



comhairle chontae na mí
meath county council

Joint Migrant Integration Strategy 2019-2022 for Counties Louth and Meath



**INTERGRATION IS
EVERYONE'S BUSINESS**



Foreword

We are very pleased to introduce this new Joint Migrant Integration Strategy 2019-2022 for Counties Louth and Meath.

This Joint Migrant Integration Strategy 2019-2022 has been developed by Louth County Council and Meath County Council's Community Sections following research and consultation with the sector and with wider stakeholders. The main objective of the research was to elicit the views of stakeholders on the range of different issues that needed to be addressed to enhance integration in Counties Louth and Meath; to undertake some specific data analysis on migrants in both counties including numbers, location and socio economic profile and develop an outcomes focussed prioritisation of objectives and actions for the strategy including targets, timeframes and lead partners.

This document sets out the results of the research and a three-year joint Migrant Integration Strategy and action plan for Counties Louth and Meath. The action plan has been developed in line with the National Migrant Integration Strategy national policy objectives and related plans including both Louth Local Economic and Community Plan (Louth LECP) and Meath Local Economic and Community Plan (Meath LECP). It also seeks to ensure that integration issues will continue to be mainstreamed into emerging Council strategic statements. Both Councils acknowledge their public sector equality and human rights duty.

We at Louth County Council and Meath County Council are fully committed to ensuring that both counties are places where people from all nationalities feel welcome and at home and where they have the freedom to engage meaningfully in the communities and places where they live, work and play. The strategy aims to promote inclusive and intercultural places where discrimination is not tolerated but rather is positively challenged and where everyone is valued and respected regardless of their nationality, religion, colour or ethnic background. It aims to create opportunities for all and encourages key stakeholders from the public, private, community and voluntary sector as well as migrant and host communities to play an active play in creating truly inclusive and cohesive communities in Louth and Meath. The strategy takes a rights-based approach to integration and diversity.

Integration doesn't just happen - it needs everyone to play their part. Integration is everyone's business!

We would like to thank those who took part in the consultation and engagement process for the development of this strategy.



LIAM REILLY
Louth LCDC Chair



JOHN HIGGINS
Meath LCDC Chair

Introduction to developing this plan

Locally the populations of Counties Louth and Meath have become increasingly diverse over the last two decades. County Meath is home to 21,594 (11%) ‘Non-Irish’ people while Co Louth is home to 13,500 (10.6%) ‘Non-Irish’ people. (Census 2016). See Table 1.1 for details.

Table 1.1. Percentage of ‘Non-Irish’ nationals in 2002, 2011 & 2016 in Louth and Meath						
YEAR	2002		2011		2016	
LEVEL	TOTAL POPULATION	% NON-IRISH	TOTAL POPULATION	% NON-IRISH	TOTAL POPULATION	% NON-IRISH
Louth	101,138	6	122,085	10.4	127,762	10.2
Meath	133,300	6	182,825	10.8	195,044	10.1
National Average	4,239,848	5.8	4,581,269	12.2	4,689,921	11.6

Counties Louth and Meath have adopted the National Strategy Vision and definition of Integration and have added to it based on their consultation process.

This strategy has been developed using a range of methods including:

- A review of existing published material on migrant integration nationally and at a European level; The European Union, provides Indicators of immigrant integration and diversity advantage at a European policy level. At National Level the National Migrant Integration Strategy published in February 2017 sets out the Government’s approach to the issue of migrant integration for the period from 2017 to 2020. It envisages a whole-of-Government approach involving actions by all Departments. It is targeted at all migrants, (including refugees), who are legally residing in the State and those who have become naturalised Irish citizens but who were born outside Ireland. At local County level both The County Louth and Meath Local Economic and Community Plans identify specific actions which focus on integration.
- An analysis of the breakdown of the migrant population in Counties Louth and Meath
- Consultations (interviews) with key stakeholders working on migrant integration issues locally and a series of mini-focus groups were also conducted
- Three public meetings, an online survey of migrants and an online survey for service providers, alongside strategy and action planning meetings were held for council staff, the LCDC, JPC, statutory agencies, elected members, key migrant based organisations and other relevant local partnerships to discuss collectively ways of addressing some of the issues identified in the needs-based assessment process.

[Detailed and findings can be accessed in the full strategy and action plan document.](#)

The Strategy

Counties Louth and Meath have adopted the National Strategy Vision and definition of Integration and have added to it based on their consultation process.

Vision

The vision is reflective of the Vision for the National Migrant Integration Strategy with a few additions.

Migrants are facilitated to play a full and active role in Counties Louth and Meath. Integration and cohesion are core principles of life in Counties Louth and Meath. Institutions and organisations in the two counties will work together to promote intercultural integration, embrace the advantages of a rights-based approach to diversity and integration and build a society of equals at local level.

The Joint Louth and Meath Strategy vision encompasses the following key elements:

- A rights-based approach to integration and diversity;
- Zero tolerance towards racism and discrimination in society in Louth and Meath;
- The basic values of Irish society are respected by all;
- Migrants are enabled and expected to participate in economic, social and cultural life in both counties (including in employment and self-employment);
- Migrants interact with host communities in Louth and Meath and participate with them in cultural, sporting and other activities while preserving also their own traditions as they wish;
- Migrants have language skills sufficient to enable them to participate in economic, social and cultural life and in the wider society in Counties Louth and Meath;
- Migrants have a knowledge of Ireland, its history and culture and of counties Louth and Meath;
- Migrants, and particularly their children, benefit fully from the education system;
- Migrants are enabled to celebrate their national, ethnic, cultural and religious identities, subject to the law;
- Migrants actively participate in politics and public life as provided for by law;
- Integration policies and measures are mainstreamed in the work of Louth County Council and Meath County Council and other public bodies and organisations working in Louth and Meath;
- Positive action measures are undertaken where appropriate to address the specific needs of migrant groups;
- Migrants and migrant representative groups, host communities, local community groups, council, public service delivery agents and private businesses actively and collaboratively contribute to policy and service development and transformation in Counties Louth and Meath
- Migrants get support to access and navigate public services in Louth and Meath.

It is based around the following components of integration and cohesion and well as being mindful of the 11 European Common Basic Principles on Integration[1].

- A shared Vision - There is a clearly defined and widely shared sense of the contribution of different individuals and different communities in Counties Louth and Meath - everyone has a role to play;

[1] <http://www.temaasyl.se/Documents/EU-dokument/Kommisionsdokument/De%20europeiska%20grundprinciperna%20f%C3%B6r%20integration.pdf>

- Individual's Contribution - There is a strong sense of an individual's rights and responsibilities when living in a particular place – people know what everyone expects of them, and what they can expect in turn;
- Equal Life Opportunity - People from different backgrounds have similar life opportunities, access to services and treatment in Louth and Meath;
- Sense of Belonging - People from different backgrounds have a sense of belonging;
- Trust of Public Bodies - People from different backgrounds have a strong sense of trust in institutions locally to act fairly in arbitrating between different interests and for their role and activities to be subject to public scrutiny;
- Migrants are Respected - There is a strong recognition of the contribution of both those who have newly arrived and those host communities who already have deep attachments to a particular place, with a focus on what they have in common;
- Quality of Life Issues - There is recognition of the impact – negative and positive – of issues affecting peoples' quality of life;
- Positive Relations - There are strong and positive relations between people from different backgrounds.



Mission

The mission of the strategy is to:

Coordinate the delivery and ongoing monitoring of a Migrant Integration Strategy in Counties Louth and Meath ensuring the active engagement of all stakeholders in its delivery

Definition of Integration

Based on the consultation findings, the definition of integration for Counties Louth and Meath is:

“Integration is a long term multidimensional and dynamic process starting from the moment of arrival in Counties Louth or Meath and involves actions by migrants as well as by host communities and government institutions working collaboratively. Migrants are facilitated to actively participate in the economic, social, cultural and political life of Counties Louth and Meath without having to relinquish their own cultural identity. It implies respect for diversity, equal opportunity and the rights and responsibilities of migrants and the host societies in Louth and Meath with a focus on the development of cohesive communities.”

Strategic Goals

Based on the research and consultation undertaken, the following six Strategic Goals have been identified.

Goal 1: Facilitating Language training and acquisition

The acquisition of language skills is fundamental to the successful integration of migrant communities into life in Counties Louth and Meath. Migrants also need appropriate information and signposting about how and where to access this support. People need to be able to communicate with agencies about services and look after their families' health and well-being and housing needs, to raise their educational attainment, to find a job, to progress in their careers and to take part in the social and cultural life of their communities. The consultation demonstrated the different language needs across both counties - from new economic migrants with good English fluency and skills but who find it difficult to have their qualifications recognised, through to older male and female refugees who have poor English speaking and writing skills. Language barriers create a range of issues including a lack of confidence to engage with others leading, in many cases, to a lack of motivation and ability to integrate. The strategy will address these different needs and situations and assist deliverers of English language classes plan, coordinate and promote their classes to those most in need in local settings.

Goal 2: Improving information and awareness of Education and Training opportunities

Ensuring that all young people have equal access to education at all levels is one of the main aspects of a fair and equal society, where life opportunities are the same for all. It is important for migrants to have access to appropriate information to help them navigate the sometimes quite complex education and training system that is open to them and their children. Good education and training opportunities increases the likelihood of good well-paid jobs, assisting migrants to avoid poverty and improve their health and wellbeing and economic prosperity. Promoting a greater awareness of interculturalism in schools, workplaces and across agencies will encourage greater integration and diversity and help dispel myths. Information on how to find good work placements and helping people to make choices around second and third level education options and how to access this is a fundamental part of creating an integrated society in Counties Louth and Meath.

Goal 3: Promoting inclusion through improving information about and access to Public Services

Having information in appropriate formats about how to access services and about understanding rights and responsibilities as residents in Louth and Meath is crucial to the effective integration of migrants in Counties Louth and Meath. Service providers have a responsibility to understand fully the barriers that migrants face when trying to access their services and develop a range of initiatives that can help improve the accessibility of these services. Empowering and increasing the capacity of migrants to navigate these services through support structures like a Migrant Intercultural Network is therefore important as is improving opportunities for migrants to engage in volunteering opportunities in the communities in which they live. Exploring ways to help transform the way some services are delivered through the likes of a multi-sectoral Migrant Integration Forum can help improve service delivery.

Goal 4: Supporting Employment, Business Development and Pathways to Work

There are many opportunities to support employment, business development and pathways to work for migrants in counties Louth and Meath. The location of both areas on the eastern seaboard offers many opportunities for budding entrepreneurs and social entrepreneurs. For those interested in getting into work for the first time, providing accessible information about these employment pathways and the support available to help migrants take advantage of these opportunities and to understand the career and employment pathways open to them is important. The positive benefits of this can help promote integration in these two vibrant counties. Building local connections with business people and gaining the knowhow on how to navigate systems and opportunities is where support is most required.

Goal 5: Promoting Civic and Civil engagement and Political Participation

Participative democracy is an important aspect in the creation of an integrated and cohesive community. People from different backgrounds need to have a strong sense of trust in institutions locally to act fairly in arbitrating between different interests and for their role and activities to be subject to public scrutiny. This can only be achieved if local people, including migrant communities, feel they have been given opportunities to articulate their voices and express their views openly and that these voices have been listened and acted upon fairly. Information about on how to actively engage in the Public Participation Networks in Louth and Meath can assist build this engagement and trust in institutions. Active inclusion in the wide variety of activities and structures across the counties is also very important. The strategy should help to build the capacity of both migrant and host communities of all ages to practically work together to achieve a more integrated society in Counties Louth and Meath. Active participation in community and democratic activities can help to combat discrimination and build positive relations between different communities. It should also continue to support actions that address racism and hate crime where this exists.

Goal 6: Promoting inclusion through the expression of culture and identity and addressing discrimination

Developing respect for the culture and identity of different communities and building a greater understanding of the benefits of diversity (often referred to as the diversity advantage) to County Louth and County Meath’s social, economic and cultural vitality and vibrancy will help to create a more integrated and vibrant place in which to live, work and play. Civic and community leaders have a key part to play in addressing myths and misperceptions and in creating opportunities for the creation of a greater sense of belonging for all in both counties. Information about and support to engage in initiatives that can help build community relations between communities from all community backgrounds can build cohesion and integration where everyone feels a sense of belonging. This can reduce isolation and segregation. Cultural programming and engagement in arts, sports and environmental initiatives can help achieve greater inclusion.

Action Plan for the Joint Migrant Integration Strategy 2019-2022

Notes on the Action Plan

The Action Plan has been mapped against The National Migrant Integration Strategy (NMIS) - A Blueprint for the Future and the 76 actions within it to demonstrate complementarity. This is demonstrated in the Links to NMIS column. The Action Plan has also been mapped against the Meath Local Economic and Community Plan (MLECP) and the Louth Local Economic and Community Plan (LLECP) and the actions within each to demonstrate complementarity. This is demonstrated in the Linked Actions Column.

ACRONYMS USED IN THE ACTION PLAN

- LCC - Louth County Council
- MCC - Meath County Council
- LMETB - Louth Meath Education and Training Board
- SOLAS - The Further Education and Training Authority
- LCDC - Local Community Development Committee
- LECP - Local Economic and Community Plan
- MLECP - Meath Local Economic and Community Plan
- LLECP - Louth Local Economic and Community Plan
- LLP - Louth Leader Partnership
- MP - Meath Partnership
- PPN - Public Participation Network
- LDCs - Local Development Companies (Louth Leader Partnership and Meath Partnership)
- DEASP - Department of Employment Affairs and Social Protection
- DkIT - Dundalk Institute of Technology
- Louth LEO- Louth Local Enterprise Office
- Meath LEO - Meath Local Enterprise Office
- RIA - Reception and Integration Agency
- HSE - Health Service Executive
- SICAP - the Social Inclusion and Community Activation Programme
- IEHRC - Irish Human Rights and Equality Commission
- JPCs - Joint Policing Committees
- AGS - An Garda Síochána
- CYPSC - Children and Young People’s Services Committee

Action Plan

Implementing, Monitoring and Evaluating the Action Plan

During the development of this strategy and action plan it was stated by consultees that the goals and actions should be realistic and achievable but yet stretching. The plan should be deliverable within the resources of both Louth and Meath County Councils but with a view to working with others who can lead on specific actions which are outside of the remit of the two county councils and against which additional resources could be added or sought.

The Strategy should be a living document to which actions can be added or amended as new evidence emerges and experiences and circumstances change.

Going forward, it is intended that annual priority actions will be developed based on the three-year action plan, and that the Community Section within each Council, in partnership with a wider Migrant Integration Forum will take a lead in co-ordinating the development of the plan. The Migrant Integration Forum will monitor and evaluate the plan.

Some initial actions

In order to start delivering on the plan the following initial steps are proposed.

- Re-establish the Louth Migrant Intercultural Network (LMIN) in Louth, which should meet quarterly as per the existing Meath Migrant Intercultural Network (MMIN) which meets quarterly;
- Louth County Council and Meath County Council to establish a Migrant Intercultural Forum. It is suggested that the Migrant Integration Forum will include four representatives from migrant communities (two from each County/ Migrant Integration Networks); Louth County Council & Meath County Council Community Sections; Health Service Executive; Louth Meath Education and Training Board; An Garda Síochána Migration Officer; Department of Social Protection; Meath Partnership; Louth Leader Partnership; and Louth and Meath Public Participation Networks;
- Engage with Meath Partnership and Louth Leader Partnership to identify how the SICAP programmes in Louth and Meath can plan the development and outworking of a number of strategy actions;
- A mid-term review should be programmed for the second half of year two.

Notes on the Action Plan

[This strategy was adopted by Louth Local Community Development Committee on 16th December 2019.](#)

[This strategy was adopted by Meath Local Community Development Committee on 31st January 2020.](#)

The Action Plan has been mapped against The National Migrant Integration Strategy (NMIS) - A Blueprint for the Future and the 76 actions within it to demonstrate complementarity. This is demonstrated in the “Links to NMIS” column in the Action Plan Tables.

The Action Plan has also been mapped against the Meath Local Economic and Community Plan (MLECP) and the Louth Local Economic and Community Plan (LLECP) and the actions within each to demonstrate complementarity. This is demonstrated in the “Linked Actions” Column in the Action Plan Tables.

Action Plan for the Joint Migrant Integration Strategy 2019-2022

Goal 1: Facilitating Language training and acquisition

GOAL 1: FACILITATING LANGUAGE TRAINING AND ACQUISITION								
#	ACTION	TIMEFRAME	LEAD	LINKS TO NMIS	SUPPORT AGENCIES / PARTNERS	LINKED ACTIONS	PERFORMANCE INDICATORS	STATUS
1.1	Identify gaps in English language provision across both counties. Organise a seminar/s of all language providers in Louth and Meath to discuss findings and explore opportunities for collaboration on new initiatives and on promotion of classes in areas of gap/ to target groups	2019	LMETS	NMIS #27 NMIS #32 NMIS #33 NMIS #35 NMIS #37 NMIS #39 NMIS #40	LCDC's in both counties, Meath Intercultural Network, Louth Intercultural Network, Local migrant support organisations in both counties, Libraries, SOLAS, PPNs, Older People's Forums, LLP, MP, Louth and Meath Volunteer Centres	MLECP 4.1.5 LLECP 175	Gap analysis completed	
1.2	Make English skills acquisition easier to achieve and navigate through the development of an online and paper-based directory of all available courses in Louth and Meath and promote at appropriate entry points, with local community organisations, with the PPN, at petrol stations etc. Update regularly and host also on a web site	2019-2022	LMETS	NMIS #27 NMIS #32 NMIS #33 NMIS #35 NMIS #37 NMIS #39 NMIS #40	LCDC's in both counties, Meath Intercultural Network, Louth Intercultural Network, Local migrant support organisations in both counties, Libraries, SOLAS, PPNs, Older People's Forums, LLP, MP	MLECP 4.1.5	# of English language courses identified for the directory Directory completed and updated quarterly	
1.3	Encourage gaps in provision to be filled for those with specific language needs - e.g. for beginners (non-formal conversational English for older migrants), for those seeking employment (CVs etc.) and those seeking greater linguistic fluency in English language to support career development (English for business) and deliver locally and at times of the day and in places that suit the work patterns of migrants	2019-2022	LMETS	NMIS #27 NMIS #32 NMIS #33 NMIS #35 NMIS #37 NMIS #39 NMIS #40	LCDC's in both counties, Meath Intercultural Network, Louth Intercultural Network, Local migrant support organisations in both counties, Libraries, SOLAS, PPNs, Older People's Forums, LLP, MP, Louth and Meath Volunteer Centres	MLECP 4.1.5 LLECP 174 182 188	# of English language courses delivered across the area # of participants	
1.4	To continue to support the Fáilte Isteach Programme, which operates in two locations in Louth and in seven locations in Meath, through the Community Enhancement Programme	2020	LCDC in both counties Failte Isteach	NMIS #27 NMIS #32 NMIS #33 NMIS #35 NMIS #37 NMIS #39 NMIS #40	PPNs	MLECP 4.1.5 LLECP 188	# of programmes funded	
1.5	Signpost those seeking employment in schools to where they can acquire the necessary Irish language skills	2019-2022	LMETS	NMIS #27	Department of Education and Skills Migrant Intercultural Networks Libraries in both counties	MLECP 4.1.5 LLECP 188	# of people signposted	

Goal 3: Promoting inclusion through improving information about and access to Public Services

GOAL 2: IMPROVING INFORMATION AND AWARENESS OF EDUCATION AND TRAINING OPPORTUNITIES								
#	ACTION	TIMEFRAME	LEAD	LINKS TO NMIS	SUPPORT AGENCIES / PARTNERS	LINKED ACTIONS	PERFORMANCE INDICATORS	STATUS
2.1	Assist migrants to navigate education and training options available to them	2019-2022	LDCs and LMETB	NMIS #26-37	Migrant Intercultural Networks	MLECP 4.1.1 to 4.1.5	# migrant parents supported	
2.2	Assist migrants to explore quality work placements	2019-2022	DEASP	NMIS #26-37	LEOs LDC's in both counties	MLECP 4.1.1 to 4.1.5 LLECP 169-190	# migrant supported	
2.3	Work with DkIT to increase awareness of its College of Sanctuary and also the Louth/Meath Libraries of Sanctuary designation and what this means for migrants	2019-2022	DkIT Libraries in both counties	NMIS #26-37	Migrant Intercultural Networks Schools	MLECP 4.1.1 to 4.1.5 LLECP 146	# awareness raising sessions # migrant stories	
2.4	Identify community transport options where this is an issue for migrants accessing education and training	2019-2022	Migrant Integration Forum	NMIS #26-37	Louth Meath Fingal Local Link	MLECP 4.1.1 to 4.1.5 LLECP 198	# journeys supported & # migrant learners supported	
2.5	Host an annual Intercultural Day in both counties and encourage schools, workplaces and agencies to take part. Through these encourage awareness of integration, diversity and interculturalism	2019-2022	Migrant Integration Forum PPNs	NMIS #26-37	LCDC's in both counties	MLECP 4.1.1 to 4.1.5 LLECP 215	# attending Intercultural Day - % migrants	



Goal 3: Promoting inclusion through improving information about and access to Public Services

GOAL 3: PROMOTING INCLUSION THROUGH IMPROVING INFORMATION ABOUT AND ACCESS TO PUBLIC SERVICES								
#	ACTION	TIMEFRAME	LEAD	LINKS TO NMIS	SUPPORT AGENCIES / PARTNERS	LINKED ACTIONS	PERFORMANCE INDICATORS	STATUS
3.1	Identify a sufficiently senior Integration champion in each Council	2019-2022	LCC and MCC	-	Migrant Integration Forum	MLECP 3.3.2	Champion identified	
3.2	Ensure information in how to make a complaint of racist behaviour by a member of staff or other customers is displayed in all public offices	2019-2022	LCC and MCC	NMIS #67	IHREC Migrant Intercultural Networks	MLECP 4.1.5	# of complaints PA received by Councils	
3.3	Louth County Council and Meath County Council to establish a joint Migrant Integration Forum[2] to advise, coordinate and monitor the delivery of the Integration Strategy for Louth and Meath.	2019-2022	LCC and MCC Community teams	NMIS #1 & 2	MP, LLP	MLECP 3.3.2; 3.1.1; 3.1.3 LLECP 212	# of meetings held pa & participation rates # of NGOs engaged	
3.4	Re-establish the Migrant Intercultural Network (LMIN) in Louth, which should meet quarterly as per the existing Meath Migrant Intercultural Network (MMIN)	2019-2022	LCC and MCC Community teams	NMIS #2	MP, LLP Migrant Intercultural Networks	MLECP 3.3.2; 3.1.1; 3.1.3 LLECP 143; 212	# of meetings held pa # of NGOs attending	
3.5	Continue to deliver training for front line staff on diversity, inclusion and integration and the Public Sector Equality and Human Rights Duty in order to enhance the intercultural competencies of staff	2019-2022	MCC / LCC	NMIS #61	MCC / LCC	LLECP 222 MCC 3.1.1 to 3.1.3; 3.3.2, 3.3.4; 4.1.5; 5.2.1	# of workshops # attending % awareness increased	
3.6	Develop an information pack for migrants on life in Louth and Meath than can be placed online and updated when new initiatives emerge ensuring its availability in various languages	2019-2022	North Leinster Citizens Information Service	NMIS #3 & 15	LCDC's in both counties Migrant Integration Forum	LECP 207-225 MCC 3.1.1 to 3.1.3; 3.3.2, 3.3.4; 4.1.5; 5.2.1	Information pack developed	
3.7	Continue to host an outreach and information service in Mosney to promote access to services available in each county Continue Louth Meath library initiative programming for the joint Children's Book Festival events in October for Mosney Accommodation Centre and Dundalk Reception Centre	2019-2022	MCC, LCC RIA Libraries in both counties	NMIS #15-25	Migrant Intercultural Networks NLCIS	LECP 207-225 MCC 3.1.1 to 3.1.3; 3.3.2, 3.3.4; 4.1.5; 5.2.1	# open days # attending & % migrants # of Children's Book Festival sessions # promotions	
3.8	With the Volunteer Centres run a campaign in multiple languages highlighting the benefits of volunteering	2019-2022	Volunteer Centres	NMIS #72	Migrant Intercultural Networks	LECP 207-225 MCC 3.1.1 to 3.1.3; 3.3.2, 3.3.4; 4.1.5; 5.2.1	# of workshops # attending % awareness increased	
3.8	With the Volunteer Centres run a campaign in multiple languages highlighting the benefits of volunteering	2019-2022	Volunteer Centres	NMIS #72	Migrant Intercultural Networks	LECP 207-225 MCC 3.1.1 to 3.1.3; 3.3.2, 3.3.4; 4.1.5; 5.2.1	# of workshops # attending % awareness increased	

[2] Suggestion is that this would include 4 representatives from migrant communities (2 from each County/ the Migrant Integration Network), LCC & MCC Community Sections, HSE, LMETB, AGS Migration Officer, DSP, MP, LLP, PPN

[3] <https://www.hse.ie/eng/services/publications/socialinclusion/interculturalguide/resources.html>

Goal 4: Supporting Employment, Business Development and Pathways to Work

GOAL 4: SUPPORTING EMPLOYMENT, BUSINESS DEVELOPMENT AND PATHWAYS TO WORK								
#	ACTION	TIMEFRAME	LEAD	LINKS TO NMIS	SUPPORT AGENCIES / PARTNERS	LINKED ACTIONS	PERFORMANCE INDICATORS	STATUS
4.1	Encourage new migrant entrepreneurs to join their local chamber to encourage networking with other business leaders	2019-2022	Chambers of Commerce	NMIS #47, 56, 57	LEOs Migrant Intercultural Networks Libraries Work Matters initiative	MLECP 1.21-1.25; 2.1.1; 2.2.1; 2.3.1; 2.4.1; 2.5.1; 2.6.1; 2.7.1; 2.8.1; 2.9.1; 2.10.1; 2.11.1; 2.12.1; 2.13.1; 2.14.1; 2.15.1 LLECP 047; 048; 050; 056; 057; 074	# of workshops & participants # COCs engaged % increased awareness	
4.2	Encourage the development of migrant led entrepreneurial and social entrepreneurial businesses (linked to existing initiatives) at all stages of development	2019-2022	MP and LLP	NMIS #47, 56, 57	LEOs DEASP Migrant Intercultural Networks	MLECP 1.21-1.25; 2.1.1; 2.2.1; 2.3.1; 2.4.1; 2.5.1; 2.6.1; 2.7.1; 2.8.1; 2.9.1; 2.10.1; 2.11.1; 2.12.1; 2.13.1; 2.14.1; 2.15.1 LLECP 047; 048; 050; 056; 057; 074	# of workshops & participants # COCs engaged % increased awareness of opportunities	
4.3	Discuss how to build a bank of business mentors (retired and working) to support emerging migrant entrepreneurs / social entrepreneurs and to offer some internships	2019-2022	Meath LEO and Louth LEO	NMIS #47, 56, 57	LLP and MLP and the Chambers and Business in the Community Ireland	MLECP 1.21-1.25; 2.1.1; 2.2.1; 2.3.1; 2.4.1; 2.5.1; 2.6.1; 2.7.1; 2.8.1; 2.9.1; 2.10.1; 2.11.1; 2.12.1; 2.13.1; 2.14.1; 2.15.1 LLECP 085; 086; 087; 088	# of business mentors engaged # of migrants mentored % with improved confidence	
4.4	Work with all existing CE schemes to assist them to become more integration focused	2019-2022	DEASP	NMIS #15	PPNs Migrant Intercultural Networks	MLECP 1.21-1.25; 2.1.1; 2.2.1; 2.3.1; 2.4.1; 2.5.1; 2.6.1; 2.7.1; 2.8.1; 2.9.1; 2.10.1; 2.11.1; 2.12.1; 2.13.1; 2.14.1; 2.15.1 LLECP 191-225; 295-306	# meetings # of new migrants on CE schemes	



Goal 5: Promoting Civic and Civil Engagement and Political Participation

GOAL 5: PROMOTING CIVIC AND CIVIL ENGAGEMENT AND POLITICAL PARTICIPATION								
#	ACTION	TIMEFRAME	LEAD	LINKS TO NMIS	SUPPORT AGENCIES / PARTNERS	LINKED ACTIONS	PERFORMANCE INDICATORS	STATUS
5.1	Increase the visibility of the PPNs with migrant communities through a more targeted promotional campaign in different languages. Encourage more migrant groups to join the PPNs	2019-2022	PPNs	NMIS #52-54	Migrant Integration Forum LCDC's in both counties Migrant Intercultural Networks	MLECP 3.3.2 LLECP 212	campaign developed % increased awareness	
5.2	Encourage the representation of migrant communities on local council and other structures	2019-2022	Migrant Integration Forum	NMIS #62	PPNs Migrant Intercultural Networks	MLECP 3.3.2; 3.1.3; LLECP- 153	# of migrants represented on council structures % membership on all council structures baseline	
5.3	Work with the Irish Equality and Human Rights Commission (IEHRC) to ensure the delivery of training programmes to local politicians on racism, discrimination and rights and engage with them to explore how to continue to give leadership around diversity and interculturalism and give priority to political, economic and social inclusion in decision making	2019-2022	MCC, LCC RIA Libraries in both counties	NMIS #15-25	Migrant Intercultural Networks NLCIS	LECP 207-225 MCC 3.1.1 to 3.1.3; 3.3.2, 3.3.4; 4.1.5; 5.2.1	# open days # attending & % migrants # of Children's Book Festival sessions # promotions	
5.4	Increase awareness among migrants of their entitlement to vote and continue to encourage migrant communities to register to vote. Ensure information on elections is available in multiple languages and encourage political parties to do the same	2019-2022	LCC, MCC	NMIS #59-60	SICAP Migrant Intercultural Networks DHPLG	MLECP 3.3.2; LLECP 142-166	% migrants in each area registered to vote # of awareness sessions, # participants - % migrants	
5.5	Work with An Garda Síochána to encourage more reporting of hate crime to the police in Counties Louth and Meath. Continue to deliver a victim-based approach to addressing racial or other similar crimes approach to addressing racial or other similar crimes	2019-2022	An Garda Síochána (AGS)	NMIS #63-66 & 68	Migrant Intercultural Networks JPCs	MLECP 1.5.1 LLECP 212	# of awareness sessions # of personnel engaged % increased awareness	
5.6	Promote the engagement of migrants on Older People's Fora to seek the voice of the migrant population and incorporate the challenges they encounter and propose solutions and inclusion projects that promote integration and link with the two local Age Friendly Strategies	2019-2022	Age Friendly Alliance	NMIS #15	Older People's Fora Migrant Intercultural Networks	MLECP 3.3.2; 3.3.6 LLECP 142-166	# migrants on older people's forums % attendance levels at meetings	
5.7	Promote the engagement of migrants on youth-based organisations	2019-2022	CYPSC	NMIS #55	Comhairle na nÓg Migrant Intercultural Networks Youth support organisations	MLECP 3.3.2; 3.3.1 LLECP 142-166	# migrants on youth forums % attendance levels at meetings	
5.8	Both councils will develop and publish a policy on the early removal of racist graffiti in their respective areas	2019-2022	LCC and MCC	NMIS #64	An Garda Síochána	MLECP 3.3.2	# of signs # of racial incidents; % change	

Goal 6: Promoting Inclusion Through the Expression of Culture and Identity and Addressing Discrimination

GOAL 6: PROMOTING INCLUSION THROUGH THE EXPRESSION OF CULTURE AND IDENTITY AND ADDRESSING DISCRIMINATION								
#	ACTION	TIMEFRAME	LEAD	LINKS TO NMIS	SUPPORT AGENCIES / PARTNERS	LINKED ACTIONS	PERFORMANCE INDICATORS	STATUS
6.1	Promote the engagement of migrants in sports and arts development activities and in events like park runs, couch to 5k events, hiking tours/ walks of local hills, photography classes and guided walks etc.	2019-2022	Sports Partnerships Culture sections council	NMIS #73	MCC, LCC Migrant Intercultural Networks	MLECP 3.3.2; 4.4.1; 3.2.7 LLECP 142-159; 307-330	# sports activities # participants; % migrants % with a greater sense of belonging	
6.2	Work with the Sports Partnerships to inform on guidelines on how clubs can become more integrated - from committees to coaches and players and encourage more migrants to coach and take part in sports	2019-2022	Sports Partnerships National Governing Body	NMIS #73	MCC, LCC Sports Clubs Migrant Intercultural Networks	MLECP 3.3.2; 4.4.1 LLECP 142-159; 307-330	# sports activities # participants; % migrants % with a greater sense of belonging	
6.3	Work with the Sports Partnerships and Migrant Support Groups to see what sports migrants play and introduce locally that could add to the diversity of sports on offer in Counties Louth and Meath	2019-2022	Sports Partnerships	NMIS #73	MCC, LCC Migrant Intercultural Networks	MLECP 3.3.2; 4.4.1 LLECP 142-159; 307-330	# sports activities # participants; % migrants % with a greater sense of belonging	
6.4	Work with migrant women to support their personal effectiveness to help build their confidence to participate in community development activities	2019-2022	MP, LLP	NMIS #68	MCC, LCC Sports Clubs Migrant Intercultural Networks	MLECP 3.3.2; 4.4.1 LLECP 142-159; 307-330	# sports activities # participants; % migrants % with a greater sense of belonging	
6.5	Examine how all Tidy Towns Groups can recruit new volunteers from the migrant community for their environmental work locally and encourage a buddying scheme to promote integration	2019-2022	Tidy Towns and PPNs	NMIS #69	Migrant Intercultural Networks MCC, LCC Volunteer Centres	MLECP 3.3.2; LLECP 142-159; 307-330	# sports activities # participants; % migrants % with a greater sense of belonging	
6.6	Continue to encourage integration and inclusion in cultural programming events and activities (through Creative Ireland Programme) and encourage local groups to do the same	2019-2022	MCC Culture and Arts office LCC Quality of Life Directorate	NMIS #69	MP, LLP, PPN Migrant Intercultural Networks Creative Ireland Programme (Louth and Meath Culture and Creativity Strategies 2018-22)	MLECP 3.3.2; LLECP 142-159; 307-330	# sports activities # participants; % migrants % with a greater sense of belonging	
6.7	Work with the media to develop a positive media coverage of the contribution of migrants and local communities to the social, cultural and economic life of Counties Louth and Meath. Develop a yearly promotional piece on this in local papers and promote good news stories on social media etc.	2019-2022	Migrant Integration Forum	NMIS #68	Migrant Intercultural Networks	MLECP 3.3.2; LLECP 142-159; 307-330	# sports activities # participants; % migrants % with a greater sense of belonging	



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