision will be promoted and supported.

#### STRATEGIC ACTION

##### **Information Provision**

Ensure the effective provision of information and access and utilisation of public services for all in the City.

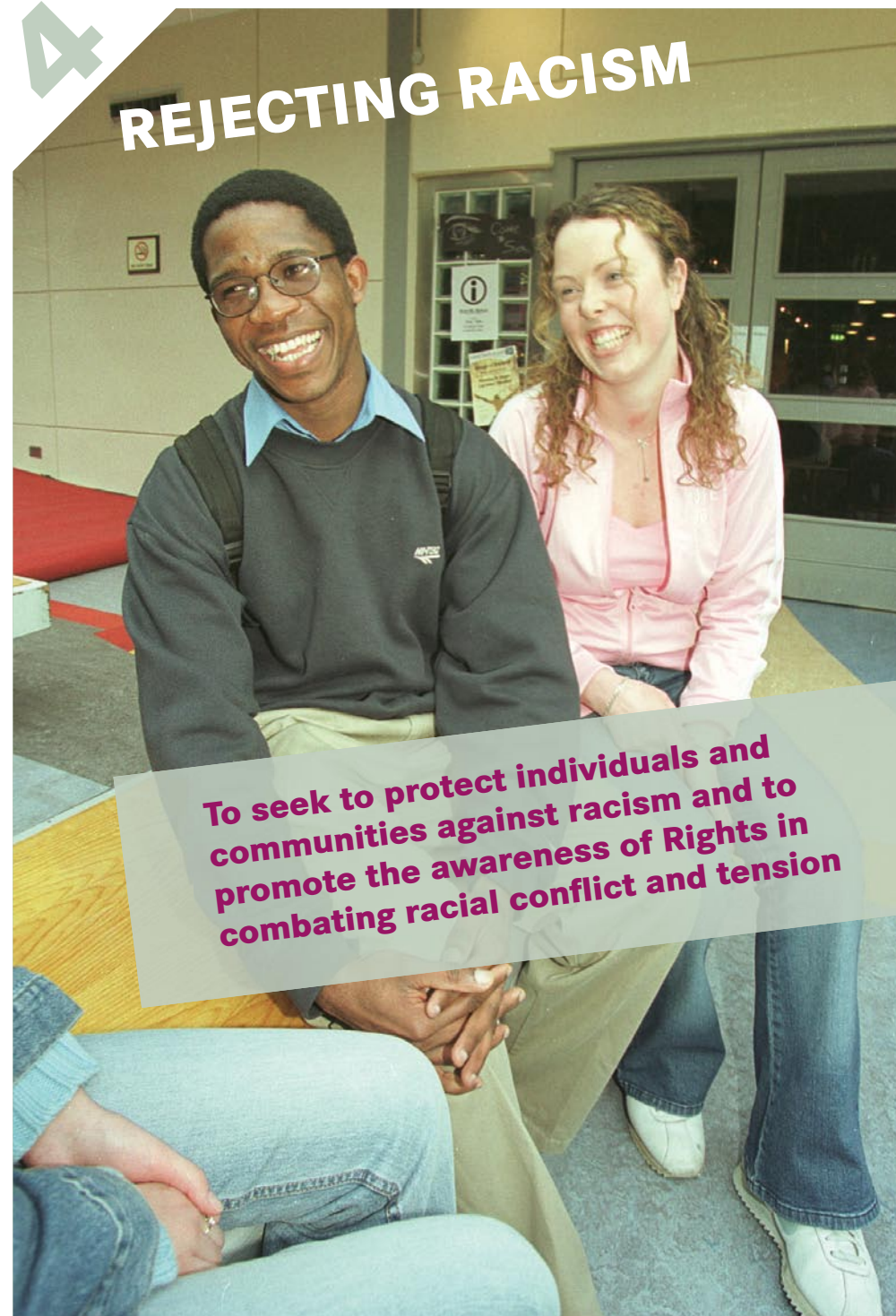
##### **IMPACT**

There will be clear and accessible information provision regarding public services locally. As a result, more people will be aware of and able to access public services.



4

## REJECTING RACISM



**To seek to protect individuals and communities against racism and to promote the awareness of Rights in combating racial conflict and tension**



#### STRATEGIC ACTION

### Monitoring and Deterrence

Utilise existing anti-racism tools and resources to discourage and combat racism. For example:

- Create a baseline survey of incidents of racism in Galway that can be updated regularly
- Rigorously protect against racism in public services
- Strengthen work with the Garda Forum and Ethnic Liaison Officers

#### IMPACT

The fear of racism in local communities will be alleviated, and issues of conflict and tension that exist between communities will be addressed.

#### STRATEGIC ACTION

### Awareness of Rights

Take a proactive approach to ensuring that people are informed of their rights and legal protections against racism.

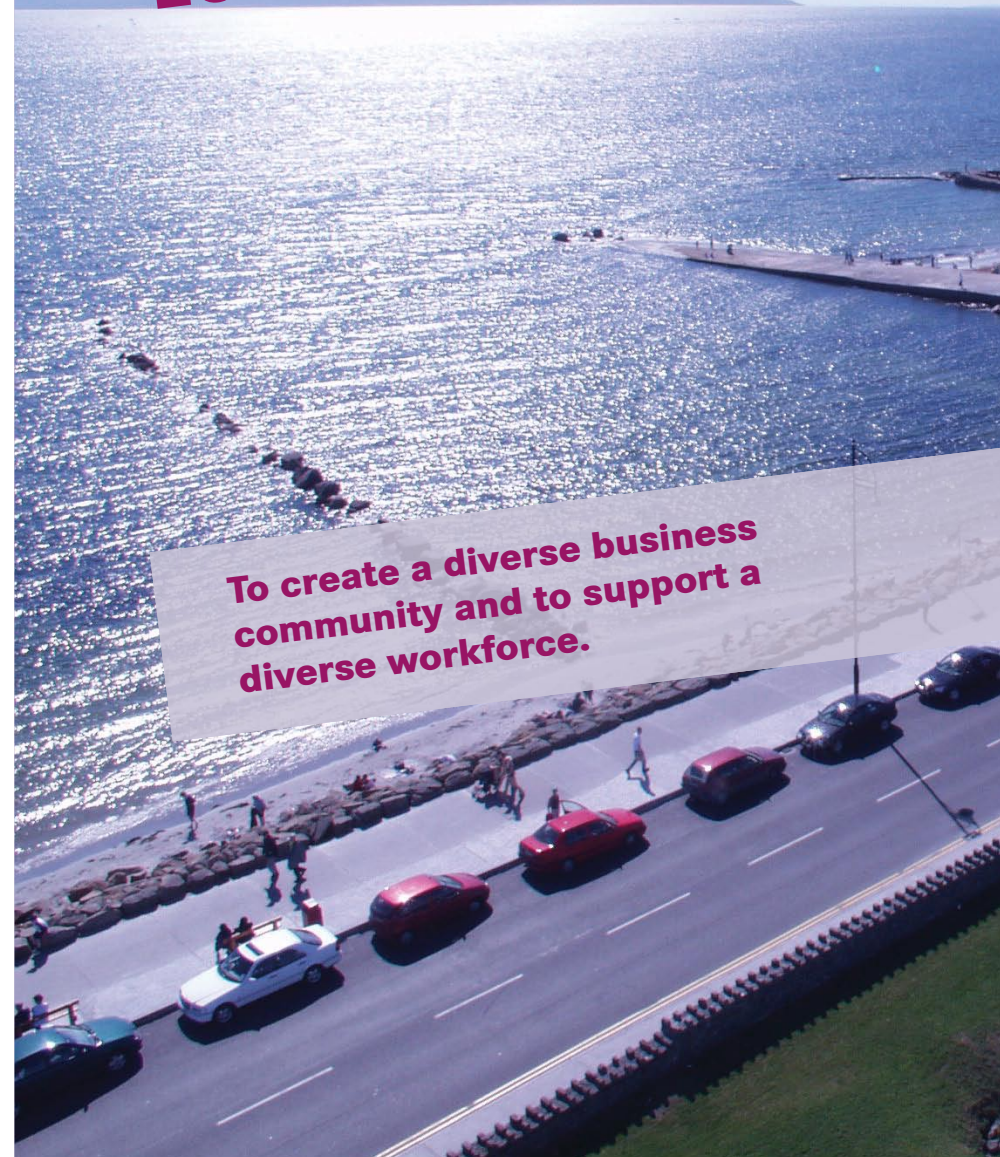
#### IMPACT

People's awareness around rights and legal protections against racism will be strengthened.



5

## BUILDING AN INTERCULTURAL ECONOMY



To create a diverse business community and to support a diverse workforce.



#### STRATEGIC ACTION

### **The Development of the ethnic Minority Economy**

Support the inclusion of minority entrepreneurs in the local business community.

#### IMPACT

A diverse business community locally will be supported and developed.

#### STRATEGIC ACTION

### **Address Racism as a Barrier to Employment**

Address and tackle with employment and business forums the issue of racism as a barrier to employment

#### IMPACT

Tools, processes and examples of best practice to avoid racism being a barrier to employment will be identified in partnership with employment and business providers.

#### STRATEGIC ACTION

### **Support a Diverse Business Community**

Highlight and actively promote the business benefits of diversity, through the use of new and existing tools, such as the Intercultural Toolkit.

#### IMPACT

Local employers will be supported in managing diverse workforces.



## Recommendations to Move Forward

The Working Group recommends that in order to move the Strategy to the next phase of Implementation, the following should happen:

- A **Steering Committee** should be established to oversee the implementation of “A City of Equals” Promoting an Intercultural City.
- The Steering Committee should engage with the organisations working on issues of equality, diversity and racism within the city that are well placed to assist Galway in becoming an Intercultural City.
- The Steering Committee should **broker agreement** with the key stakeholders, so that they can support the implementation of the 5 Strategic Themes.
- All Partners need to state very clearly where and what their contribution will be.
- The Steering Committee will design a Template for a **Yearly Work Plan**. This template will detail the actions under the 5 themes as agreed by the partners.
- The template will propose actions that are deliverable in a Specific, Measurable, Achievable and is Realistic and Timed (SMART).
- The Steering Committee will develop a Listening, Evaluation and Review Mechanism which will be presented to the City Development Board once a year.

## Strategy Implementation RECOMMENDATIONS PUT INTO STEPS

### Step 1

#### **Establish & Develop Intercultural City Steering Group**

This committee will oversee the implementation of the strategy and will feedback to the City Development Board.

### Step 2

#### **Brokering Agreement**

The strategy must ensure buy in and agreement to the ethos of the strategy through the 5 themes:

**An Intercultural City**  
**Living Together**  
**Planning for Diversity**  
**Rejecting Racism**  
**Building an Intercultural Economy**

### Step 3

#### **Yearly Work Plan**

Agree a template for the work plan.  
Design actions for work plan in conjunction with the proposed partners.

### Step 4

#### **Listening, Evaluation and Monitoring Mechanism**

Agree listening, evaluation and monitoring mechanisms, to be presented annually.

# Acknowledgements & Appendix

## ACKNOWLEDGEMENTS

The Development of “*A City of Equals*” *Promoting an Intercultural City* would not have been possible without the participation of the following organisations and individuals.

### **The Strategy Working Group**

For their dedication, input and support in the development of “*A City of Equals*” *Promoting an Intercultural City*:

**Liam Hanrahan** (Chair)

Administrative Officer, Galway City Council

**Poul Walsh Olesen**

Co-ordinator, Galway City Community Forum

**Barbara Lesniak**

Galway City Intercultural Forum

**Susana Campos**

Galway City Intercultural Forum

**Triona Nic Giolla Choille**

Director, Galway Refugee Support Group

**Margaret Ó Ríada**

Director, Galway Traveller Movement

**Declan Brassil**

CEO, Galway City Partnership

**Ernest Bishop**

Anti Racism Project Officer, Galway City Partnership

**Claire Davey**

Galway Refugee Support Group

**Jonathan Parnell Marino**

NUI Galway Intern with GRSG

**Nollaig McGuinness, Galway City Partnership**

### **The Volunteers**

To all the volunteers who took part in the Community Engagement Process (Appendix 1)

### **The Funding Organisations**

The Office of the Minister for Integration

Galway City Council

Galway City Partnership

**Finally, thank you to all of those individuals, organisations and groups who participated in the Community Engagement Process, without who's participation this Strategy would not be possible.**



## APPENDIX

### Participants of Community Engagement Process

Galway City Intercultural Forum  
Galway City Community Forum  
Galway Traveller Movement  
Galway Refugee Support Group  
Ballybane Community Forum  
Galway City Council  
Galway University Hospitals  
Galway Bay Hotel  
Harbour Hotel  
JFC Manufacturing  
Contract Cleaning  
Footfall Ltd  
Galway City RAPID  
Galway City & County Childcare Committee  
Health Promotion Services, HSE  
City Councillors – Cllr Derek Nolan (Labour), Cllr Terry O’Flaherty  
FAI Clubs – West United  
No 4 Drop in Centre  
Bohermore Community Pre-School  
Fine Gael  
Fianna Fáil  
Labour Party  
Galway City Advertiser  
Galway City Partnership  
Mandate Trade Union  
Galway City Sports Partnership  
Galway City Volunteer Centre

**As well as the above approximately 100 members of the General Public took part in the Mapping Exercise on Shop Street, Galway City and at the Intercultural BBQ, Spanish Arch, Galway City and in NUI Galway at the Intercultural Health Fair and through Public Submission.**

**For full details of this please see the *Galway City Engagement Framework Report* developed in conjunction with the Strategy.**

